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1989 October 16 - Faculty Senate Minutes

Faculty Senate, East Tennessee State University

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**MINUTES OF THE FACULTY SENATE MEETING
OCTOBER 16, 1989**

CALL TO ORDER

Dr. Hugh LaFollette, President of the Faculty Senate, called the meeting to order at 3:35 p.m. A quorum was present.

APPROVAL OF PREVIOUS MINUTES

Minutes of the October 2, 1989 meeting were approved without corrections.

TREASURER'S REPORT

Dr. William Fisher, Faculty Senate treasurer, said there was no treasurer's report.

ANNOUNCEMENT

Dr. LaFollette announced that Robert Davidson has been elected as the Faculty Senate representative from the Division of Developmental Studies.

COMMITTEE REPORTS

Report from the Development and Evaluation Committee

1. Johnson Proposal on Promotion and Tenure

Dr. Saralyn Gold, Development and Evaluation Committee Chair, discussed the Committee's 'Modified Version of the Johnson Resolution' (enclosed with the October 16, 1989 minutes). She did not move for its adoption, but rather, pointed out that the Committee had, as instructed by the Senate, produced a shorter version of the resolution for consideration. At this point Dr. Charles Johnson discussed several points of disagreement with the 'modified version' and moved for the adoption of a 'new version' of the resolution which he had prepared. Copies of the new version were distributed (see attached — Item A). Dr. Johnson's motion was amended by changing the phrase 'be bound by' (paragraph 5) to 'give full faith and credit to'. The amended motion passed. William Fisher asked for a roll call vote. Those voting Aye: Collins, Holland, Beck, Hungate, Baxter, LeCroy, Lucero, Johnson, Fisher, Granger, Nelson, Arbogast, Gillett, Gordon, Scheuerman, Fortune, McCoy, Tedesco. Those voting Nay: Riser, Pleasant, Gruel, Williams, Stone, Adams, Gold, Davidson.

Following this vote, Dr. LaFollette asked Bob Riser, President-elect of the Senate, to assume the chair. Dr. LaFollette made a motion to rescind the previous motion and gave reasons for this motion. After discussion and consultation of *Robert's Rules of Order*, it was decided that the motion was out of order (since a motion to rescind is allowed only when sufficient time is not available for a motion to reconsider). The motion was therefore dropped, after which Dr. LaFollette returned to the chair.

2. Proposal on Promotion and Tenure Procedures

Dr. Gold reported that this proposal is not ready at this time.

Report from the Concerns and Grievances Committee

Dr. Lattie Collins, Concerns and Grievances Committee Chair, briefly discussed the 'Report of the Concerns and Grievances Committee on the Draft Employee Grievance and Complaint Policy Issued by ETSU Human Resources' (included with the October 2, 1989 minutes) and moved for adoption of the report. The motion was amended to include the following change. It is recommended that paragraph IV B (DEFINITIONS/Employees) be changed to the following:

All references to the term "employee(s)" contained in these procedures include administrators, faculty (full-time or temporary contracts), professionals, clerical and support personnel, probationary employees, student workers, graduate assistants, adjunct faculty, and temporary workers.

The amended committee report passed.

NEW BUSINESS

a. A Proposed Student Bill of Rights

-Dr. Sally Thomas, Assistant Dean of Student Affairs, discussed a proposed "Student Bill of Rights" (included with the October 2, 1989 minutes) which was prepared by the Student Life Committee. She asked that two or three senators be chosen to serve on a committee which will discuss this proposal and prepare a recommendation. This committee will include members of the Student Life Committee. Dr. LaFollette asked the Committee on Committees to choose two or three senators to serve on this committee.

b. Changes in Summer School, 1990

Dr. Gary Walters, Director of the Evening and Summer School, was present to answer questions concerning the summer school for summer, 1990. When asked about the rate for summer teaching, he said it has been changed to 1/32. He said the maximum teaching load (unless an exception is granted) is 8 semester hours. Concerning the scheduling of summer classes, he said that most departments are avoiding the use of a Monday-Tuesday-Thursday schedule.

c. Automation of the Library.

Dr. Fred Borchuck, Director of the Sherrod Library, and Ms. Rita Scher, Assistant Professor of Reader Services, discussed the need for automation of the Sherrod Library.

Ms. Scher discussed a handout entitled 'Wouldn't you like to be able to... ' which highlights the extreme situation of ETSU's lack of automation compared with peer institutions in Tennessee. As an example, ETSU and Austin Peay are the only institutions among this group which have no automated system (the other institutions are MTSU, UT-K, UT-C, Tennessee Tech, TSU, Memphis State, and Vanderbilt). Dr. Borchuck discussed some of the 'Recommendations of the Automation Steering Committee' (included with the October 2, 1989 minutes). He gave particular emphasis to items 7 and 8 of these recommendations. Item 7 concerns funding options for library automation and item 8 recommends that the faculty, students and administration 'support the implementation of an online integrated library system at ETSU.'

Following this presentation, Dr. Ed Williams moved that the Faculty Senate go on record as supporting items 7 and 8 of the recommendations. The motion passed.

ADJOURNMENT

The meeting was adjourned at 5:15 p.m.

Present
Bob Riser
Jim Pleasant
Nancy Gruel
Lattie Collins
Mark Holland
Scott Beck
David Close
Christa Hungate
Hugh LaFollette
Colin Baxter
Anne LeCroy
Edwin Williams
Alfonso Lucero

Charles Johnson
Bill Fisher
George Granger
Mary Nelson
Bill Campbell
Brad Arbogast
Clark Gillett
William Stone
Carol Gordon
Virginia Adams
Phil Scheuerman
Deborah Fortune
Saralyn Gold
Gene McCoy

Marie Tedesco
Robert Davidson

Absent
Carroll Hyder
Katie Dunn
Chris Ayres
Ernest Bentley (ex.)
Charles Beseda
Bob Acuff (ex.)
Margaret Hougland (ex.)
Rosemary Brown
Richard Verhegge
* 'ex.' = excused

ITEM A

WHEREAS, in determining what must be accomplished to earn promotion and tenure faculty members rely upon the ETSU Promotion and Tenure Policies, approved by the Tennessee Board of Regents, in the absence of more specific guidelines being issued to them; and

WHEREAS, in determining progress in attaining the requirements for promotion and tenure faculty members place great reliance on their Annual Evaluations which result from the Faculty Annual Report process directed by the Tennessee Board of Regents; and

WHEREAS, it appears that some administrators are imposing requirements more stringent than those stated in the Promotion and Tenure Policies, but have not informed affected faculty of such more stringent policies in advance; and WHEREAS, it appears that some administrators disregard their own or their predecessors annual evaluations of faculty applying for promotion or tenure,

NOW, THEREFORE, BE IT RESOLVED, that the ETSU Faculty Senate most strongly recommends that the ETSU President, Vice-President for Academic Affairs, Deans, and Chairpersons seriously consider and give full faith & credit to Faculty Annual Evaluations of faculty members made by predecessors as well as themselves; and

BE IT FURTHER RESOLVED, that the ETSU Faculty Senate most strongly recommends that the ETSU President, Vice-President for Academic Affairs, Deans, and Chairpersons apply the requirements of the Promotion Policy, unless faculty members are officially informed of more stringent requirements be applied only prospectively to efforts thereafter made and never retroactively; and

BE IT FURTHER RESOLVED, that a copy of this Resolution be submitted to the ETSU President, Vice-President for Academic Affairs, each Dean, each Chairperson, each tenured and tenure-track faculty, each member of the Tennessee Board of Regents, the General Counsel of The State University and Community College System of Tennessee, and the Presidents of the local chapters of the American Association of University Professors, Tennessee Education Association, and American Federation of Teachers.

ITEM B

Resolution Submitted by Mark Holland

As one who voted for the Johnson resolution (above) I wish to move to rescind that motion. The following reasons apply:

1. As the difference of opinion over the document's meaning indicates, it is ambiguous and does not, therefore, send the clear message the author intends.
2. The requirements for tenure and promotion do not coincide precisely with those used in writing Faculty Activity Evaluations and so the place of such evaluations in the promotion and tenure process should not be given the stress this resolution gives them.
3. Grievance procedures adequately permit redress of the abuses the resolution is intended to address.
4. Given its ambiguity and its implied criticism of administrators, this resolution risks being misunderstood or resented by those who will receive it. We might well consider what impression this document will make on groups outside this university: Will it be seen as a complaint by a faculty that cannot handle its problems in-house? Will it represent to these groups that ETSU is characterized by tension and mistrust between the faculty and administration?
5. There are other, easier, less ambiguous ways to guard against the administrative abuses this resolution addresses.

ITEM C
Committee on the Status of Women

The Committee was formed as part of a recent TBR Action Plan which was developed in response to the 1988 Report of the SBR Task Force on the Status of Women in Academe. The campus committee is charged with assisting the president with the assessment of the status of women on the ETSU campus in ten areas specified by the Board. These include:

1. the representation of women in employment categories (e.g. administration, faculty rank/tenure classifications, etc.);
2. participation by women in faculty/staff development;
3. programs, mentoring relationships, financial support, and other practices aimed at enhancing women's qualifications;
4. consideration of salary equity review process factors and weighting of factors using institutional priorities;
5. representation of women on search committees;
6. initiative (taken or planned) to determine whether there is sex bias or appropriate recognition of the contribution of women in the (core) curriculum;
7. availability and user costs of child care facilities for children of students and employees;
8. policies, procedures and services concerning sexual harassment and rape referral services;
9. programs and support services for older re-entry female students; and
10. recruitment and retention strategies to enhance participation by female students in underrepresented disciplines.

Although the committee intends to limit the scope of its deliberations to these ten areas, additional concerns which might require attention will be mentioned in the committee's report which will be given to the president in January. The committee will, of course, welcome any comments or suggestions which the faculty would like to make.

ITEM D

Johnson proposal to modify the adopted minutes of 18 September.

In specific, he will move "to amend minutes of the 18 September meeting to delete the statement of the President that 'the Constitution provides that the Senate can dismiss a Senator by a 2/3 vote.'"

Perhaps the proper motion here is not to amend the minutes, after all, I did say, more or less, what the Minutes recorded. I think the proper motion is to correct what Senator Johnson takes to be my mistaken interpretation of the rules governing this body. If the Senate adopts his motion, that correction would become a part of the minutes of this meeting.

Since what is in question is the interpretation of a section of Roberts Rules of Order (which, according to our by-laws, governs the running of this body when the matter is not specifically covered by our own Constitution and By-Laws), I include that portion of the relevant section below. I specified a '2/3 vote' since it seemed a mere majority was an unacceptable basis for expulsion.

Section 66, Roberts Rules of Order:

THE RIGHT OF DELIBERATIVE ASSEMBLIES TO PUNISH THEIR MEMBERS

"A deliberative assembly has the inherent right to make and enforce its own laws and punish an offender -- the extreme penalty, however, being expulsion from its own body."

If I have incorrectly interpreted this provision, then it should be clarified.

FOR YOUR INFORMATION

University Council

10 October 1989

The Council adopted a new university smoking policy, including the additional restriction proposed by the Faculty Senate. Assuming the President and the Board accept the policy, it will go into effect later this year (see the Senate minutes of 18 September and 2 October for a copy of the proposal and the Senate's modification).

New officers for the University Council were elected for this academic year. They are: James Hales, Chair; Doug Taylor, chair-elect; Fred Mackara, secretary; and Suzanne King, parliamentarian.

The council discussed the large numbers of university committees, and agreed that something should be done to lower the numbers and size of committees. But rather than appoint still one more committee to discuss this problem, they agreed to have the council's policy committee work with the Senate's Committee on Committees to study the matter.

Academic Council

12 October 1989

More than half of Academic Council's request for monies from the October budget revision will be allocated for part-time instruction this Spring. Enrollment this fall was so large that the entire year's allotment for part time instruction has already been spent; that is why additional monies had to be allocated for the Spring semester.

Tennessee Higher Education Faculty Assembly
October 14, 1989
(provided by William Fisher)

This body includes faculty from all the Tennessee public universities -- those within the UT system and those governed by the Tennessee Board of Regents. They meet twice a year to discuss problems or issues common to faculty in both systems.

The Director of the State Insurance Program gave a brief review of the state program, including changes to be instituted at the beginning of the year. As the details of these changes become available, we will explain them.

The TIAA-CREF counsellor outlined new options which will be announced November 1.

Linda Doran, Assistant Vice-Chancellor for Academic Affairs, explained the TBR action plan of the Status of Women in Academe. *(Since this matter will be explained by Sharon Turnbull, we will not include the details here; see ITEM D.)*

There was also substantial discussion about the use of part-time faculty to teach during the summer, particularly when there were full time faculty available.

Faculty Sub-Council
20 October 1989

For those unfamiliar with the faculty sub-council it is an organization of faculty senate representatives from all the Tennessee Board of Regents schools. These representatives meet four times a year with TBR's Vice-Chancellor for Academic Affairs. It is an opportunity for faculty to have direct input to the Board of Regents.

The TBR Staff spent nearly an hour discussing the need for "articulation agreements" between the four year TBR institutions and the two year community colleges. These agreements would allow students to enter the community colleges knowing that, upon receipt of their associate degree, they could enter the universities with junior status. The UT system has a representative working full time making such agreements; several have already been executed. The Board fears that if TBR schools do not make such agreements, that we will lose substantial numbers of transfer students. On the other hand they are reluctant to force us to make such agreements since they think that infringes academic freedom. They urge faculties to discuss these issues; I propose we discuss them at our next meeting.

Bert Bach, Vice-Chancellor for Academic Affairs, outlined the staff's plans for continued efforts to meet the Geier settlement. Although most schools have met their interim goals, it must be remembered that these goals are INTERIM. New interim goals will be established in the near future.

Moreover, schools must now make semi-annual reports of their plans to achieve these new goals. In particular increased emphasis will be placed on faculty, and most especially chair, appointments. If you have an opening in a discipline which has substantial black representation nationwide, then it is assumed that there will be black candidates in the final pool. That assumption will be defeasible, but it is a strong assumption nonetheless.

We decided that there were substantial problems and issues surrounding the extensive use of part-time faculty at TBR schools. The board staff will send us their analysis of the use of part-timers at ETSU by early January. The Senate will then have an opportunity to discuss that matter before the sub-council reconvenes in early February.

ROSTER - FACULTY SENATE 1989-1990 (Revised 10/89)

Name	Department	Tm	P.O. Box	Phone	Committee
APPLIED SCIENCE AND TECHNOLOGY					
Bob Riser	Computer & Inf. Science	92	23,830A	4312	Academic Matters
* Carroll Hyder	Technology	91	19,060A	4180	Concerns & Grievances
Jim Pleasant	Computer & Inf. Science	91	23,830A	6962	Research
* Nancy Gruel	Home Economics	90	22,630A	4403	Develop. & Evaluation
ARTS AND SCIENCES					
Lattie Collins	Physics	92	22,060A	4231	Con. & Grievances (Chair)
Mark Holland	English	92	22,990A	926-4011	Develop. & Evaluation
Scott Beck	Sociology	92	21,820A	6648	Academic Matters
David Close	Physics	91	22,060A	5646	Committee on Committees
Christa Hungate	Foreign Languages	91	22,480A	6902	Elections
Hugh LaFollette	Philosophy	91	22,180A	6625	President
Colin Baxter	History	90	22,660A	6694	Research
Anne LeCroy	English	90	22,990A	5991	Concerns & Grievances
Edwin Williams	English	90	22,990A	6626	Elections (Chair)
BUSINESS					
Alfonso Lucero	Office Management	92	23,410A	6986	Academic Matters (Chair)
Charles Johnson	Management & Marketing	91	21,250A	5391	Concerns & Grievances
Bill Fisher	Management & Marketing	90	21,250A	5304	Develop. & Evaluation
George Granger	Economics & Finance	90	23,080A	5362	Research
EDUCATION					
Katie Dunn	Curriculum & Instruct.	92	23,020A	4278	Research
Chris Ayres	Physical Education	92	22,120A	5259	Elections
Ernest Bentley	Supervision & Adminis.	91	19,000A	6716	Com. / Committees (Chair)
Mary Nelson	University School	91	21,460A	4333	Academic Matters
Charles Beseda	Curriculum & Instruct.	90	23,020A	4277	Concerns & Grievances
Bill Campbell	University School	90	21,460A	4333	Develop. & Evaluation
MEDICINE					
Brad Arbogast	Internal Medicine	92	21,160A	6289	Committee on Committees
Bob Acuff	Surgery	91	19,750A	6257	Research (Chair)
Margaret Hougland	Anatomy	91	19,960A	6243	Committee on Committees
Sue McCoy	Surgery	91	19,750A	6264	Develop. & Evaluation
Clark Gillett	Family Practice	90	15,070A	6463	Concerns & Grievances
William Stone	Pediatrics	90	19,840A	6186	Academic Matters
NURSING					
Carol Gordon	Adult Nursing	92	21,370A	4399	Academic Matters
Virginia Adams	Family/Community Nursing	92	22,780A	6830	Develop. & Evaluation
Rosemary Brown	BS Nursing	91	22,240A	4336	Research
Richard Verhegge	AD Nursing	90	22,780A	4400	Concerns & Grievances
PUBLIC AND ALLIED HEALTH					
Phil Scheuerman	Environmental Health	92	22,960A	5250	Research
Deborah Fortune	Health Ed	91	22,720A	4458	Concerns & Grievances
Saralyn Gold	Communicative Disorders	91	21,790A	5252	Dev. & Evaluation (Chair)
Gene McCoy	Health Sci	91	22,690A	4490	Academic Matters
SHERROD LIBRARY					
Marie Tedesco	Archives	91	22,450A	5339	Develop. & Evaluation
DEVELOPMENTAL STUDIES					
Robert Davidson	Mathematics	92	21,100A	6690	Develop. & Evaluation

* Replacements for the Fall Term 1989