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1995 November 20 - Faculty Senate Agenda and Minutes

Faculty Senate, East Tennessee State University

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FACULTY SENATE

NEXT MEETING: November 20, 1995, 2:45 PM, Culp Forum

NOTE TO DEPARTMENT CHAIRS: Please share the Senate Agenda, minutes and any other enclosures with your faculty prior to the scheduled meeting. Senate meetings are open to all faculty.

AGENDA FOR SENATE MEETING

CALL TO ORDER

APPROVAL OF MINUTES November 6, 1995 meeting.

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

- Membership and term length of Board of Directors for Teaching and Learning Center (seek approval)

NEW BUSINESS

- Report from Bonnie Stanley - representative to Faculty Sub Council
- Performance funding and evaluation - Dr. Cynthia Burnley
- Internal equity study of faculty salaries - Dr. Wayne Andrews
- Survey of Faculty Senators regarding communication - Donn Gresso

ANNOUNCEMENTS

- Thanksgiving food baskets: joint effort of Staff Senate and Faculty Senate

ADJOURNMENT

Please note: The meeting following the November 20, 1995 meeting will take place on December 4, 1995.

FACULTY SENATE MINUTES

November 20, 1995

NEXT MEETING: December 4, 1995, 2:45PM, Culp Forum

CALL TO ORDER With a quorum present Donn Gresso called the meeting to order at 2:48 PM.

APPROVAL OF MINUTES The November 6, 1995 minutes were approved.

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Stephen Patrick distributed and commented on the third draft of the guidelines for membership and term length of the Board of Directors for the Teaching and Learning Center. A motion for endorsement of the guidelines passed.

NEW BUSINESS

1. Dr. Bonny Stanley, representative to the Faculty Subcouncil, reported on the Subcouncil meeting of October 27, 1995 in Nashville. During the meeting Dr. Charles Smith, TBR Chancellor, reported two issues related to higher education.

- (A) Funding is constrained for two more years by the heavy commitment to K-12 concerns. Funding concerns are also affected by costs for TennCare, corrections and prisons, and mental health care. Further problems with funding may arise with the new structure of Federal funding through block grants, and funding decisions are on hold until more information is available. There is a possibility that the state will go into the bond market in order to generate monies.

There is a current freeze on new programs. When the freeze is lifted, proposals for new programs will go through a very rigorous approval process.

- (B) There appears to be a national concern about faculty in relation to tenure and faculty workloads. While Chancellor Smith is definitely in favor of tenure, he feels that the American public needs to be better informed about the nature of tenure and the process that leads to it. It seems that many people think that a 12-15 credit hour workload constitutes the entire amount of work time spent by a faculty member. Everybody involved in higher education needs to do a better job of letting the larger society know the full extent of faculty activities.

Another issue discussed at the Subcouncil meeting was the question of public access to faculty and staff records which are public documents. After hearing this concern, Dr. Stanley requested her own records for review. Having seen her records, she feels that the ETSU Human Resources Department is very effective in safeguarding faculty records within guidelines of the law.

2. Due to meeting time constraints, Dr. Cynthia Burnley agreed to postpone her presentation about Performance Funding and Evaluation until the Faculty Senate meeting on January 8, 1996. Dr. Burnley distributed a handout which will complement her report; senators should read the handout before the January 8, 1996 meeting.
3. Dr. Wayne Andrews reported on the Internal Equity Study of Faculty Salaries which was conducted in response to a recommendation from the Women's Equality of Opportunity Committee. The purpose of the study was to identify people whose salaries are lower than would be predicted by regression on a set of predictor variables. Results of the study indicated that there is not a pattern of gender or race discrimination in salaries at ETSU. A written summary of Dr. Andrews' report was distributed at the meeting, and additional copies are available in the Faculty Senate office.

Dr. Bert Bach reported on the comments and recommendations made by an ad hoc committee convened to critique the Internal Equity Study of Faculty Salaries. Several committee members had raised questions which were answered by the major consultant conducting the study. Dr. Bach distributed a written copy of the committee's concerns and the responses from the researchers. Copies of Dr. Bach's handout are available in the Faculty Senate office.

4. Donn Gresso distributed a survey designed to collect information about the patterns of communication between faculty and administration on the college and departmental levels. Senators were asked to complete the survey and return it to Dr. Gresso.

ANNOUNCEMENTS

Donn Gresso reminded senators that food or monetary donations were being collected to provide Thanksgiving food baskets for people less fortunate than we.

Bill Fisher distributed two items of interest: (1) a chart depicting the level of risk involved across the spectrum of investment opportunities available in the state options for retirement investments. (2) the agenda from a meeting of the Council on Pensions and Insurance which took place on November 6 & 7, 1995. Copies are available in the senate office.

A handout titled East Tennessee State University 1996-97 Needs was distributed at the meeting. On the back of the handout, several ETSU achievements are listed.

ADJOURNMENT The Faculty Senate meeting adjourned at 4:20 PM.

Respectfully submitted,

E. Jane Melendez

FACULTY SENATE ATTENDANCE 1995-1996

*Excused **Absent

App. Sci. & Tech.

Martin Barret
Marian Clark
*Jimmy Hahs
**Keith Johnson

Arts & Sciences

**Steve Brown
Peggy Cantrell
Paul Kamolnick
Anne LeCroy
Jack Mooney
George Poole
**Steven Ralston
**Naill Shanks
Bonny Stanley
Ed Williams

Business

Murray Anthony
Mike McKinney
John Quigley
Mark Steadman

Dev. Studies

Jane Melendez

Education

Donn Gresso
Norma MacRae
John Taylor
Terrence Tollefson
**Janis Weedman
Starlet Williams

Library

Stephen Patrick

Medicine

Steven Berk
**William Browder

David Chi

**Gail Gallemore
*Leo Harvill
Guha Krishnaswamy
**JoAnn Rosenfeld
William Stone

Nursing

**Lynn Abusamra
Sally Crawford
**Lee Glenn
Sharon Rose

Public & Allied Health

Julie Harrill Bowers
Mark Hagy
*Albert Iglar
Donna Garland Robbins