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8-5-1991

1991 August 5 - Faculty Senate Agenda and Minutes

Faculty Senate, East Tennessee State University

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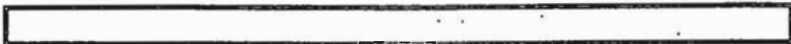
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**FACULTY SENATE
NEXT MEETING:
August 5, 1991 at 3:30 pm
GILBREATH HALL AUDITORIUM**

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

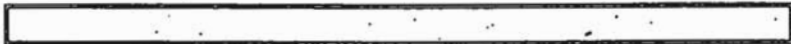
Aug 29 1991

Notes: TO DEPARTMENT CHAIRS: Please post or e.



AGENDA

- 1) Approval of the June 24 minutes (enclosed).
- 2) Treasurer's report.
- 3) Announcements
- 4) Status on presidential search
- 4) Open Forum - On June 24 the Faculty Senate voted to sponsor a series of open forums for faculty to discuss what they expect in a university president and what they see as the university mission and role. This is the second of those forums.
- 5) Adjournment



FOR YOUR INFORMATION

Faculty Sub-Council

The Faculty Sub-Council consists of one faculty senate representative from each TBR institution, both two-year and four-year schools. The Sub-Council meets quarterly in Nashville with the TBR academic affairs staff. Faculty Sub-Council officers for 1991-92 are:

Chair - Bob Riser, East Tennessee State University

Vice-Chair - Henry Pathy, Nashville State Technical Institute

Secretary - Jim Neal, Middle Tennessee State University

3. FALL ENROLLMENT REPORT

Dr. Bach indicated the following concerns relative to fall enrollment data:

- (1) On-campus housing vs. off-campus student residence
- (2) Limitations in faculty staffing
- (3) NCATE/MSN staffing issues
- (4) Clarification of changes in section sizes and faculty load

Dr. Alfonso presented a summary of application/enrollment data for fall. (enclosure #2 on file)

With an apparent increase in fall enrollment and shortage of available class positions, Dr. Bach requested Dr. Alfonso and Dr. Stanton to provide a priority list of sections needed. In addition, Dr. Bach requested information on changes made in the fall 1991 schedule regarding faculty load and numbers of sections.

Dr. Bach raised the question as to why ETSU currently utilizes just 3.1% of a possible 5% of student fees for scholarships. A decision on any change will be deferred until budget impact is assessed.

4. FIRE SAFETY COMPLIANCE

Dr. Gehre presented a report, with possible recommendations, on requirements for ETSU to meet fire safety codes. (enclosure #3 on file) ..

Questions were raised about cost implications and the ability of the Physical Plant to complete the necessary modifications to meet the August deadline.

SGA President, Ken Bailey, indicated his desire that the university make every effort to maintain the vending machines.

5. CLARIFICATION OF ROLE INVOLVING OFFICE OF INTERNATIONAL PROGRAMS

Dr. Bach indicated that all international programming will be under the Office of International Programs, including those recently conducted through the President's Office.

otherwise attain a required level of performance or credential may justify appropriate administrative action.

Following are procedures and a calendar for ensuring compliance:

- (1) Each institution should, by May 1, 1992, examine its annual evaluation system to ensure that both formative and summative information are provided to identify any faculty who are not performing at a level consistent with the current institutional mission.
- (2) Each institution should engage in a process in which the academic officer, working with the faculty, develops a proposal for programming to assist any faculty who are not performing at a level consistent with the institutional mission. A clear description of the model should be presented to the Vice Chancellor for Academic Affairs by May 1, 1992.
- (3) The TBR academic staff will facilitate the sharing and discussion of those institutional models; it will likewise "help institutions find, within the System and elsewhere, faculty development programs and procedures which will motivate such persons [i.e., those no longer performing at a level consistent with the current institutional mission] to maintain a high standard of professional ethics and responsibility." The assumption is that well developed programs would emerge as possibilities for replication.

Re System-Wide Review-Committee - Consideration was given to whether the TBR tenure policy should provide for a System-wide rather than institution-specific review and advisory committee as part of "termination for cause" provisions. It was concluded that the policy should not be so revised for the following reasons.

- (1) Institutional committees can handle the charge implicit in "termination for cause" provisions on various campuses.
 - (2) A System-wide committee for this purpose would conceivably be "objective" but would also be unfamiliar with the "culture and values" of the individual campus.
 - (3) A System-wide committee would involve unnecessary costs and logistical problems, including missed classes by committee members.
 - (4) The revision would be contrary to appropriate institutional autonomy with respect to the procedures.
 - (5) Development of a System-wide committee for this purpose would in effect constitute a challenge to the "integrity" of local committees.
- 3) The Board voted to withdraw the recently adopted student disciplinary rule regulating "fighting words" on campus.

Faculty Senate Executive Committee
Report regarding acquisition of new turf in Memorial Center

On June 24 a press release announced that the artificial playing surface in Memorial Center would be replaced, at a cost of approximately \$700,000, prior to the 1991 football season. Many faculty called members of the Senate Executive Committee to express their surprise and concern over the decision and to ask whether or not the decision was irrevocable. In response the Executive Committee looked into the matter. After informational meetings with Janice Shelton (Athletic Director) and Vice-President Manahan, the Executive Committee requested a meeting with Interim President Bach to discuss the matter. Following is the content of the letter (dated July 1; from Executive Committee to Dr. Bach) requesting the meeting.

We are concerned and surprised over the recently announced decision to acquire and install a new artificial playing surface in Memorial Center. Many faculty have contacted their Faculty Senators to express dismay over the decision as well.

The timing of the decision is extremely unfortunate, particularly in light of the deliberations over the budget during the last seven months. At a time when departmental supply budgets are being cut by 50%, travel budgets are being cut by 75%, equipment purchases are being virtually eliminated, additional course loads with larger classes are being assumed, and other measures to deal with the budget crisis are being undertaken, the expenditure of \$700,000 for the new surface sends the wrong message to the university community and the general public. The concern on the part of faculty is compounded by the earlier (March) decision to defer replacement of the turf for another year. The clear impression was given that we would "make do" for one season by playing elsewhere, likely under less than ideal conditions. Further, this deferral was desirable for several reasons. First, the budget situation was too serious to go ahead with the acquisition. Second, longer term options for the football program would be considered. (For example, one of the suggestions of the Ad Hoc Budget Task Force (see attached 1/25/91 memo) was to "consider eliminating or de-emphasizing high cost athletic programs that are unable to support themselves. Football has traditionally been unable to support itself and shows little potential for doing so in the foreseeable future.") Third, meeting Title IX requirements perhaps should be a higher priority for our athletic program. The reversal of the decision to defer replacement of the turf has certainly come as a surprise to the campus community.

Our concerns are consistent with TBR planning assumptions cited in ETSU strategic planning documents. The assumptions emphasize cost containment and suggest monitoring of high cost athletic programs and their relationship to institutional priorities.

We would like to discuss the possibility of rescinding this decision and "making do" for one season to allow time for more careful deliberations and, perhaps, for an improved budget situation.

Thank you for your attention to this matter.

The Executive Committee met with Dr. Bach on July 9. He reported that, in response to our letter, an inquiry was made as to what penalty would be incurred by breaking the contract with AstroTurf Industries to install the surface. The penalty would be approximately \$500,000.

Presidents Council 7/10/91

MINUTES - PRESIDENT'S COUNCIL

WEDNESDAY, JULY 10, 1991, 9:00 a.m., President's Conference Room

PRESENT: Bach, Hales, Bader (Stout), Bettis, Spritzer, Vaught, Lenz, Alfonso, Landrum, Lanza, Stanton, Hackara, D. Taylor, Fendt, Ostheimer, Shelton, Nutter, Gehre (Manahan), Burleson, Campbell, Sauceman, J. Taylor, Dietz (Essin), Borchuck, Acuff, Riser, Bailey

1. MEETING OF PRESIDENT'S COUNCIL: ROLE, RELATIONSHIP TO SENIOR STAFF MEETINGS, AND RESPONSIBILITY OF MEMBERS

Dr. Bach indicated his desire for President's Council to continue to meet.

Agenda items were requested and should be submitted to the President's Office by Tuesday noon.

Dr. Bach indicated his desire for minutes to be kept and distributed and used at will.

There was general discussion regarding the need to continue open and free discussion by Council members.

Dr. Bach indicated his desire to receive comments and questions from Council members, even those crossing division lines.

2. ISSUES INVOLVING COMMUNICATION; PLANNING PRIORITIES, AND RESOURCE ALLOCATION

Dr. Bach led the discussion by use of his July 9 memorandum on Strategic Planning (enclosure #1 on file) and the following three concerns:

- (1) Provision for deliberating issues in a timely fashion
- (2) Provision for all concerned to have opportunity for involvement
- (3) To address equity as it relates to components of the university

The Council discussed various ETSU planning initiatives, the role of President's Council and University Council, and the need to provide for deliberation without duplication.

Dr. Bach indicated that he will present a position paper in this regard for further discussion at a later date.

TBR MEETING, 6/27/91

- 1) Tenure and Promotion Recommendations - All faculty recommended for tenure and/or promotion by the TBR institutions were approved. A total of 121 faculty were recommended for tenure, including 77 from the four-year institutions. The percentage of all faculty who are tenured at the four-year institutions ranges from 60% at ETSU to 74% at TSU.

ETSU faculty receiving tenure were:

Rafael Aquirre, Foreign Languages	Andrew Batista, Political Science
Bettie Cole, Social Work	Frederica Cornett, Computer & Information Sciences
Saralyn Gold, Communicative Disorders	Mark Holland, English
Hamid Kasmai, Chemistry	Joe Mason, Economics & Finance
Sue McCoy, Surgery	Frederick Norwood, Mathematics
Jerry Sayers, Computer & Info Sci	Phillip Scheuerman, Environmental Health
William Stone, Pediatrics	Marie Tedesco, Library
Donn Weinholtz, Medical Education	

In addition, tenure upon appointment, at the rank of Professor, was awarded to Frederick Jelovsek, Chair of Obstetrics & Gynecology.

ETSU faculty receiving promotion were:

Professor:	Whitfield East, Phys Ed & Rec	James Granger, Psychiatry
	Judith Hammond, Soc & Anthrop	Forest Lang, Family Medicine
	Phillip Musich, Biochemistry	Ronald Weir, Mgmt & Marketing
	Carole Williams, Physiology	George Youngberg, Pathology
Assoc Prof:	Mark Airhart, Anatomy	Saralyn Gold, Comm Disorders
	Roberta Herrin, English	Mark Holland, English
	Hamid Kasmai, Chemistry	Jacqueline Lloyd, Family Medicine
	Joe Mason, Economics & Finance	Sue McCoy, Surgery
	Phil Scheuerman, Environ Health	Brunhilde Tober-Meyer, Physiology
	Donn Weinholtz, Medical Educ	
Asst Prof:	Frederica Cornett, Comp/Info Sci	Brenda Foster, Health Related Prof
	James Helvey, Health Related Prof	Jerry Sayers, Comp/Info Sci

- 2) The following proposals pertaining to tenure policies were approved.

Re Post-tenure review - Current Board policies and procedures are working well regarding long-term development of the vast majority of the faculty; therefore no change of any Board policy is recommended. Each institution should develop a program(s) to assist those few faculty members who are identified as no longer performing at a level consistent with the current institutional mission. Board staff should help institutions find, within the System and elsewhere, faculty development programs which will motivate such persons to maintain a high standard of professional ethics and responsibility.

Each institution should examine its annual evaluation system to insure that both formative and summative information are provided to determine which individuals should participate in appropriate faculty development program(s). Failure either to participate in a recommended program or to

ROSTER - FACULTY SENATE 1991-92

8/15/91

<u>SCHOOL</u>	<u>NAME</u>	<u>DEPARTMENT</u>	<u>TRM</u>	<u>PO BOX</u>	<u>PHONE</u>	<u>COMMITTEE</u>
AS&T	Terry Counterline	Comp & Infor Sci	94	23,830A	6964	
	Ken James	Home Economics	93	22,630A	4411	
	Jim Pleasant	Comp & Infor Sci	94	23,830A	6962	
	Bob Riser	Comp & Infor Sci	92	23,830A	4312	
A&S	Scott Beck	Sociology & Anthr	92	21,820A	6648	
	Jeff Gold	Philosophy	94	22,180A	5810	
	Mark Holland	English	92	24,310A	926-4011	
	Dan Johnson	Biological Sci	93	23,590A	4359	
	Linda Lawson	Mathematics	94	22,390A	6975	
	Anne LaCroy	English	92	22,990A	5991	
	Jim Odom	History	94	22,660A	6693	
	George Poole	Mathematics	93	22,390A	4349	
Ed Williams	English	93	22,990A	6626		
Bus	Bill Fisher	Mgmt & Mktng	93	24,471A	5304	
	Mary Lou Gammo	Accountancy	93	23,800A	4599	
	Eddie Yasin	Mgmt & Mktng	94	21,250A	5877	
	Al Lucero	Office Mgmt	92	20,320A	6986	
Dev St	Robert Davidson	Developmental Mth	92	21,100A	6690	
Educ	Chris Ayres	Phys Educ & Rec	92	22,120A	5259	
	Bill Campbell	University Sch	93	21,460A	4333	
	Katie Dunn	Curr & Instr	92	23,020A	5931	
	Chip East	Phys Educ & Rec	94	22,120A	5257	
	Rebecca Isbell	Hum Dev & Learning	93	18,940A	4196	
	Mary Nelson	University Sch	94	21,460A	4333	
Library	Marcellus Turner	Reader Services	94	22,450A	5629	
Medicine	Brad Arbogast	Internal Med.	92	21,160A	6289	
	Bob Acuff	Surgery	94	19,750A	6257	
	Kenneth Farslew	Pharmacology	93	19,810A	6274	
	Sue McCoy	Surgery	94	19,750A	6264	
	Ahmad Wattad	Pediatrics	92	19,840A	6222	
	Eliz. Williams	Internal Med	93	21,160A	6381	
	Mike Woodruff	Anatomy	94	19,960A	6244	
Nursing	Virginia Adams	Family/Comm Nurs	92	22,780A	6830	
	Sally Crawford	Adult Nursing	94	21,370A	4360	
	Carol Gordon	Adult Nursing	92	21,370A	4388	
	Beth Smith	Profess Roles	93	22,240A	4336	
P&AH	Craig Bishop	Environ Health	94	22,960A	4268	
	Mike Gallagher	Health Sciences	94	22,690A	4468	
	Rebecca Nunley	Dental Hygiene	93	23,200A	4434	
	Phil Scheuerman	Environ Health	92	22,960A	4408	

* - Committee Chair