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Faculty Senate, East Tennessee State University

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MINUTES OF THE FACULTY SENATE MEETING
February 6, 1989

The meeting was called to order by president Anne LeCroy at 3:55 p.m.

Approval of the minutes, treasurer's report and other items of business were postponed until the February 20 meeting.

AGENDA:

The meeting centered around the November chair's retreat dealing with the issue of FAP/FAR and its relationship to faculty evaluation. Copies of the report and the proposed FAE sheet were available.

Wilsie Bishop led the discussion, highlighting major areas of discovery by the chairs and administration concerning the use, understanding of, and criteria for faculty evaluation. It was pointed out that there were a limited number of chairs and deans who were involved in the original FAE concept. This revelation explained the lack of understanding the new chairs and deans had concerning the use of the FAE.

Another area that was revealed at the retreat dealt with the comprehension of the University's goals. Were the participants aware of what they were and how were they being incorporated into each college, school, or departments goals?

In the area of the faculty activity plan, consideration is being given to a mechanism lasting longer than one year. It appeared that this was too short a time to allow faculty to do any long range planning. The lack of relationship with the workload report and the FAP was also mentioned. The feeling surfaced that the percentages used on the FAP/FAE were looking too much like the workload report and were not accomplishing the purposes of the FAP.

The report given out noted fifteen areas which dealt primarily with the need for each person involved in the FAE process to communicate their expectations.

The revised "blue" FAE was reviewed and the revisions discussed. It places more weight on the chairs' evaluation of the faculty and reinforced the requirement that a conference must be held with the faculty member following the dean's and chair's review. It would be important at this time that the faculty members sign the FAE demonstrating that they had the conference and had a chance to make comments.

It was pointed out that a response to the Riecken Report was included with the handout covering the retreat. The full report will be distributed to the Senate at a later date.

A concern about the SAI was voiced by Margaret Hougland. Dr. Alfonso stated that everything appears to be on hold until the faculty senate has submitted their recommendations. Anne LeCroy pointed out that the document currently in use was designed as a short term data base gathering tool and never was considered to be implemented for long term use. Another issue addressed the area of frequency of evaluation. How often the faculty must be evaluated if they are not coming up for promotion or tenure? Further discussion ensued concerning the use of

the current SAI for developmental purposes. Anne LeCroy stated that the instrument was not designed for this purpose and could not correctly be used as such. There is lack of agreement on whether the SAI was affected by tests, quizzes, or types of requirements placed on the student. Dr. Alfonso stated that there appears to be too much emphasis paid to the SAI. Evaluating of instruction can be done using more competent methods.

Wilsie Bishop presented two questions to the Senate; 1) would the Senate like to have the new FAP/FAR/FAE process starting in the Fall instead this semester? and 2) would it be appropriate to have the FAP be a long range document out of which a yearly action plan could be drawn? A general affirmative was given to both of these concepts, but additional discussion followed. Interest was expressed that the FAP on some type of data base, be used by the chairs and deans, but would require a semi-rigid process. Margaret Hougland felt that it would not be that difficult to set up a format for this data base. In addition to this, it was mentioned that Dr. Borchuck already has a format set up for managing this type of information. Charles Beseda mentioned that this would keep the information at the departmental level allowing easy access. When it became evident that not all departments have computers for their use, Wilsie Bishop stated that this would have to be one of the items requiring initial attention.

A final area of concern was work done during summer semester. It does not appear to have a specific place on the FAP. Wilsie Bishop stated that the reason for initiating the FAP process in the spring was to allow faculty time to include their summer plan, which should be included on the FAP.

Anne LeCroy mentioned the next faculty senate meeting would be held on February 20, the Executive meeting would be February 8 and Sub Council February 10.

The meeting was adjourned at 4:48 p.m.

Present:

Dr. Robert Alfonso
Wilsie Bishop
Etta Saltos
Christa Hungate
Hugh LaFollette
Colin Baxter
Anne LeCroy (pres)
Edwin Williams
Paul Walwick
Charles Johnson
Bill Fisher
George Granger
Al Lucero
Brunhilde Tober-Meyer
Mary Nelson
Charles Beseda
Bill Campbell
Jean Frazier
Margaret Hougland
Sue McCoy
Mitchell Robinson

Absent:

Charles Parker
Jim Pleasant
Suzanne Smith
David Close
Karen Renzaglia
Al Tirman
Don Jones
Bob Acuff
Clark Gillett

Donald Ferguson
Brunhilde Tober-Meyer
Rosemary Brown
Richard Verhegge
Joyce Bassham
Katherine Dibble
Saralyn Gold
Gene McCoy
Werner W. Waldron
Marie Tedesco

Respectfully Submitted

Werner W. Waldron