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1991 March 18 - Faculty Senate Agenda and Minutes

Faculty Senate, East Tennessee State University

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FACULTY SENATE
NEXT MEETING:
March 18 at 3:30 pm
FORUM ROOM, CULP CENTER

Assistant Director of Reader S
Sherrod Library
Box 22,450A
CAMPUS

Notes: TO DEPARTMENT CHAIRS: Please ci.

AGENDA

- 1) Approval of the March 4 minutes (enclosed).
- 2) Treasurer's report
- 3) Announcements
- 4) Nominations for SACS committees (list of committees enclosed)

ETSU will undergo SACS Review in 1993. Preparation is underway for the institutional self study. Wayne Andrews, chair of the SACS steering committee, is in the process of securing the names of faculty who are willing and able to serve on one of the various self study committees and has asked for the Senate's assistance. The list of committees is enclosed. If you are interested in being nominated or in nominating a colleague to serve on a particular self study committee, please contact Anne LeCroy, chair of the Senate Committee on Committees.

- 5) Proposed academic calendars 1992-94 (enclosed) - Richard Yount
- 6) UTK Faculty Senate action in support of tax reform (enclosed)

The UTK Faculty Senate recently passed a motion endorsing tax reform legislation. The motion, along with letter of submittal (to the Governor, members of the General Assembly, and the Commissioner of Finance and Administration) is enclosed. It has been suggested that we may wish to add our voice to this effort.

- 7) Status Report of ad hoc Budget Committee - George Poole
 - 8) Other business
 - 9) Adjournment
-

MINUTES OF THE FACULTY SENATE MEETING OF MARCH 18, 1991

President Bob Riser called the meeting to order at 3:40 p.m. A quorum was present.

MINUTES. The minutes of March 3, 1991 were corrected as followed: The balance of the senate's budget as reflected in the treasurer's report extended through January 31, 1991, not January 1, as the minutes reported. After correction the minutes were approved.

ANNOUNCEMENTS. TBR MEETING. Riser reported on the March 14-15 TBR meeting. The Catherman Chair of Humanities was approved. The board amended the Academic Freedom, Responsibility and Tenure Policy to include a statement that tenure is granted with the expectation "of continued professional growth and development" as it relates to mission, goals and changing needs of the institution. The issue of post-tenure review did not come before the board. There was virtually no discussion of the state's budget and the effect of budget cuts on TBR schools.

ACADEMIC COUNCIL. PLUS AND MINUS GRADES. At the February 28 Academic Council meeting a motion was made to adopt the senate's recommendation on plus and minus grades. Significant discussion followed. A motion was then made to table voting on the senate policy, until the Graduate Council could consider it. Subsequent to the Academic Council meeting, Graduate Council considered and passed the senate's plus and minus plan, with the following revisions: there will be no C- or D for graduate students. Graduate Council agreed that if this version of plus and minus grades did not pass Academic Council, then the Student Government plan of plus grades only would be acceptable.

STUDENT ASSESSMENT INSTRUMENT. Academic Council rejected the senate's recommendation that there be a moratorium on the use of SAI (excluding those who had to, or wanted to use the evaluation form) until the new version could be implemented. Instead a motion was passed that "until such time that the new system can be implemented we use the present system and actively pursue the progress being made on the proposals passed last year."

COMMITTEE ON COMMITTEES. Anne LeCroy, arts and sciences, and chair of this committee, urged senators to forward nominations for vacancies on university committees. She pointed out that the Parking Committee was inadvertently left off the list she circulated to faculty. This committee has five vacancies.

SACS SELF-STUDY. Riser encouraged senators to consider serving on a committee for the SACS self-study. Anyone interested should contact Anne LeCroy.

PROGRAM. Richard Yount, Registrar, discussed the 1992-94 academic calendar. He pointed out that TBR has certain guidelines (e.g. semester must span 16 weeks total; end of summer session no later than August 15; and minimum of 750 minutes of classroom instruction per semester hour of credit) and that ETSU has certain guidelines (e.g. fall break last Friday in October in order to host UTEC; spring break two weeks before last full week of March; and one week between spring and summer, and summer to fall to allow for processing of grades). Accommodation to both sets of guidelines must be considered in devising the calendar.

Senators had a number of concerns about the calendar. Among these concerns were the following: Were 13 weeks of instruction adequate to meet the minimum number of instruction minutes? Why was it important to

programs.

- b) As short term measures towards minimizing instructional costs and accommodating additional students:
 - (1) Insure that faculty release time is productive;
 - (2) Redistribute supplies budgets to assist departments that accommodate increased student demand;
 - (3) Provide release time to all administrators and staff holding faculty rank to teach one course per semester;
 - (4) Provide release time to all administrators and staff who do not hold faculty rank but who do have appropriate credentials to teach one course per year;
- 3) Provide units with budget flexibility:
 - a) permit purchase of supplies from sources other than the university bookstore;
 - b) reduce, to a competitive level, internal charges for long-distance telephone calls and for telephone equipment; similarly for university printing;
 - c) provide a means for bulk purchasing widely used supplies and pass savings on to departments;
 - d) return salary savings from grants and contracts to the college or unit.
- 4) Encourage a university wide program to conserve energy. Direct the physical plant to lower thermostats in the winter; raise them in the summer; remove portable heaters (except for medical need); encourage faculty, staff, and student to turn off lights and turn down heaters. This should allow us to recoup approximately 10% of our utilities budget.
- 5) Eliminate three-fourths of the faculty and administrative telephones. Have phone calls diverted to central numbers and then deliver messages to intended recipients. This should save money – and make cuts visible.
- 6) Find ways to save postal charges. Too many people send out too many letters to home addresses – at considerable expense to the university.
- 7) Virtually eliminate academic travel FOR ONE YEAR; seriously curtail institutional travel. Cut the academic side travel budget by 75%. Cut the non-academic travel budget by half.
- 8) Eliminate or reduce university paid individual memberships to civic and professional organizations and individual subscriptions to professional publications.
- 9) Return summer programming to departments and insist that each department operate in the black. Hold chairs and deans accountable with no exceptions.
- 10) Currently we have well-established criteria for evaluating academic programs. Find equally rigorous criteria for non-academic programs.
- 11) You indicated you were going to cut the new turf in the Minidome to provide a "rainy day fund." We are entirely sympathetic to the need for such a fund. But, once again, that hides the cuts. Cut the astro-turf to deal with the current budget crunch – that is a visible cut – and then cut some other less visible programs to build your rainy day fund.

Perhaps it would be appropriate for us to meet with you sometime in the next few weeks. If you are interested, let us know.

Tentative recommendations (to President Beller) of Ad Hoc Budget Task Force, 3/12/91

At the last President's Council you indicated you wanted to be prepared to make a statement about the effect of the budget cuts at this week's TBR meeting. Therefore, we thought it important to offer you some recommendations, however tentative. Some of these matters we have discussed in detail and are rather confident. Others reflect merely our initial judgement. We wish we had more time. But external constraints sometimes require us to act more quickly than we would have hoped.

We suggest the following general guidelines for cuts:

- The academic instruction of students is our primary function and highest priority
We must protect the integrity of academic programs and resist measures that will cause long term damage to programs vital to the university mission.
- Protect the academic program
Use the criteria used by VCU during their current round of cuts: let the ratio of academic to non-academic cuts be 1: 1.5.
- Make cuts visible
The public must recognize the serious financial constraints under which we are forced to operate.
- Avoid across-the-board budget reductions
These compromise our primary function. Instead, conscientious programmatic reductions should be based on reasonable established criteria consistent with the goals and mission of the university. Morale and credibility are strained if the reductions made are inconsistent with professed priorities and mission.
- Consider long-term effects of budget cuts.
While the state mandated budget reductions require measures that result in immediate savings, we must consider the long-term effects of any measures taken.

Some specific suggestions:

1) Athletics

Eliminate the practice of placing athletic personnel, with release time, in the academic budget. The current arrangement is unsatisfactory for all involved. It is unfair to the coaches to make them teach; it is unfair to the students who do not receive adequate instruction; it is unfair to ask academic affairs to pay \$350,000 (including fringe) in coaches' salaries when they receive relatively little in return. Remove the coaches from the academic budget; this will free them from all academic assignments. Then ask the athletic department to financially support its own program. They currently have sufficient reserves to give them several years to determine how they wish to handle the problems: removing some assistant coaches (since they no longer need to teach); terminating high-cost athletic programs; seeking more game guarantees.

2) Instruction

- a) Examine marginal academic programs, identified according to established criteria consistent with the goals and mission of the university, for consolidation or elimination. Proposed new academic programs should be examined according to the same criteria before resources are committed. We are currently evaluating these

meet the same number of class sessions each semester? Could there be a stipulation that holidays begin at a certain time of the day in order to clarify whether night classes, for example, were to meet the evening before a holiday (Thanksgiving, for instance).

One much-discussed issue revolved around the shortening of fall break to one day. Ed Williams, Arts and sciences, stated that he thought both students and faculty needed a two-day break at that point in the semester. The break has been shortened, Yount said, in response to the shortening of the UETEC meeting, and to provide an additional "contact" period for class instruction.

Another concern focused on the late start of the 1993 academic year. Yount explained that this was occasioned by summer term ending August 16 (one day after TBR guidelines), and thus pushing the schedule farther into August. There was discussion, Yount said, of ending that term on a Saturday, which would allow the fall semester to start earlier.

The question arose concerning whether changes could be made in the calendar. Riser responded that the proposed schedule will be discussed by Academic Council (AC) on April 4, and that senators could present any suggestions for change at the April 1 senate meeting. Riser then would present those changes to AC.

OTHER BUSINESS. UT-K TAX REFORM RESOLUTION. Riser commented on the University of Tennessee-Knoxville resolution on tax reform included in the mailout. UT-K faculty senate president suggested that ETSU add its voice to this process. A few senators pointed out that they would like to poll their constituents before supporting the resolution. It was agreed that this was the preferred course of action. The resolution will be discussed at the next senate meeting.

AD HOC BUDGET COMMITTEE REPORT. George Poole, arts and sciences, reported on the progress of the Ad Hoc Budget Committee. He stated that a draft of the committee's budget guidelines have been presented to President Beller. These guidelines include the following: 1) Academic programs must be protected first; 2) Across the board cuts are detrimental and should be avoided; 3) The effects of budget cuts should be made visible to students and the public; 4) Must consider long-term solutions to budget problems, and not just short-term ones; and 5) Academic to non-academic reductions should follow a 1 to 1.5 ratio.

Poole also noted that specific recommendations on cuts have been made and forwarded to President Beller, who as of this senate meeting, had not had an opportunity to review them. These recommendations, Riser said, will be included in the next mailout.

There being no further business, the meeting adjourned at 5:04 p.m.

PRESENT

Ken James	Ed Williams	Jim Pleasant
Scott Beck	Marie Tedesco	George Poole
Bob Riser	Virginia Adams	Margaret Houglund
Chris Ayers	Charles Johnson	Robert Davidson
Carol Gordon	Mark Holland	Rebecca Nunley
Dan Johnson	Phil Scheuerman	Christa Hungate
Gene McCoy	Bill Campbell	Saralyn Gold
Anne LeCroy	Mary Nelson	Beth Smith
Sally Crawford		

ABSENT

Charles Parker	Mary Lou Gammo
Bill Fisher (ex)	Sue McCoy
Al Lucero	Ernest Bentley
Hugh LaFollette	David Close
Ahmad Wattad	Bob Acuff (ex)
Kaite Dunn	Kenneth Ferslew
Rebecca Isbell	Brad Arbogast
Eliz Williams (ex)	

Calendar Guidelines

TBR Requirements

- Fall & Spring must span minimum of 16 weeks (Includes regular registration & Final Exams)
- Minimum of 750 minutes classroom instruction per semester hour of credit (excluding finals and registration)
- Last day of summer no later than August 15
- First day fall term regular registration (no more than 3 days) no earlier than August 20
- Late Registration & Late Add permitted only during the first seven calendar days of Fall & Spring (first week of classes)

ETSU

- Fall Break is the last Friday in October in order to host UETEC
- Spring Break should be two weeks before the last full week of March
- Schedule at least one week between Spring and Summer, and Summer to Fall for grade processing
- Every class must meet at least once during the first week of classes

Saralyn Gold, public and allied health, then moved that Faculty Senate recommend the extension of the above voluntary review process to all vice-presidents. The motion was seconded.

Discussion centered on a number of concerns. It was pointed out that the current policy extended only to the vice-president for academic affairs, and that non-academic vp's were not part of the process.

Al Lucero, business, asked whether faculty have the power to evaluate vice-presidents? Anne LeCroy, arts and sciences, questioned which senate committee should examine the functions of the vice-presidents. Hugh LaFollette, arts and sciences, commented that he thought the senate should initiate a policy of evaluating administrators and deans.

The motion was amended to read: "Faculty Senate recommends that tenured and tenure-track faculty participate on a voluntary basis in the review of the Vice-President for Academic Affairs. Clarification of the functions of other vice-presidents will be sent to a senate committee for its investigation."

Gold's amended motion was voted on and carried unanimously, with one abstention.

Charles Johnson, business, moved that the above motion be amended to include department chairs in the review process. Johnson's motion thus read: "Faculty Senate recommends that all tenured and tenure-track faculty participate on a voluntary basis in the review of department chairs."

Margaret Hougland then proposed a friendly amendment to Johnson's motion. Hougland's motion was to include chairs, deans, and vice-president for academic affairs in the same motion. This motion would supersede the other previously passed. The new motion read: "That Faculty Senate recommends the voluntary participation of tenured and tenure-track faculty in the review of department chairs, deans, and the Vice-President for Academic Affairs. Clarification of the functions of the other vice-presidents will be sent to a committee of the Faculty Senate. This motion will supersede the others previously passed by the Faculty Senate."

The motion carried unanimously, with one abstention.

REPORT ON THE AD HOC BUDGET COMMITTEE. Acuff gave a status report on the work of the committee. He noted that the committee will spend the majority of the next few meetings on criteria for programmatic changes. He urged that senators make suggestions to be taken under consideration.

Acuff also noted that the budget outlook appears more gloomy than previously thought.

Anne LeCroy observed that the University Council is not being made use of in the budget process, and that a memorandum is being sent to President Beller to urge that he make use of this council in making budget decisions.

Bill Fisher asked about the Subcommittee on the Budget Process chaired by Dean Ostheimer. Saralyn Gold, the senate's representative on this committee, stressed that this committee deals only with the process of arriving at budgets, and not with the content of those budgets.

Acuff referred senators the March 4 handout for clarification of the work and recommendations of the Ostheimer

committee.

There being no further business, the meeting adjourned at 4:45 p.m.

<u>PRESENT</u>			<u>ABSENT</u>	
Ken James	Ed Williams	Bob Acuff	Charles Parker	Virginia Adams
Scott Beck	Bill Fisher	Kenneth Ferslew	Jim Pleasant (ex)	Beth Smith
David Close	Mary Lou Gammo	Margaret Hougland	Bob Riser (ex)	Sally Crawford
Mark Holland	Charles Johnson	Sue McCoy	Robert Davidson	Rebecca Nunley
Christa Hungate	Al Lucero	Ahmad Wattad	Chris Ayers	Phil Scheuerman
Dan Johnson	Ernest Bentley	Carol Gordon	Katie Dunn	
Hugh LaFollette	Bill Campbell	Saralyn Gold	Rebecca Isbell	
Anne LeCroy	Mary Nelson	Gene McCoy	Brad Arbogast (ex)	
George Poole	Maric Tedesco		Eliz Williams (ex)	

SACS Self Study Committees

Section II: Institutional Purpose

Section III: Institutional Effectiveness

- 3.1 Planning & Evaluation
- 3.2 Institutional Research

Section IV: Educational Program

- 4.1 Undergraduate Program
- 4.2 Graduate Program
- 4.3 Continuing Education, Outreach & Service Programs
- 4.4 Faculty
- 4.5 Consortium & Contractual Relationships


Section V: Educational Support Services

- 5.1 Educational Support Services
- 5.2 Library
- 5.3 Instructional Support
- 5.4 Computer Resources & Services
- 5.5 Student Development Services
- 5.6 Intercollegiate Athletics

Section VI: Administrative Process

- 6.1 Organization & Administration
- 6.2 Institutional Advancement
- 6.3 Financial Resources
- 6.4 Physical Resources
- 6.5 Externally Funded Grants & Contracts

TO * Academic Council
President, Staff Senate & Chairman, University Council

FROM * Richard L. Yount 

SUBJECT * PROPOSED ACADEMIC CALENDARS 1992-1994

DATE * March 6, 1991

The attached PROPOSED calendars are presented for review and approval which will hopefully follow this timetable:

March, 1991	Calendar reviewed by governance bodies: Student Government Association (@ Tuesday, 4:15 p.m.) Staff Senate (March 11, or April 8, 3:00 p.m.) Academic Council (March 14, 24, 9:30 a.m.) Faculty Senate (March 18, 3:30 p.m.) University Council (April 4, 2:30 p.m.)
April 11, 1991	Final Discussion and Approval by Academic Council
April 18, 1991	Submit to President Beller
Fall, 1991	1992-93 Undergraduate & Graduate Catalogs Developed

This timetable should allow for any necessary interaction in that there was general agreement to the following statement on this process in 1989:

... endorses the concept of stability in the establishment of an academic calendar. As long as there are no substantive changes which reduce the number of contact sessions, the committee would like to suggest that the calendar not be subject to interference from independent thought unless it has been clearly established that a change would benefit its academic purpose.

To this end, I would like to remind readers that in the current 90-92 cycle there was a move to make the Fall and Spring terms as even as possible; we moved the Spring break 2 weeks earlier to be more in tune with student needs for a break; we shortened the Tuesday/Thursday meeting times from 85 to 80 minutes; and the Fall break was reduced to only one day.

The end of the Summer, 1993, falls one day outside of the TBR Guideline A-090 which stipulates the end of the summer session to be no later than August 15. This is recommended because of the New Year's holiday falling on a weekend...this moves registration activities and the beginning and ending of classes in such a way as to slide the terms back a bit. This happens to give a later Term 1 starting for school personnel in our area who want to take advantage of the Summer term.

I am available to meet with groups or present the proposal. I would like to be included or at least informed of discussions so that any alternative considerations may be exchanged in a timely manner.

Attachments

(cat\ca192-94)

EAST TENNESSEE STATE UNIVERSITY
ACADEMIC CALENDAR 1992-1994
XXXX PROPOSED XXXX

Academic Year 1992-1993

04-Mar-91
Page 1 of 2

1992 FALL	1993 SPRING	SUMMER SESSION INTERSESSION	TERM 1	TERM 2
Classes Begin: 24-Aug-92 M	11-Jan-93 M	17-May-93 M	07-Jun-93 M	13-Jul-93 T
Last Day of Classes: 04-Dec-92 F	30-Apr-93 F	04-Jun-93 F	12-Jul-93 M	16-Aug-93 M
Final Examinations Begin: 07-Dec-92 M-Th	03-May-93 M-Th	NA	NA	NA
Commencement: 12-Dec-92 Sat	08-May-93 Sat	x	x	x

Class Holidays:

Labor Day: 07-Sep-92 M
Fall Break: 30-Oct-92 F
Thanksgiving: 26-Nov-92 Th
27-Nov-92 F

Martin Luther King: 18-Jan-93 M
Spring Break Week Begins: 08-Mar-93 M-F
Independence Day: 05-Jul-93 M

Analysis: -----

	Sessions	Min	Sessions	Min	Sessions	Min	Sessions	Min
M/F Sessions (55 min):	42	2310	44	2420				
TX Sessions (80 min):	29	2320	30	2400				
M Eve Class Sessions (min):	14	2450	14	2450				
T Eve Class Sessions (min):	15	2625	15	2625				
W Eve Class Sessions (min):	15	2625	15	2625				
X Eve Class Sessions (min):	14	2450	15	2625				
Summer Class Sessions:					15	25 2250	25	2250

(Minutes/Class Session: Eve @ 175; Summer M-F @ x 90)

(CR19294)

THE UNIVERSITY OF TENNESSEE
KNOXVILLE

February 6, 1991



MEMO

TO: The Governor, Members of the General Assembly
and Commissioner of Finance and Administration of
the State of Tennessee

Faculty
Senate

FROM: Anne Mayhew, President, Faculty Senate of the
University of Tennessee, Knoxville

RE: Faculty Senate Resolution concerning State tax
reform

The attached resolution was passed by the UTK Faculty Senate at its meeting on February 4, 1991. It expresses our strong endorsement of state tax reform legislation which would provide additional state revenues in a fair and equitable manner.

We applaud Governor McWherter's current initiative toward tax reform, although a specific proposal has not yet been made. We have taken this opportunity to endorse a particular proposal because we feel it presents a reasonable approach that is fair, easy to administer, and most likely to be acceptable to the majority of our citizens. It would provide the additional state revenues which are certainly needed to provide necessary state services now and in the future.

We strongly encourage the Legislature to support tax reform in general, and a state income tax in particular.

It is important for state government to take a leadership role in this vital matter, and proceed with an extensive educational effort to inform the public why tax reform is necessary and why their support is warranted.

As faculty and staff at the University of Tennessee, Knoxville we pledge our help and effort in this regard.

THE UNIVERSITY OF TENNESSEE
KNOXVILLE

FACULTY SENATE RESOLUTION ON STATE TAX REFORM



Faculty
Senate

WHEREAS, The State of Tennessee's tax structure is regressive, causing the tax burden to fall heavily on those citizens who are least able to pay; and

WHEREAS, the State of Tennessee's tax structure is relatively inelastic, often causing tax revenues to grow at a pace that does not keep up with inflation and personal income; and

WHEREAS, the State of Tennessee currently has the 5th lowest per capita tax revenue of any state in the Nation, and has state and local tax revenues which combined are only 2/3 of the national average; and


WHEREAS, limited tax revenues make it impossible to fund adequately education and other necessary state services,

NOW THEREFORE BE IT RESOLVED, that the UTK Faculty Senate go on record as supporting tax reform legislation, to be passed by an act of the State Legislature, which would incorporate a progressive state income tax, coupled with a reduction in the state sales tax rate.

BE IT FURTHER RESOLVED, that the Faculty Senate, on behalf of the Faculty, urge the Governor, Commissioner of Finance and Administration and the State Legislature to support appropriate legislation to bring about the endorsed tax reforms; and

BE IT FURTHER RESOLVED, that the Faculty Senate, through its various committees, elicit faculty, staff, student, alumni and other interested citizen support for the proposed state tax reforms.

February 4, 1991
Approved


Wm. Bruce Wheeler, Secretary
UTK FACULTY SENATE


Anne Hayhew, President
UTK FACULTY SENATE

ROSTER - FACULTY SENATE 1990-91

2/4/91

<u>SCHOOL</u>	<u>NAME</u>	<u>DEPARTMENT</u>	<u>TRM</u>	<u>PO BOX</u>	<u>PHONE</u>	<u>COMMITTEE</u>
AS&T	Ken James	Home Economics	93	22,630A	4411	Acad Matters
	Charles Parker	Technology	91	19,060A	4473	Dev & Eval
	Jim Pleasant	Comp&Infor Sci	91	23,830A	6962	Research
	Bob Riser	Comp&Infor Sci	92	23,830A	4312	
A&S	Scott Beck	Sociology&Anthr	92	21,820A	6648	Conc & Griev
	David Close	Physics	91	22,060A	5646	Research
	Mark Holland	English	92	24,310A	926-4011	Dev & Eval
	Christa Hungate	Foreign Language	91	22,480A	6902	Acad Matters
	Dan Johnson	Biological. Sci	93	23,590A	4359	*Acad Matters
	Hugh LaFollette	Phil&Humanities	91	22,180A	6625	*Conc & Griev
	Anne LeCroy	English	92	22,990A	5991	*Committees
	George Poole	Mathematics	93	22,390A	4349	Dev & Eval
	Ed Williams	English	93	22,990A	6626	Elections
Bus	Bill Fisher	Mgmt & Mktng	93	24,471A	5304	Dev & Eval
	Mary Lou Gammo	Accountancy	93	23,800A	4599	Research
	Charles Johnson	Mgmt & Mktng	91	21,250A	5391	Conc & Griev
	Al Lucero	Office Mgmt	92	20,320A	6986	Acad Matters
Dev St	Robert Davidson	DevelopmentalMth	92	21,100A	6690	Elections
Educ	Chris Ayres	Phys Educ & Rec	92	22,120A	5259	Acad Matters
	Ernest Bentley	Educ Leadership	91	19,000A	6716	*Elections
	Bill Campbell	University Sch	93	21,460A	4333	Dev & Eval
	Katie Dunn	Curr & Instr	92	23,020A	5931	Research
	Rebecca Isbell	Hum Dev&Learning	93	18,940A	4196	Committees
Mary Nelson	University Sch	91	21,460A	4333	Conc & Griev	
Library	Marie Tedesco	Archives	91	22,450A	5339	Acad Matters
Medicine	Brad Arbogast	Internal Med	92	21,160A	6289	Research
	Bob Acuff	Surgery	91	19,750A	6257	*Research
	Kenneth Ferslew	Pharmacology	93	19,810A	6274	Committees
	Margaret Houglan	Anatomy	91	19,960A	6243	Dev & Eval
	Sue McCoy	Surgery	91	19,750A	6264	Acad Matters
	Ahmad Wattad	Pediatrics	92	19,840A	6222	Elections
Eliz. Williams	Internal Med	93	21,160A	6381	Conc & Griev	
Nursing	Virginia Adams	Family/Comm Nurs	92	22,780A	6830	Research
	Carol Gordon	Adult Nursing	92	21,370A	4388	*Dev & Eval
	Beth Smith	Profess Roles	93	22,240A	4336	Acad Matters
	Sally Crawford	Adult Nursing	91	21,370A	4360	Conc & Griev
P&AE	Saralyn Gold	Comm Disorders	91	21,790A	5252	Dev & Eval
	Gene McCoy	Health Sciences	91	22,690A	4490	Acad Matters
	Rebecca Nunley	Dental Hygiene	93	23,200A	4434	Conc & Griev
	Phil Scheurman	Environ Health	92	22,960A	4408	Research

* - Committee Chair