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1991 December 2 - Faculty Senate Agenda and Minutes

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FACULTY SENATE

NEXT MEETING: DECEMBER 2, 1991
3:30 P.M., FORUM

NOTE TO DEPARTMENT CHAIRS: Please post or circulate among your
faculty.

AGENDA

FACULTY SENATE MEETING

DECEMBER 2, 1991

1. Approval of Minutes, November 18, 1991 meeting (enclosed).
2. Treasurer's Report - R. Nunley
3. New Business
 - a. Call for suggestion/solutions to the parking problem.
 - b. Space request by the Senate.
 - c. Proposed computer and printer acquisition by the Senate.
 - d. On-Line Access Policy (draft enclosed)
 - e. Other
4. Old Business
 - a. Recommendations for the Student Assessment of Instruction (enclosed).
 - b. Update of TBR Advisory Search Committee for President of East Tennessee State University.
 - c. Executive Committee discussion and action concerning the Athletics and Heritage Committee.
 - d. Other
5. Announcements
 - a. Items from November 13, 1991 President's Council (minutes enclosed).
 - b. Other

**MINUTES OF FACULTY SENATE MEETING FOR
DECEMBER 2, 1991**

Bob Acuff called the meeting to order at 3:39 p.m., December 2, 1991, in the Forum. A quorum was present.

The minutes of the November 18, 1991 meeting were approved.

Rebecca Nunley provided a Treasurer's Report. She indicated the report reflects a roll-over of \$365.00 from the 90/91 budget that was encumbered for the purchase of the microphone and tape recorder. The cost of these items was \$229.47. The balance of \$135.53 was added to this year's available balance. The current budget balance is \$6025.28.

NEW BUSINESS

(1) Call for Suggestions/Solutions to the Parking Problem. As a follow-up to the discussion from the last Faculty Senate meeting, the Executive Committee is asking for individual senators to solicit any and all recommendations, ideas, and/or solutions to the parking problem. These written suggestions will be presented to the President's Council. These should be submitted to the Executive Committee in a timely matter to be placed on the President's Council agenda in January.

(2) Space Request by the Senate. Last year, Bob Riser (Comp Sci) requested through Glen Bettis (Ast VP Acad Affairs), space for the Faculty Senate to maintain an office and to hold committee meetings. Due to administrative changes, space in the D.P.Culp Center may soon come available. The Executive Committee is requesting through the University Space Committee that we be considered for this space.

(3) Proposed Computer and Printer Acquisition by the Senate. The Faculty Senate is not currently utilizing a student worker even though funds are allotted in the budget. Due to the location and logistics of Bob Acuff's (Medicine) office, the Dept of Surgery is absorbing the task of Senate administrative requirements. The Executive Committee has proposed, pending approval of transferring funds from the student worker allocation, purchasing a computer with printer to support Faculty Senate (and Committee) activities. The administration has indicated that federal dollars are not involved with this student worker allocation, and that it could be re-allocated for this purpose. This would be a one-time transfer. This computer would be located in a Faculty Senate Office. This proposal, coming from the Executive Committee was seconded. The voice vote was unanimous to pursue the acquisition of a computer and printer for Faculty Senate use.

(4) On-Line Access Policy. Phil Scheuerman (Envir Hlth) presented a draft policy from the Information Council dealing with on-line access to computer files. This draft proposal was distributed with the agenda for this meeting. Scheuerman requested comments from Faculty Senators so that he can provide input to the January 16, 1992 Information Council meeting. This policy is expected to undergo several revisions.

(5) Academic Matters Committee Report on Faculty Emeritus. At a previous Senate meeting, Dr. Alfonso (VP Acad Affairs) had requested the Senate to deal with the definition of emeritus status. Attached is a copy of the draft clarification and definition of TBR Policies with Faculty Emeritus, Tenure, Full-time Faculty Status, and End of Tenure upon Retirement. After a short discussion, it was recommended that the third sentence of recommendation #1 be changed from "Such colleagues should award status on the basis of teaching, research, and service during the individual's professional life in the University" to " . . . should *recommend* status on the basis of professional

" Senators were encouraged to discuss this draft proposal with their constituencies. It will be placed on a subsequent agenda for a vote.

OLD BUSINESS

(1) Recommendations for the Student Assessment of Instruction. Scott Beck (Soc & Anthro) presented the Faculty Development Committee recommendation. This recommendation was attached to this meeting's agenda. The discussion focused on a number of issues. It was recommended by Mary Nelson (Univ School) that recommendation #2 concerning SAI of University School faculty teaching in grades 1-8 be eliminated. Other forms of age-adjusted survey methodologies have and are being used. Other aspects of the discussion concerned the supposed TBR requirement for SAI versus the requirement that faculty be periodically evaluated. The need for evaluation documentation by tenure and/or promotion track faculty was discussed and it was suggested that any faculty member could request that a SAI be performed. It was suggested by Ferslew (Med) that recommendation #4 not include "research/scholarly capabilities", but rather focus on instructional methods only. Scheuerman (Env Hlth), Gallagher (Hlth Sci) and Woodruff (Med) each disagreed with the removal of "research/scholarly capabilities" and further recommended that this facility be used to develop skills in graduate teaching assistants, part-time faculty and newly hired faculty. Johnson (Biol Sci) recommended placing a low priority on this item because limited resources should first be used to fill existing vacant positions. Campbell (Univ Sch) related a positive recent experience whereby the faculty were privileged to share in the results of teaching and learning research. It was suggested that a target implementation date should be August 1992. Following the discussion, each recommendation was voted upon.

The following recommendation was approved unanimously.

1. Based on the summer 1991 pilot testing of the new SAI and analysis of this new instrument in comparison to the currently used SAI, we recommend that neither of the two instruments be used in the Spring 1992 semester. If a faculty member desires a SAI, we recommend the continued use of the current SAI. The new SAI is not a sufficient improvement over the current SAI to warrant its implementation.

The following recommendation was approved unanimously.

2. We recommend the creation of a special joint faculty/student committee to solicit, review and evaluate widely used, comprehensive student-based

evaluation instruments. The committee would be charged with making a recommendation to the Faculty Senate, Student Government Association, Academic Council and eventually the President's Council.

The following recommendation was approved with one vote in dissent.

3. We resolve that in order to create a long-term commitment to improving the skills of ETSU faculty, a Faculty Development Center be established no later than August, 1992. This Center, properly staffed, would be responsible for enhancing the instructional skills (via monitoring or student assessment of instruction, providing resources for faculty desiring assistance, and developing additional methods of evaluation and feedback) and research/scholarly capabilities of ETSU faculty.

(2) Update of TBR Advisory Search Committee for President of ETSU. Bob Riser (Comp Sci) reported that a search firm had been contracted and that the Advisory Search Committee had just met with its representative. The firm is being tasked with providing additional names for consideration and to perform further background checks on the existing 5 candidates. Riser reported that the Chancellor has re-iterated his belief in the search and selection process, that the TBR has approved this process, that TBR will not consider any candidate that has been cut by the Advisory Search Committee, and that the time table still optimistically expects to interview final selectees in late January.

(3) Update on Recommendation to Aesthetics and Heritage Committee. Subsequent to the Senate's previous approval of the mission of this committee, the Executive Committee, in presenting the Senate's approval to the President's Council, made the following clarifications to the Aesthetics and Heritage Committee for their consideration:

- (a) To develop standards as they relate to changes to building exteriors, signage, and common areas of building interiors.
- (b) Include representation from Archives and the Medical Society of Appalachia (Medical School Library) to the heritage function of the Committee.

ANNOUNCEMENTS

1. Bill Fisher (Mgt & Mktg) reported State of Tennessee revenues are about \$18 million less than projected, which is anticipated to impact on higher education budgets. He also reported Tenn Consolidated Retirement Systems currently projects a surplus of about \$1 billion in retirement assets with all funds invested in stocks and bonds (no real estate).

2. Anne LeCroy (Eng) has volunteered to participate on an ad hoc Scholarship Committee to develop a charge for the standing Scholarship Committee.

3. A called meeting of the Faculty Senate, Staff Senate, Student Government Association and Executive Committee will be held in early January to invite the Northeast Tennessee Legislative Caucus to address these University groups about the upcoming called legislative session, and budget impacts on higher education. This would also provide an opportunity to show these legislatures what the impact of budget reductions would be on the University and its programs. It is hoped this will be in the week of January 6, 1992.

4. Bill Fisher announced that plans were being finalized for a series of Saturday Legislative Breakfasts to take place between February 1 and April 1, 1992.

There being no further business, the senate was adjourned at 4:57 p.m.

Respectfully submitted,

Kenneth D. James

ATTENDANCE

PRESENT

Terry Counterline
Ken James
Jim Pleasant
Bob Riser
Scott Beck
Jeff Gold
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
Bill Campbell
Chip East
Mary Nelson
Marcellus Turner
Bob Acuff
Kenneth Ferslew
Sue McCoy
Elizabeth Williams
Mike Woodruff
Beth Smith
Creg Bishop
Mike Gallagher
Rebecca Nunley
Phil Scheuerman

ABSENT

Mark Holland (ex)
Katie Dunn
Rebecca Isbell
Brad Arbogast
Ahmad Wattad
Virginia Adams
Sally Crawford
Carol Gordon

M E M O R A N D U M

TO: Members of Faculty Senate
FROM: Faculty Development Committee
SUBJECT: Student Assessment of Instruction
DATE: November 15, 1991

The Faculty Development Committee is concerned that the newly developed Student Assessment of Instruction instrument, as with the old (current) SAI, will be used as an evaluation tool that does little to enhance faculty improvement of instruction via substantive feedback from students. Furthermore, we re-emphasize the point made by the 1990-91 Faculty Senate that using Student Assessment of Instruction as the only source of evaluating and improving teaching effectiveness is inappropriate. A serious assessment of faculty instruction, oriented to development of skills, must include additional sources of evaluation and feedback.

Based on the results of the summer 1991 "pilot testing" of the new SAI, and the deliberations of the committee, we submit the following recommendations:

- 1) The new SAI should **not** be instituted as the instrument for student-based evaluation of faculty instruction.
Our reasons for this recommendation are as follows:
 - a) the information that will be provided by the new SAI does not appear to constitute a significant improvement over the old SAI. While there are a few items that are more instructor-specific, we cannot determine how responses to these items will be fruitfully used by the faculty member or their chairpersons in evaluation and development.
 - b) we feel item number 11 (concerning discrimination) is of limited use in its present form. It will not provide useful feedback or evidence of discrimination since it refers to five distinct statuses.
 - c) the "overall ranking" of the instructor item is problematic for two reasons. First, its current location leads to high nonresponse and it will be problematic to re-format it. Second, we feel that there is a high probability that this single item will become the measure of effectiveness.
 - d) we feel that there are alternative instruments that are, **more comprehensive**, have been subjected to tests of reliability and validity, and are more useful for faculty development. Both the old and new SAI are solely tools of evaluation and are virtually useless as instruments of development.

- 2) We strongly suggest that the old SAI, the new SAI, or any instrument designed to measure teaching effectiveness among higher education faculty not be used to evaluate the University School faculty teaching in grades 1-8. We were surprised to learn of this policy and believe that these instruments are simply irrelevant to the students in these grades.
- 3) We recommend that the university adopt a more comprehensive instrument that has been shown to be reliable (consistent) and to exhibit validity. There are many such instruments and this committee would like to form a special assessment group that would consist of faculty and students who would collect information on evaluation instruments and make a recommendation during the spring 1992 semester.
- 4) Finally, we recommend the establishment of a Faculty Development Center. This Center would be responsible for enhancing the instructional skills of ETSU faculty via the monitoring of student assessment of instruction, promoting additional methods of evaluation, and providing resources for faculty desiring assistance in improving their instructional methods.

EAST TENNESSEE STATE UNIVERSITY

Institutional Policy

ON-LINE ACCESS TO COMPUTER FILES

The primary goal of this policy is to facilitate the accurate, secure, rapid, and efficient dissemination of information and data from institutionally maintained computer files to university employees and students through on-line access.

As the technical capabilities to access university mainframe computer files propagates throughout the campus, organized methods and guidelines which support the needs of employees and students for acquiring on-line access to information and data should be defined and implemented, while also addressing concerns related to the security of information and data in an open environment.

On-line access to mainframe computer files, including but not limited to the Student Information System (SIS), Financial Records System (FRS), Human Resource System (HRS), and Library System will be available to all employees on a "need to know" basis through a process which will match job descriptions and responsibilities with existing computer files and screens. The file access range and domain will be defined by the position description and job responsibilities; the employee will then be authorized to access these files. A change in position job description

will require a review of the computer files which have been deemed appropriate for on-line access; an employee who vacates a position will have all on-line access removed. If the employee occupies another position within the university, the on-line access authorization for the employee will be defined by the new position.

It is understood that the acceptance of on-line access by any employee may also require the acceptance of security of information or data procedures, and/or conflict of interest agreements.

II. ACCESS REQUEST PROCEDURES

A. Employees

Request for on-line access will be made in writing to the Vice President for Information Resources by the employee's immediate supervisor. Forms for making these requests are available from the Division of Information Resources. It will be the responsibility of the Division of Information Resources to facilitate the request process, to interpret the access request according to the existing system structure, and assist in identifying the files that contain the requested on-line information. [For "read-only" access, Information Resources will also obtain the necessary authorizations for access to those files or screens specifically identified.] For update access, Information Resources

will inform the employee's immediate supervisor of the specific files involved, and of the specific authorizations required before on-line access to these files may be established.

It is the responsibility of the divisions which maintain the major file systems to develop authorization procedures for on-line access involving update capabilities, and to inform the Division of Information Resources of all access authorizations. - Implementation of all on-line access requests will be the responsibility of the Division of Information Resources.

For those cases where access requests are denied, the request will be referred to a review committee established by Information Resources. The recommendation of the review committee will be final.

B. Students

Student access to university files will be limited. However, as the Student Information System~~x~~ and Library automation continue to develop, the need for student access to these systems will become evident. The Division of Information Resources will work actively with the Division of Student Affairs to develop procedures and guidelines for on-line access as soon as implementation becomes feasible.

III. SECURITY, CONFIDENTIALITY, AND CONFLICT OF INTEREST .

In many cases on-line access will involve files which contain student record information. Employees who have access to student record information should be aware that this information is considered privileged and confidential, and that all student records are protected under the Family Educational Rights and Privacy Act of 1974. Additionally, employees often find the opportunity to be an ETSU student a beneficial and rewarding experience. However, as students, it is considered a conflict of interest to deal with one's personal student records. In order to protect on-line users of student information files from possible conflict of interest, at no time will employees work with their own student records. This is also construed to include the records of relatives and personal acquaintances which could cause one to compromise their integrity and responsibility. All employees approved for on-line access to the Student Information System will be required to abide by a set of guidelines regarding the prudent use of those files and the information contained therein.

Information within the Financial Records System and Human Resource System are considered a matter of public record. However, on-line access will be authorized only for those employees who have responsibilities directly related to these files. Department heads, for example,

will normally be authorized to acquire read-only on-line access to their departmental budgets. Deans and Directors' offices will normally be authorized to acquire read-only access to all departmental budgets in their College/School/Division. Update access to all FRS and HRS files will be the responsibility of the Division of Finance and Administration.

With the advent of library automation, bibliographic data base computer files will become available. Read-only access to all bibliographic computer files will be available to all employees, students, and the general public who have the technical means to access these files.

IV. GUIDELINES FOR RESPONSIBLE AND ETHICAL USE

All users of any computer resources (hardware, software, data) are expected to handle the resource in a responsible and ethical manner. A user's interest ceases when it invades the right of personal and/or institutional privacy, results in the destruction of personal and/or institutional property, demonstrates a potential for loss, embarrassment, litigation to the individual and/or institution, or causes a limited resource to be used in a wasteful or careless manner.

Any use of computer resources deemed irresponsible or unethical will result in the immediate denial of use to the resource. The violation will be referred to the proper authorities for disciplinary and/or legal action

including, but not limited to restitution, restrictions, reprimand, suspension, probation, expulsion, termination, and, if necessary, legal action.

The following examples attempt to convey the intent of irresponsible and/or unethical use; violation of Federal/State copyright laws; violation of the Family Educational Rights and Privacy Act of 1974; use of the resource for obscene material; deliberate wasteful use of the resource; unauthorized altering of hardware, software, or data; piracy of data or software belonging to another person; or careless use of the resource which may result in the release of restricted information.

MINUTES - PRESIDENT'S COUNCIL

WEDNESDAY, NOVEMBER 13, 1991, 9:00 a.m., DINING ROOM #3

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

GUESTS: Jordan, D. Taylor, Elkins, Wilgocki

1. STATUS OF THE FOOTBALL PROGRAM AND SEARCH FOR A NEW COACH

As an information item, Dr. Shelton provided a report on the status of the football program and the plans for initiating the search for a new coach. She reported that funds required to achieve this change would not involve the use of state approved dollars. Names of the search committee were to be released later that day.

2. AFFIRMATIVE ACTION OFFICER POSITION: COMPONENTS OF POSITION DESCRIPTION

President Bach introduced Ms. Mary Jordan who will be sitting on President's Council as the university's Affirmative Action Officer. President Bach indicated that this one half time position will report directly to his office and address responsibilities outlined on enclosure #1. Ms. Jordan will retain one half time appointment in her current role with Student Affairs.

3. OCTOBER BUDGET REVISION FOR THE COLLEGE OF MEDICINE AND FAMILY MEDICINE

As an information item, Mr. Larry Elkins presented a summary of the October budget revisions requested by the College of Medicine and Family Medicine. (enclosure #2 on file)

4. AD HOC SCHOLARSHIP COMMITTEE

As requested by Council at its October 30 meeting, Dr. Garland provided a report of the ad hoc scholarship committee. (enclosure #3 on file) In summary the report included the following points:

the University Scholarship Committee was ad hoc in nature and appointed by the Vice President for Academic Affairs,

that as indicated on the 1991-92 scholarship information enclosure, the committee administers only a portion of available scholarships,

the Office of Financial Aid administers all Regents (WSP scholarships) Scholarships,

a number of scholarship awards are administered through individual departments, and

there is no single process for administering scholarships.

Following discussion, President Bach indicated the need to appoint an ad hoc committee to develop a charge for a standing university scholarship committee which would deal with all scholarship issues. He requested that the ad hoc committee have membership as follows: one representative designated by the Vice President for Academic Affairs, the Vice President for Health Affairs, the Vice President for Student Affairs; the Student Government Association, the Faculty Senate and two representatives designated by the Vice President for Administration and Development. Nominations should be provided to the President's Office. The committee is requested to provide a report at the next President's Council.

5. NOVEMBER 25 TBR SUBMISSION ON 1992-93 BUDGETARY IMPACT ANALYSIS

President Bach addressed issues regarding the projected impact on ETSU of possible funding levels for 1992-93. He reported that Chancellor Floyd had requested that each president submit by November 25 an analysis of projected impact for four scenarios. (enclosures #4 and #5 on file) Those four levels are:

- (1) 1992-93 funding at 1991-92 level
- (2) 1992-93 funding at 95% of 1991-92 level
- (3) 1992-93 funding at 90% of 1991-92 level
- (4) 1992-93 funding at 85% of 1991-92 level

President Bach charged the Strategic Planning Committee with the preparation of a report of projected budget alternatives which would achieve the four funding scenarios outlined by Chancellor Floyd. In determining a list of alternatives, the Strategic Planning Committee is to consider the institution's mission and goals. The committee's report will serve as a discussion document for a called meeting of the President's Council at 2:00 p.m. on November 20. At

that time the Council will assist the President in setting alternative strategic directions which will then proceed through the budget preparation process. President Bach requested that Mr. Dwight Taylor join the Strategic Planning Committee as a resource person in preparing this proposal.

6. SALARY ADJUSTMENTS ASSOCIATED WITH PROMOTIONS

President Bach reported the results of an action taken at the recent Presidents' Meeting regarding salary adjustments associated with faculty promotion and others who had assumed additional duties since July 1, 1991. (enclosure #6 on file) Accordingly, President Bach reported that he had requested from Mr. Taylor and Mr. Neasman, a list those ETSU personnel that would be eligible according to this criteria. Dr. Manahan is requested to present this list and associated costs for discussion at the next President's Council.

7. INSTITUTE FOR RURAL HEALTH AND COMMUNITY DEVELOPMENT

President Bach reviewed his November 13 memorandum concerning the appointment of a task force to address the possible development of an Institute for Rural Health and Community Development. (enclosure #7 on file) The memorandum contains the task force membership and charge. Dr. Bev Norment was appointed as task force chair.

8. INSTITUTIONAL TRAVEL POLICY

President Bach reported that at the recent Presidents' Meeting Chancellor Floyd rescinded his July 24, 1991 memorandum on travel. Following discussion, there was consensus of Council that President Bach continue to administer domestic out of state travel in accordance with the policy defined in his August 7, 1991 memorandum.

9. OPEN HEARING ON ACADEMIC COMPUTING

As an information item, Dr. Vaught announced an open hearing on academic computing scheduled from 1:00 p.m. to 4:30 p.m. on November 13, 1991 (enclosure #8 on file) He indicated that while the focus of the hearing was on academic needs, that anyone was welcome to express a need.

10. AESTHETICS AND HERITAGE COMMITTEE MODIFICATION OF CHARGE

Ms. Helen Roseberry presented a recommendation for modification of the charge to the Aesthetics and Heritage Committee. (enclosure #9 on file) President Bach requested that Council members solicit comment from their respective constituents and that the item be returned to the agenda at the next Council meeting.

11. GRANTS AND CONTRACTS MANUAL UPDATE

Dr. Norment provided an update on the status of the revision of the grants and contracts manual. Publication and distribution were expected soon.

12. STATUS OF NON-SPONSORED RESEARCH

As requested, Ms. Burleson provided an update on the status of tracking of non-sponsored research at ETSU. She indicated that the form utilized in obtaining this information, for inclusion in the spring budget revision, needed some modification, and that requested changes should be submitted to Mr. Dwight Taylor.

13. REPORT ON THE DEVELOPMENTAL STUDIES PROGRAM

Dr. Essin reported on the progress of remedial developmental programs at ETSU and referred to data in the November 4, 1991 Consacro memorandum which evaluates R&D programs system wide. (enclosure #10 on file) There was consensus that R&D programs have provided positive impact on retention of students.

14. INCLEMENT WEATHER POLICY

As an information item, Dr. Manahan distributed copies of the current inclement weather policy dated October 26, 1988. (enclosure #11 on file) He encouraged each member of Council to review the policy with their constituents.

15. OLD BUSINESS - none reported

16. NEW BUSINESS

A. Employee Fee Waiver

Dr. Bach reported that the state attorney general has ruled that institutions must enroll students under the employee fee

waiver program even if state appropriation was insufficient to cover the fee discount.

B. Eisenhower Act (grant)

President Bach reported that THEC has extended the date for grant applications to January 1, 1992. The Vice President for Academic Affairs was requested to prepare a grant proposal for East Tennessee State University.

C. Affirmative Action/Equal Opportunity

President Bach reported receiving a recommendation from Dean Ostheimer that ETSU utilize a system similar to MTSU in specifying funds for hiring minorities. President Bach reported that he is referring Dean Ostheimer's request to the Equality of Opportunity Committee for review and recommendation to President's Council.

ROSTER - FACULTY SENATE 1991-92

7/1/91

SCHOOL	NAME	DEPARTMENT	TRM	PO BOX	PHONE	COMMITTEE
AS&T	Terry Countermine	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 ELECTI.
	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 Scheurman	Environ Health	92	70,682	4408	RESEARCH

* - Executive Committee

+ - Chair of Committee