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Faculty Senate Agendas and Minutes

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### 1991 November 4 - Faculty Senate Agenda and Minutes

Faculty Senate, East Tennessee State University

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FACULTY SENATE

Next Meeting: November 4, 1991  
3:30 P.M., FORUM

Note to Department Chairs: Please post or circulate among your  
faculty.

AGENDA

FACULTY SENATE MEETING  
NOVEMBER 4, 1991

1. Approval of Minutes, October 21, 1991 meeting (enclosed).
2. New Business
  - a. Student Assessment Instrument-  
Faculty Development and Evaluation Committee
  - b. FAP/FAE/FAR Recommendations-  
Faculty Concerns and Grievances Committee  
(Resolution enclosed)
  - c. Dental Benefits -  
Faculty Concerns and Grievances Committee  
(Concerns enclosed)
3. Old Business
  - a. Update of TBR Advisory Search Committee for President of  
East Tennessee State University.....B. Riser
  - b. Interdisciplinary Institute for Rural Health and  
Community Development Discussion
4. Announcements
  - a. Items from October 16, 1991 Presidents Council  
(minutes enclosed)
  - b. Other

## **MINUTES OF FACULTY SENATE MEETING FOR NOVEMBER 4, 1991**

Bob Acuff called the meeting to order at 3:36 p.m., November 4, 1991, in the Forum. A quorum was present.

The minutes of the October 23, 1991 meeting were approved.

### **NEW BUSINESS**

#### **(A) Report from the Faculty Development and Evaluation Committee on the pilot test of the Student Assessment of Instruction Instrument.**

Scott Beck (Soc & Anthro), Chair of the Faculty Development Committee introduced Charles McGrew (Inst Rsch) who had conducted the pilot test and analyzed the results of the pilot test of the proposed Student Assessment of Instruction instrument. The pilot test was conducted during First Term of the 1991 Summer Session. Sixty-two classes, representing 1,329, participated. Students in eleven classes completed both the existing and the proposed SAI instruments. McGrew presented several tables describing the makeup of the sample. He stressed this was not a controlled experiment because of the non-random sample selection procedures and secondly, the nature of both students and instructors in the summer sessions is not necessarily representative of the fall and spring terms. He offered a caution about the inferences that could be drawn from these findings.

In general, he found both the existing and the proposed instrument to be highly correlated with each other . . . the proposed instrument is telling the same information as the existing instrument. Secondly, he found strong internal correlation with the questions on the proposed instrument which suggests many of the questions are asking for the same information.

Procedural problems noted with the pilot test included (a) inconsistency in providing the instructions to the students; (b) the need for better control over the when, and by whom the instrument is actually administered in the class setting; (c) the need to alert students that three questions are worded in the negative; and (d) the need to alert students that an "over-all" question is located on the bottom right-hand corner . . . many students had overlooked this question.

A question was asked about the results of the proposed question number eleven: (Does not discriminate against students or specific groups of students on the basis of race, sex, age, religion, or national origin). McGrew indicated no special correlations were found, the analysis did not indicate anything unusual about the responses to this question. The results indicated 30.6% responded "agree", 63.0% responded "strongly agree" to this question. The remaining responses were about evenly divided amongst the other four choices and "missing".

Dan Johnson (Biol Sci) indicated his concern about the potential use of Table 3.1 which displayed the aggregate results as percentages responding "strongly disagree" ... "strongly agree" for each question. His concern was with the use of means and standard deviations (rather than Chi Squares and frequency counts) and the potential misuse of these statistics by administrators to inappropriately compare the means of different instructors and/or classes.

A discussion about what to do next included the recommendation that further testing should be accomplished and also, to evaluate other instruments that have been used with success at other institutions. The soonest that a revised pilot test could be conducted would be Spring Semester.

### **(B) Recommendation from Faculty Concerns and Grievances Committee concerning FAP/FAR/FAE.**

Rebecca Nunley (Dental Hyg), Chair Faculty Concerns and Grievances Committee presented a proposed recommendation.

A discussion followed about the cyclical timing of the FAP/FAR/FAE process, the use (or misuse) of FAP/FAR/FAE for merit pay purposes, and the potential for integrating the FAP/FAR/FAE into the strategic planning process.

Jim Pleasant (Comp Info Sci) introduced an amendment to change the timing of the FAR/FAP submission from "the beginning of each academic year in August" to "sometime in the Spring Semester."

Dan Johnson (Biol Sci) reiterated his understanding of the intent of the Strategic Planning Committee to incorporate the FAP into the integrated budgeting process in the spring of the calendar year, and recommended that the Faculty Senate not specify a cyclical timing schedule at this time.

The amendment failed on a voice vote.

It was then passed by the Faculty Senate to forward the following recommendation to the Strategic Planning Committee:

#### **FAP/FAR/FAE RECOMMENDATIONS**

1. The FAP/FAR/FAE process be based on a twelve month time period with emphasis on the three-year plan.
2. The FAP/FAR/FAE documents be considered the primary documents and most important information in the making of merit pay decisions by the heads of schools, colleges, and departments. Such use of these documents, based on shared values about the

relative worth of achievements in research, teaching and service, should promote a greater sharing of values concerning these matters throughout the university, and as a result a greater sense of community and collegiality.

3. Faculty judged deserving of merit pay when moneys for the same are not available should be awarded said merit pay when the university's financial situation makes it possible. Additionally, faculty deserving of raises consequent upon promotion should receive such raises when funds for them become available, and such raises should be retroactive to the date of the faculty members' promotions.

**(C) Dental Benefits Statement from Faculty Concerns and Grievances Committee.**

The following statement was approved by the Faculty Senate.

The Faculty Senate of East Tennessee State University would like to register a complaint regarding the dental benefit options available to state employees. Two of the three dental benefit options require selection of a participating dentist within the Denticare, Inc. system. All major population areas within the state are adequately represented with participating dentists, EXCEPT Upper East Tennessee. The current list offers one dentist in Johnson City and one in Kingsport.

As Denticare, Inc. has not secured participating dentists throughout the state it is our opinion, Denticare, Inc. does not meet the needs of all state employees. Concern also exists regarding the inflated fees used by Denticare, Inc. to demonstrate "savings". Please forward our concern to the state office responsible for employee benefits.

**(D) Promotion/Tenure Concern from Academic Matters Committee.**

Anne LeCroy (Eng), Chair, Academic Matters Committee, introduced the following recommendation for discussion and a vote of support.

Promotion/Tenure Concern

1. That any person who is an applicant for Promotion/Tenure in any College/School/Division of the University not be elected to or appointed to the Promotion/Tenure Committee of his/her College/School/Division during the year(s) s/he is applicant.

2. That all Colleges/Schools/Divisions within the University adhere to the Promotion/Tenure processes as established by the Faculty Senate and approved by the Tennessee Board of Regents (policies 2.2 and 2.3).
3. That the Senate charge the Academic Matters Committee with monitoring compliance with the Promotion/Tenure policies.
4. That the Senate further charge the Committee with soliciting of information about any non-compliance with the policies. Any such non-compliance is to be reported formally to the Concerns and Grievances Committee of the Faculty Senate and to the Senate.

This promoted considerable discussion about alleged recent and on-going apparently inappropriate practices with respect to certain P&T Committee membership assignments. It also promoted a discussion about the appropriateness/role/ability of the Faculty Senate or any of its Committees to enforce these policies.

This recommendation was approved by voice vote with one individual dissenting.

## **OLD BUSINESS**

### **(A) Update of TBR Presidential Advisory Search Committee**

Bob Riser (Comp Sci) reported on the latest press release (October 30) that indicated five individuals currently remain as candidates on the advisory list. The press release also indicated TBR intended to solicit the services of an executive search firm to provide additional nominee names and to provide additional background checks for finalist candidates.

### **(B) Interdisciplinary Institute for Rural Health and Community Development Discussion.**

Bob Acuff (Medicine) reported that President's Council has directed that a task force be assembled to look into this as a University undertaking. President Bach has asked for a Faculty Senate representative on this task force. Interested volunteers should contact Acuff.

## **ANNOUNCEMENTS**

(A) October 16 President's Council Minutes are enclosed in today's agenda.

(B) Bill Fisher (Mgt & Mktng) announced:

(1) A meeting (with agenda) of the Higher Education Benefits Group scheduled for Wednesday, November 6, 1991, 6:15 pm at the Morristown Ramada Inn.

(2) A UTK/TEA Legislative Proposal for Higher Education to allow faculty members at state universities and colleges who are eligible to retire, the option to retire and secure a part-time re-employment contract.

(3) The MTSU Faculty Senate has invited the Chancellor and their local State Senator to speak to their organization. Since our State Senator has an office on the ETSU campus, and since his schedule will have him in Nashville on Monday's during Spring Semester, recommend that our Faculty Senate invite our State Senator to speak to our group in December.

(C) The September/October 91 issue of *Academe* has several articles about faculty governance.

**There being no further business, the Faculty Senate was adjourned at 5:40 p.m.**

Respectfully Submitted,

Kenneth D. James  
Secretary

**ATTENDANCE**

**PRESENT**

Kenneth James  
Jim Pleasant  
Bob Riser  
Scott Beck  
Jeff Gold  
Mark Holland  
Dan Johnson  
Linda Lawson  
Anne LeCroy  
Jim Odom  
George Poole  
Ed Williams  
Bill Fisher  
Mary Lou Gammo  
Eddie Yasin  
Al Lucero  
Robert Davidson  
Chris Ayres

**S. Williams**

(proxy for Bill Campbell)  
Chip East  
Mary Nelson  
Marcellus Turner  
Brad Arbogast  
Bob Acuff  
Kenneth Ferslew  
Sue McCoy  
Eliz. Williams  
Mike Woodruff  
Virginia Adams  
Sally Crawford  
Beth Smith  
Creg Bishop  
Mike Gallagher  
Rebecca Nunley  
Phil Scheuerman

**ABSENT**

Terry Countermine(ex)  
Katie Dunn  
Rebecca Isbell  
Ahmad Wattad  
Carol Gordon

## FROM THE FACULTY CONCERNS & GRIEVANCES COMMITTEE

### FAP/FAR/FAE RECOMMENDATIONS

1. The FAP/FAR/FAE process be based on a twelve month time period. With the FAR/FAE process coinciding with the FAP to allow changes in faculty activity planning as the FAR/FAE indicate. The recommended schedule is as follows: FAR's are due with the beginning of each academic year in August, tentative FAP's to be turned in also at this time, with revision as indicated by the FAE
2. The FAP/FAR/FAE documents be considered the primary documents and most important information in the making of merit pay decisions by the heads of schools, colleges and departments. Such use of these documents, based on shared values about the relative worth of achievements in research, teaching and service, should promote a greater sharing of values concerning these matters throughout the university, and as a result a greater sense of community and collegiality.
3. Faculty judged deserving of merit pay when moneys for the same are not available should be awarded said merit pay when the university's financial situation makes it possible. Additionally, faculty deserving of raises consequent upon promotion should receive such raises when funds for them become available, and such raises should be retroactive to the date of the faculty members' promotions.

### REGARDING DENTAL BENEFITS

The Faculty Senate of East Tennessee State University would like to register a complaint regarding the dental benefit options available to state employees. Two of the three dental benefit options require selection of a participating dentist within the Denticare, Inc. system. All major population areas within the state are represented with participating dentists, EXCEPT Upper East Tennessee. The closest participating dentist is located in Greenville, TN.

As Denticare, Inc. has not secured participating dentists throughout the state it is our opinion, Denticare, Inc. does not meet the needs of all state employees. Concern also exists regarding the inflated fees used by Denticare, Inc. to demonstrate "savings". Please forward our concern to the state office responsible for employee benefits.



MINUTES - PRESIDENT'S COUNCIL

WEDNESDAY, OCTOBER 16, 1991, 9:00 A.M., FORUM

PRESENT: Bach, Manahan, Holland (Garland), Shelton, Stanton, Borchuck, Sauceman, Osborn, Acuff, Smith, Essin, Hodge (Burleson), Stout, J. Taylor, Norment, Ostheimer, Nutter, Hales, Spritzer, Alfonso, Bettis, Vaught, Lanza, Lenz, Landrum, Bailey

GUESTS: McRae, Eysmans, Bishop, Sherrill, Andrews, D. Taylor, Gehre

1. INTERDISCIPLINARY PROGRAMMING PROJECT

Mr. McRae made a presentation outlining the proposed initiation of an Interdisciplinary Institute for Rural Health and Community Development. Following his presentation, there was general discussion and support for proceeding to explore this proposal. President Bach requested all Council members consult with their constituencies regarding whether we should proceed immediately with this umbrella institute, or pursue a delayed implementation. This item to be returned to the next President's Council agenda. As a part of the discussion, Dr. Ostheimer distributed a copy of College of Arts and Sciences existing connections with ETSU's health mission. (enclosure #1 on file)

2. THEC APPROPRIATION RECOMMENDATIONS FOR 1992-93

As an information item, Mr. Dwight Taylor reviewed the THEC appropriation recommendations for 1992-93. (enclosure #2 on file)

3. RESOLUTION OF ISSUES INVOLVING RESEARCH AND DEPARTMENTAL SUPPLY BUDGETS: OCTOBER BUDGET REVISION

President Bach reviewed his October 16 memorandum defining October revised budget commitments. (enclosure #3 on file) President Bach indicated that these commitments provide increased support for research activity. He requested that the Graduate Office keep the President's Council apprised of what will be done with this increased support, and a timetable for projects/achievement.

4. ADDITIONAL PROPOSED REVISIONS IN OCTOBER BUDGET: SUMMARY AND CALENDAR FOR RESOLUTION

Additional requests for October budget revisions were presented by VPAA, VPHA, VPSA, and VPIR. (enclosures #4, #5, and #6 on file) Following discussion, President Bach announced that he would discuss these requests with Dr. Manahan and return to President's Council with a recommendation.

5. REPORT OF THE STRATEGIC PLANNING COMMITTEE

Dr. Hales reviewed a proposed university strategic planning system. (enclosure #7 on file) He reported that this plan had been reviewed by the university Strategic Planning Committee and forwarded to President's Council with the recommendation of approval. Following discussion, the following changes were made on pages 2 and 5:

page 2 from Economy to Economic Conditions and Budgetary History

page 5 from Accrediting Organizations to Accreditation Standards

Council approved the modified plan with the request that the committee proceed with implementation.

6. SPECIAL TARIFF FOR EDUCATIONAL SERVICES

As an information item, President Bach reviewed an October 11 Consacro memorandum on special tariff for information services. He requested that the division of Information Resources review the implications of this document for East Tennessee State University. (enclosure #8 on file)

7. PROPOSED STUDENT BILL OF RIGHTS

Dr. Stout presented a proposed student bill of rights (enclosure #9 on file). This document requires presidential approval and following discussion, there was consensus of Council for implementation.

8. THEC CORRESPONDENCE CONCERNING KINGSPORT UNIVERSITY PROPERTY

President Bach discussed the contents of the October 3 THEC letter to Joseph E. May, City Attorney of Kingsport, regarding the City of Kingsport's interest in reacquiring a portion of the KUC property. (enclosure #10 on file) President Bach indicated this letter adds emphasis to the need for ETSU to promptly determine its short and long-range plans for the use of the KUC.

9. CORRESPONDENCE CONCERNING ADMINISTRATIVE STIPENDS FOR DEPARTMENTAL CHAIRS

President Bach discussed the contents of a October 9, 1991, Fred J. Alsop memorandum concerning stipends for administrative chairs. (enclosure #11 on file) President Bach indicated that Alsop's request for this issue to be included as a part of the October budget revision process would not be possible. He then requested Dr. Alfonso to consider the Alsop request with regard to the current administrative salary study. President Bach indicated to Council that a study of administrative salaries was underway, and that a report of the study would be provided for Council at a later date.

10. CURRENT STATUS OF REVIEWS BY THE UNIVERSITY SPACE UTILIZATION AND ALLOCATION COMMITTEE

Dr. Gehre provided a report on the status of reviews by the University Space Utilization and Allocation Committee. (enclosures #12 and #13 on file) Following discussion, President Bach indicated his desire for the committee to continue addressing issues, both short and long-term.

11. BRIEFING ON STATUS OF SACS SELF-STUDY

As an information item, Dr. Andrews provided a review of the status of the SACS self-study. (enclosure #14 on file) Dr. Sherrill followed by discussing the report writing process. (enclosure #15 on file)

## 12. DETAILS OF BASKETBALL TEAM TRIP TO JAPAN

As an information item, Dr. Shelton provided a brief review of plans for the ETSU basketball team to participate in an NCAA tournament in Japan. President Bach indicated that all expenses were being covered by contract, and that the university's athletic programs would benefit by receiving a \$10,000 participation fee. Dr. Shelton indicated that all students participating in the event are to complete all academic work in advance of the trip.

## 13. CONSTITUENCY REVIEW OF PRESIDENT'S COUNCIL MEMBERSHIP AS IMPACTED BY DISSOLVING OF THE UNIVERSITY COUNCIL

Mr. Sauceman reported back to Council on a recommendation from a subcommittee regarding the constituency of President's Council membership as impacted by the dissolving of University Council. He indicated that his subcommittee review involved discussion with the Faculty Senate, Staff Senate, and Student Government Association and the university Alumni Board. The subcommittee recommends that no changes were considered necessary in the President's Council membership. There was unanimous approval of this recommendation by Council.

## 14. COMMITTEE DESCRIPTION AND MEMBERSHIP: COMMITTEE ON INTERNATIONAL PROGRAMS

Dr. Bettis reviewed a revised proposal for establishing a standing committee for international programs. (enclosure #15 on file) Dr. Bettis reported that recommendations from the October 2 President's Council regarding membership were included in this revised proposal. There was consensus of Council to adopt this revised proposal.

ROSTER - FACULTY SENATE 1991-92

7/1/91

SCHOOL	NAME	DEPARTMENT	TRM	PO BOX	PHONE	COMMITTEE
AS&T	Terry Counterline	Comp&Infor Sci	94	70,711	6964	FACULTY CONCERN
	Ken James	Home Economics	93	70,671	4411	*ACADEMIC MATTER
	Jim Pleasant	Comp&Infor Sci.	94	70,711	6962	RESEARCH
	Bob Riser	Comp&Infor Sci.	92	70,711	4312	*FACULTY DEVELOPMENT
A&S	Scott Beck	Sociology&Anthr	92	70,644	6648	+FACULTY DEVELOPMENT
	Jeff Gold	Philosophy	94	70,656	5810	FACULTY DEVELOPMENT
	Mark Holland	English	92	70,683	926-4011	FACULTY CONCERNS
	Dan Johnson	Biological Sci	93	70,703	4359	RESEARCH
	Linda Lawson	Mathematics	94	70,663	6975	RESEARCH
	Anne LeCroy	English	92	70,683	5991	+ACADEMIC MATTER
	Jim Odom	History	94	70,672	6693	ACADEMIC MATTER
	George Poole	Mathematics	93	70,663	4349	*RESEARCH
	Ed Williams	English	93	70,683	6626	+*FACULTY ELECTION
Bus	Bill Fisher	Mgmt & Mkting	93	70,625	5304	FACULTY DEVELOPMENT
	Mary Lou Gammo	Accountancy	93	70,710	4599	FACULTY CONCERNS
	Eddie Yasin	Mgmt & Mkting	94	70,625	5877	RESEARCH
	Al Lucero	Office Mgmt	92	70,594	6986	ACADEMIC MATTER
Dev St	Robert Davidson	DevelopmentalMth	92	70,620	6690	COMMITTEE ON COM.
Educ	Chris Ayres	Phys Educ & Rec	92	70,654	5259	ACADEMIC MATTER
	Bill Campbell	University Sch	93	70,632	4333	FACULTY DEVELOPMENT
	Katie Dunn	Curr & Instr	92	70,684	5931	FACULTY CONCERNS
	Chip East	Phys Educ & Rec	94	70,654	5257	RESEARCH
	Rebecca Isbell	Hum Dev&Learning	93	70,548	4196	FACULTY ELECTION
	Mary Nelson	University Sch	94	70,632	4333	*COMMITTEE ON COM.
Library	Marcellus Turner	Reader Services	94	70,665	5629	FACULTY CONCERNS
Medicine	Brad Arbogast	Internal Med	92	70,622	6289	FACULTY DEVELOPMENT
	Bob Acuff	Surgery	94	70,575	6257	
	Kenneth Ferslew	Pharmacology	93	70,577	6274	+COMMITTEE ON COM.
	Sue McCoy	Surgery	94	70,575	6264	ACADEMIC MATTER
	Ahmad Wattad	Pediatrics	92	70,578	6222	FACULTY ELECTION
	Eliz. Williams	Internal Med	93	70,622	6381	FACULTY CONCERNS
	Mike Woodruff	Anatomy	94	70,582	6244	+RESEARCH
Nursing	Virginia Adams	Family/Comm Nurs	92	70,676	6830	RESEARCH
	Sally Crawford	Adult Nursing	94	70,629	6786	FACULTY CONCERNS
	Carol Gordon	Adult Nursing	92	70,629	4388	FACULTY DEVELOPMENT
	Beth Smith	Profess Roles	93	70,658	4336	*ACADEMIC MATTER
P&AH	Creg Bishop	Environ Health	94	70,682	4268	ACADEMIC MATTER
	Mike Gallagher	Health Sciences	94	70,673	4468	FACULTY DEVELOPMENT
	Rebecca Nunley	Dental Hygiene	93	70,690	4434	+*FACULTY CONCERNS
	Phil Scheuerman	Environ Health	92	70,682	4408	RESEARCH

\* - Executive Committee

+ - Chair of Committee