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1991 April 29 - Faculty Senate Agenda and Minutes

Faculty Senate, East Tennessee State University

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FACULTY SENATE
NEXT MEETING:
April 29 at 3:30 pm
FORUM ROOM, CULP CENTER

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Notes: TO DEPARTMENT CHAIRS: Please p

AGENDA

- 1) Approval of the April 15 minutes (enclosed).
- 2) Treasurer's report.
- 3) Announcements
- 4) Committee reports
 - a) Faculty Development and Evaluation - Saralyn Gold
Item III of the committee's recommendations (see 4/15 Senate mailout) was tabled at the last meeting (see enclosed minutes for discussion). Item III concerns the responsibility of the department chair and department committee in verifying a dossier's authenticity and quality. The committee may want to request some further action.
 - b) Academic Matters - Dan Johnson
Preliminary report on the survey of part-time faculty that was recently conducted.
 - c) Committee on Committees - Anne LeCroy
The committee has completed its work in gathering nominations for vacancies on the university standing committees. Their report has been submitted to the President.
- 5) Piloting the new SAI instrument - agenda item deferred from 4/15 meeting.

Since implementation of the new SAI instrument has been delayed due to conversion to the new mainframe computer, Academic Council has discussed a suggestion to conduct a pilot of the instrument. Suggestions included allowing departments to volunteer to participate, allowing individual faculty to volunteer, and conducting the pilot during the summer terms.
- 6) Report of ad hoc Budget Committee - Bob Acuff
- 7) Other business
- 8) Adjournment

MINUTES OF THE FACULTY SENATE MEETING OF APRIL 29, 1991

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

Minutes. The minutes of the April 15 meeting were approved as read.

Treasurer's Report. Treasurer Saralyn Gold reported that the balance on hand is \$3602.07.

ANNOUNCEMENT. Riser reported that at the most recent Faculty Sub-Council of the TBR Bert Bach discussed the budget and stated that Chancellor Floyd would be sending budget directives to the TBR schools. It was Bach's understanding that budget directives would provide universities with the discretion to make cuts in areas deemed necessary by the universities. The TBR favored support of academic programs and student access (enrollment), and avoidance of personnel reductions.

The recently received memorandum from Chancellor Floyd on expenditure freezes for 1990-91 and 1991-92 merited discussion. Riser noted that equipment, travel, and filling vacant positions all were frozen. In addition, no TBR employee will be receiving a raise in pay, including those who earned promotion in rank.

Riser further commented on the investigations currently taking place at ETSU in regard to determining cuts for the budget. President Beller assigned small groups, each including a member of the Ad Hoc Budget Committee to investigate funding in the different areas of the university. Their reports were due to the president today; ETSU's plan to cut 10% from its budget is due to the TBR on Friday, May 3.

Riser commented again on the work of the Faculty Sub-Council. He noted that the committee appointed by Bach to arrive at a compromise on the post-tenure review proposal recommended no change in board policy on reviewing tenured faculty. The committee emphasized that each institution should make its own policies and recommendations in regard to reviewing tenured faculty and dealing with those who have deficiencies. Riser stated that he thought that ETSU's annual evaluations do meet existing board policy and fulfill the recommendations of the review committee.

COMMITTEE REPORTS. Faculty Development and Evaluation. Saralyn Gold, public and allied health, reported that the committee was not ready to bring off the table Item III of the committee's recommendations on tenure and promotion. (See April 15 mailout for details of the committee's report.) Item III concerned the responsibility of the department chair and department committee in verifying a dossier's authenticity and accuracy.

Academic Matters. Ken James, applied science and technology, gave a preliminary report on the committee's survey of part-time faculty members at ETSU. The surveys were mailed on March 27 to 182 part-time faculty members. The completed surveys were due back on April 15. At this date 68% have responded to the survey. (James noted that some responses still were trickling in.)

The survey covered a number of aspects of the part-time teaching situation. Questions included, for example, why part-time persons were hired for their positions; how much advance notice they received before being hired; how important financial compensation was to each part-time faculty member; whether or not each individual received sufficient feedback on his/her teaching efforts; where and when the part timers

George Poole then spoke again. He stressed that he was not speaking for or against the confidence motion. He related that over the last eight days, in order to understand better what was going on, he had tried to set up a meeting with President Beller. Poole was not able to get a meeting with the president. Poole did, however, get a meeting with Paul Stanton, who explained his position and perceptions.

Others spoke briefly for or against the no confidence resolution. Barbara Silvers, a part-time faculty member and secretary of the alumni association (non-senator), spoke against the no confidence measure. She spoke of the increased support of the alumni as evidence of the good work that Beller has done at ETSU. Bob Riser, stepped down as president for a few moments to speak. Riser noted his appreciation of Floyd's visit, and noted that support for the Poole motion did not preclude a vote of no confidence. He further commented that a vote of no confidence prior to the Floyd visit could be interpreted as a lack of confidence in Floyd and might go against the spirit of the Poole motion.

Festus Adebajo, medicine (non-senator), stated that the vote of ten days ago has already been discredited. He hoped that each school or college had met to determine its thoughts on the matter. He also urged each senator to be bold and to vote on the confidence issue. William Campbell, medicine (non-senator) urged a vote of no confidence. He feared that ETSU will be doomed to mediocrity unless there is significant change at the institution.

Eduardo Zayas-Bazan, arts and sciences (non-senator) told the audience that he had been at ETSU for 23 years, and that the future of the institution is not linked to Beller. One of Zayas-Bazan's major concerns is the manner in which Beller deals with other ETSU officials. Public humiliation is not unusual, Zayas-Bazan observed (Stanton, Dean Norma Nutter, education, a week previous to the Stanton episode.) Administrators are intimidated, and thus do not give necessary critical advice to the president. Zayas-Bazan also voiced concern for the decrease in the number of faculty members, and the increase in the number of administrators at the university since Beller became president.

Non-academic projects, Zayas-Bazan continued, receive priority at ETSU, while the academic are ignored. He pointed out that in the move to internationalize the curriculum the foreign language department has been ignored. He also stated that in his view Beller treats the faculty with contempt. Zayas-Bazan stated that he hopes that the present difficulties will, in the end, have positive results. Perhaps the senate will be stronger, and perhaps future presidents will be more mindful of the faculty. In closing, Zayas-Bazan urged frankness with Chancellor Floyd, and urged a no confidence vote.

Margaret Houglund, senator, medicine, observed that in her experience, especially as a past president of the Faculty Senate, that Faculty Senate votes "counted" only when they were in agreement with the administration's views. When contrary to the administration's views, Faculty Senate votes were discounted as "unrepresentative." She asked whether the university could proceed with credibility and effectiveness with the current leadership. She did not think this was possible. Houglund urged a vote of no confidence.

David Doane, medicine, non-senator, pointed out that although the president had praised the Mountain City Clinic on Friday, faculty members should know that on the previous day funding to the clinic was cut off.

Michael Gallagher, non-senator, public and allied health, asked why the senate was meeting if it was not to consider a vote of confidence or no confidence. The senate, he said, needs to take a stand.

The question was called, and the senate then voted on cutting off discussion on the Poole motion. With a vote of 18-11, discussion was cut off. The senate then voted on the Poole motion. The motion carried 19 in favor, 13 against, and 1 abstaining.

Saralyn Gold, public and allied health, then made the following proposal: "That the Faculty Senate vote no confidence in the academic and fiscal leadership of the administration of Ronald E. Beller." She observed that she thought the time was right to make such a motion, and that her constituency expected the senate to vote on this issue. Thus, she felt an obligation to her constituency to bring this motion to the senate floor. The motion was seconded.

Mike Woodruff, medicine (non-senator) commented that in his work on the budget committee, he found the administration to be obstructionist. In 1983, he noted, Beller was cautioned to be more responsible in regard to his management style. He asked whether the current administration would change.

Larry Neal, arts and sciences, proxy for senator Dan Johnson, disclosed that he polled 40 members of arts and sciences on the question of confidence/no confidence in the Beller administration. Thirty voted no confidence, 6 confidence, and 4 abstained.

Bob Acuff, medicine, stated that in the College of Medicine, at a meeting called to discuss this issue, 58-60 members present at the meeting voted unanimously a no confidence vote. Acuff went on to point out that similar problems of lack of communication, and failure to meet with faculty have plagued the Beller administration since the early 1980s. He read from a 1982 Johnson City Press-Chronicle article which discussed these issues. Acuff contended that things have not changed, and that setting up councils and committees will not change matters. This administration, he said, disregards academics at the university. He urged a vote of no confidence.

Bill Campbell, education, said a vote of confidence or no confidence, now is useless and inappropriate because Chancellor Floyd's visit will provide the outlet needed for faculty to express their views.

In response to Campbell, Gold contended that it would be inappropriate for senate to fail to go on record in regard to a vote on the Beller administration. The senate, she noted, needs to take a stand.

Ed Williams, arts and sciences, pointed out that Floyd will meet with selected groups on campus, and not with the whole faculty. Now is the time for the faculty to speak through the faculty senate.

Williams also stated that recent problems are not new ones. He pointed out that in 1982 Don Goodman, then Vice-President for Academic Affairs, was forced to resign under pressure. Goodman was not given the support he needed; his assistants and secretary were taken away from him. (The secretary was shifted to a receptionist's position in the president's office.) The Beller administration, Williams contended, shows lack of respect and disdain for academics at ETSU.

Williams went on to say that he thinks that Beller does not adequately represent the university's needs. Salaries are higher at other TBR schools; libraries at other TBR schools are automated; and the president is not getting special appropriations for ETSU. In addition, Beller's relations with area legislators is not good, and his external leadership (esp. in Nashville) is lacking.

taught their classes; how the ETSU experience compares to other part-time experiences; and whether or not the individual would welcome the opportunity to teach again at ETSU in a part-time capacity.

Overall, at this point the survey reflects mixed responses on the part of the part-timers. While some seem satisfied at ETSU, others are very concerned, for example, with the lack of feedback on their teaching efforts and the inadequacy of financial remuneration for their work. A full report on the survey will be ready by the end of the summer.

Committee on Committees. Riser reported for Anne LeCroy that the committee has completed its work in securing nominations for vacant positions on university standing committees, and has forwarded that report to President Beller.

Agenda Item Deferred from April 15 Meeting. Riser reported that because implementation of the new SAI has been delayed because of conversion to the new mainframe computer, Academic Council discussed a suggestion that pilot runs of the new SAI be conducted prior to full-scale implementation. Individual faculty members or departments could pilot the new SAI, perhaps during the summer terms.

Rebecca Nunley, public and allied health, asked who a faculty member would contact about piloting the SAI. Riser responded that forms for doing that would be available in the office of the Vice President for Academic Affairs. Nancy Garland of the vice-president's office, stated that the VP's office would get something to faculty on this matter.

AD HOC BUDGET COMMITTEE. Bob Acuff, medicine, reported on the committee's activities. He reiterated that President Beller had established committees to investigate five main budget areas of the university. At least one member of the ad hoc budget committee has been assigned to each committee. The first charge for each group was to get 6.75% cuts by April 29; then 10% if that was mandated. Acuff noted that Academic Affairs could not make that 10% cut. Acuff was not sure what that means in terms of the upcoming (May 1) meeting of the president's sub-council.

Hugh LaFollette, arts and sciences, noted that finance and administration, the budget area he worked in as a member of the ad hoc committee did come up with 11-12% worth of cuts.

Saralyn Gold asked whether these cuts included personnel. Acuff said that no personnel were included in the cuts. Acuff then mentioned the Floyd memorandum discussed earlier in the meeting.

David Close, arts and sciences, asked if faculty salary reductions were a possibility. Acuff noted that the possibility of such reductions has been discussed, and that if campus-wide reductions were necessary they would begin with salaries of \$30,000 per year. In that case a graduated scale of percentage reductions would be applied to salaries of \$30,000 and above. To reduce salaries would require TBR approval.

Senators raised questions about proposed budget cuts. These questions focused on the physical plant and utilities and athletics (including the astroturf money and coaches' salaries). LaFollette noted that of the approximately \$350,000 for coaches' salaries which had been taken from academic affairs' budget, \$100,000 has been shifted to athletics. He also noted that it appears that the \$750,000 earmarked for replacement of the astroturf will be applied to university budget cut requirements. Margaret Houglund, medicine, inquired

about the status of the recommendations initially by the ad hoc committee. Acuff responded that these are still being considered, but some (e.g. taking out phone lines) still are unresolved.

OTHER BUSINESS. Riser reported that the Senate Executive Committee discussed Charles Johnson's resolution on establishing a faculty senate committee to investigate athletics. Because the senate favored additional faculty input on athletics, but did not favor establishing another committee, the executive committee decided to refer the matter to academic matters in 1991-92.

Riser also reported that faculty development activities will be going forward, provided the budget allows for the necessary release time. Peggy Cantrell of psychology and Marsh Grube of communicative disorders are the first two faculty members slated to be part of this program.

There being no further business the meeting adjourned at 5:05 p.m.

PRESENT

Ken James	Ed Williams	Charles Parker
David Close	Marie Tedesco	Scott Beck
Bob Riser	Virginia Adams	Margaret Hougland
Chris Ayers	Ernest Bentley	Kenneth Ferslew
Carol Gordon	Beth Smith	Rebecca Nunley
Sue McCoy	Ahmad Wattad	Sally Crawford
Bill Campbell	Christa Hungate	Saralyn Gold
Bob Acuff	Mary Nelson	Mark Holland
Hugh LaFollette		

ABSENT

Jim Pleasant	Robert Davidson
Bill Fisher (ex)	Anne LeCroy (ex)
George Poole	Al Lucero
Dan Johnson (ex)	Brad Arbogast
Mary Lou Gammo	Charles Johnson
Katie Dunn	Gene McCoy
Rebecca Isbell	Phil Scheuerman
Eliz Williams (ex)	

ad hoc Budget Committee

Following is a report, submitted to President Beller, from the ad hoc Budget Committee. Additional activities of the committee will be reported by Bob Acuff at the 4/29 Senate meeting.

The first job of the task force was to examine the academic side of the university. Academics makes up the largest chunk of the university budget. It is also the portion of the university which we are most capable of assessing. Here is a summary of our findings as well as our plans for further investigation.

I. Faculty time devoted to instruction

We first looked at the percentage of faculty effort devoted to instruction. It was immediately apparent that statistics about faculty instruction efforts are not uniform. Some figures indicate that only half of the faculty's time is devoted to instruction. These figures do not square with the experience of any of the members of the task force, and it seems unlikely that our experience is anomalous.

In the end, the figures which most accorded with our own experience were those included in the Board of Regents cost study. Those indicate that 72% of full-time faculty time was devoted to instruction. That is, the average faculty member spends 10.8 hours in instruction. Given that the realistic instructional time for faculty is 12 hours, that figure means that only 1.2 hours per faculty member is released for research, departmental administration, and professional service.

Recommendation

The university should establish a single method of determining faculty effort. This method should be used in all reports to insure that we have consistent data.

2. The work load in short courses or workshops of several weeks' duration need not be distributed evenly. However, substantive and meaningful interaction between faculty and students should be maintained throughout.
3. Academic and administrative control over short courses and workshops must be vested in the institution granting the graduate-level academic credit.
4. No graduate credit will be awarded for courses that are inappropriate to include in graduate degree programs.

Presidents Council 5/29/91

SACS Briefing: Wayne Andrews reported on plans and activities related to the upcoming SACS self-study.

1. The Steering Committee has been involved in planning since March. They are:

Bob Acuff, Surgery	Lane Johnson, Education	Jo Ellen Edwards, Nursing
Creg Bishop, Env. Health	John Taylor, Education	Roy Ikenberry, Inst. Research
Fred Borchuck, Library	Steve Bader, Student Affairs	David Logan, Art
Harold Dishner, Alumni	Wilsie Bishop, Health Affairs	Marion Campbell, Fin. Aid, COM
Fred Hossler, Anatomy	Sonya Cashden, English	

Wayne Andrews, Technology, Chair of Steering Committee

Anne Sherrill, English, Chair of Self-Study Committee

2. The self-study committees have been formulated. Nine faculty have agreed to chair the principal committees and 151 have agreed to serve on the various committees. Key personnel have agreed to serve as resource persons for the committees and a member of the Steering Committee serves as a Liaison for each of the self-study committees. The chairs of the self-study committees are:

Dan Johnson, Biology, Institutional Purpose	Fred Mackara, Economics, Educ Support Svc
Glenn Bemis, Academic Affairs, Institutional Effect	Cynthia Bumley, A&S, Student Development Svc
Jeff Wardeska, Chemistry, Educational Program	Rita Scher, Library, Administrative Process
Jim Odom, History, Cont Educ, Outreach & Svc	John Vaglia, AS&T, Physical Res & Grants
Bob Riser, Computer & Info Sci, Faculty	

3. A day long workshop will be held on June 4, 1991 to provide an orientation for the chairs of the principle self-study committees.
4. The steering committee is going through a process of self education related to each of the criteria.
5. A newsletter, "SACS Quick Notes", will be published monthly beginning in June.
6. The major summer activity is the development of a self-study manual which is the planning document to be submitted to SACS. It will detail the major processes we will follow in conducting the self-study.

Budget Update: Dick Manahan, Vice-President for Finance and Administration, distributed and discussed the budget, with proposed reductions, that will be submitted to TBR by June 6. The document included the 1991-92 budget status summary, estimated revenue, estimated expenditures, proposed reductions by unit, frozen positions, and unfrozen positions.