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1992 January 27 - Faculty Senate Agenda and Minutes

Faculty Senate, East Tennessee State University

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FACULTY SENATE

Next Meeting: January 27, 1992
3:30 P.M., FORUM

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

AGENDA

FACULTY SENATE MEETING JANUARY 27, 1992

1. Approval of Minutes, January 13, 1992 meeting (enclosed).
2. New Business
 - a. Strategies for Race Relations - M. Jordan
 - b. Student Government Association, Resolution on Written SAI Comments (enclosed).
 - c. Tennessee Board of Regents - Faculty Sub-Council, Selection of Senate Representative - R. Riser
 - d. Other
3. Old Business
 - a. Update on Presidential Search - R. Riser
 - b. Other
4. Announcements
 - a. President's Council Minutes of January 8, 1992.
(enclosed)
 - b. Academic Council Minutes of January 9, 1992.
(enclosed)
 - c. Other

**MINUTES OF FACULTY SENATE FOR
January 27, 1992**

Bob Acuff called the meeting to order at 3:37 pm, January 27, 1992. A quorum was present.

NEW BUSINESS

(1) Strategies for Race Relations, Mary Jordon, Affirmative Action Officer.

Mary Jordon (Coordinator for Minority Students and Affirmative Action Officer) reported on a process that was initiated by ETSU Student Affairs about a year ago in response to a report by the Southern Region Education Board with respect to racial climate on about 50 campuses in the south. The Bridge Committee (composed of Student Affairs and Academic Affairs personnel) was chartered to assess the racial climate at ETSU. A cross-sectional sample of 25 black students were interviewed and asked to complete a questionnaire.

The report of this study is currently being circulated at ETSU within the academic departments. In summary, problems were identified with: (1) inadequate or ineffective black recruitment; (2) an inadequate conducive social environment for minority students; (3) faculty/staff interrelationships with minority students and lack of minority mentors or role models; (4) inadequate student programs and black student input to student programs; and (5) inadequacies in curriculum and program areas for black students.

Jordon presented recommendations that have been made to address these problems and reported on recent open forums that have been held to promote understanding and dialog. Problem areas that have been identified in the open forums include: (1) public safety issues; (2) recruitment issues; (3) faculty/staff issues; (4) student relations; (5) stereotypical behavior and opinion; and (6) lack of African-American history in the curriculum.

In the discussion that followed, several senators indicated that they or their departments had not seen this report yet. It is in circulation and should be asked for. Woodruff (Medicine) commented that problems of minority recruitment result because of the lack of available applicants. Campbell (Univ School) suggested utilizing strong mentoring processes for black student teachers. LeCroy (Engl) reported on recent recruitment experiences in her department that placed ETSU in a non-competitive position due to salary levels and expected teaching loads. Williams (Medicine) indicated recent black applicants expressed concern about employment for their spouse and community involvement for their children. Gordon (Nursing) suggested the need for local groups of black faculty to assist with recruitment and orientation for black applicants. Lawson (Math) asked about incentive packages and a designated pool of positions for black candidates. Gordon (Nurs) asked what "Affirmative Action" meant in Tennessee, if it related only to the court mandated settlement? Affirmative action does apply to minorities, women, disabled, and to age. Ferslew (Medicine) asked why the black students and faculty in the Medical School were not included in the survey report - these black students would be excellent role models for undergraduates. Odom (Hist) indicated that the History Department was making curriculum changes. Poole (Math) indicated that most faculty do not have to deal with affirmative action on a routine basis but they need to be aware of it. If and when they do, they will find that Mary Jordon is both "effective and reasonable." Adams (Nurs) indicated a problem with the process of recruitment of black faculty involves asking the few minority faculty that are here to be on every search committee and to host all the black candidates that come to Johnson City. In actuality, this should be everyone's responsibility and all faculty should know the climate towards black faculty recruitment.

Mary Jordon concluded by indicating that she was surprised that the faculty did not ask any questions about the issue of how minority students perceive how they are treated in the classroom. She encouraged all faculty to seek out and read the report.

APPROVAL OF MINUTES. The minutes of January 13, 1992 were approved as distributed with one error noted. In the fourth paragraph of Dr. Bach's remarks, the sentence "Comparative data with peer institutions indicate higher education is spending less per capital and . . ." should read " . . . less per capita . . ."

(2) Student Government Association, Resolution on Written SAI Comments. This resolution requires that written comments, which currently are to be made available only to the faculty member, be made available to the faculty member's chair and in some cases dean. Odom (Hist) moved that the Faculty Senate endorse the SGA Resolution on Written SAI Comments. It was seconded by Woodruff (Medicine). Discussion followed. Holland (Eng) indicated agreement with the spirit of the resolution, but questioned the methodology involving the requirement to transcribe all of the written comments. Poole (Math) indicated that anonymity could still be maintained without the need for secretarial resources to transcribe the comments. Smith (Nurs) questioned the phrasing of the distribution of the comments, going only to the chair and dean. It sounded as if the faculty member would not get them. Nursing faculty had also recommended that the written comments be structured as to content. Further, it was suggested that envelopes be opened with both faculty and chair present. Holland (Eng) expressed concern about the unwieldiness of the volume of comments some chairs would be required to read. Johnson (Biol Sci) reported on an informal survey of his faculty, 2/3 have no objection if comments go to the chair, 1/3 opposed, indicating concern that written comments are provided by a small, self-selected sample that frequently represent only the extremes. Those in opposition did not want the extremes to be used for faculty evaluation. Gallagher (P&AH) questioned supporting this resolution while the process of instituting a new SAI is in progress. We should support the spirit of this resolution, but not necessarily the mechanism. Williams (Eng) related concerns of some English Department faculty about the intent of the SAI - is it for faculty development or evaluation? Campbell (Univ School) related a recent personal experience as a student in a class where the SAI was administered, where the intent of the student administering the SAI was for the class to "get the instructor." Gammo (Business) related her experience that the written comments envelope had always been previously opened when she received it. Williams (Medicine) said this was frequent in multi-discipline courses with multiple instructors and no clearly identified "chair" -- who is to evaluate? Woodruff (Medicine) indicated the written comments were the most useful part of the SAI. Williams (Eng) indicated that faculty have always had the opportunity to include written comments in their promotion and tenure packet. If a chair is concerned about the performance of a faculty member, it should be apparent from the computerized assessment, and the chair should be able to ask the faculty member to share the written comments to help explain a low computerized score. East (Phys Ed) described a process used at another school that did require students comments to be typed. These hundreds of pages were placed in P&T packets. It did demonstrate over time, the quality of the instructor's effectiveness, quality or problems. East provided his procedure for use of comments solicited at the end of the semester. Smith (Nurs) indicated from her discussions with SGA that this resolution resulted from student's realizing that chairs and deans do not currently read written comments. The students were under the impression the SAI was a total package. Gordon (Nurs) requested that students be required to sign the written comments, especially those that indicate harassment, discrimination and the like. The faculty member has the right to know who is making those accusations. Students need to be responsible. If they have a problem, it should be discussed with the faculty or chair, and not let it go until the end of the semester as an anonymous charge. Lucero (Mgt & Mkt) requests written comments from his students, in each class, three times each semester. Ferslew (Medicine) suggested offering points to students for participation.

Ferslew (Medicine) offered a friendly amendment to remove the typing requirement from the resolution. This was agreed to by the original second (Woodruff). The motion then stands to accept the resolution but striking the requirement for typing.

Discussion on the amendment centered around the requirement for maintaining student anonymity. Davidson (Dev St) suggested that some faculty and students get together to re-work the resolution. Fisher (Mgt & Mkt) moved to table the resolution. This was passed by unanimous voice vote.

(3) **Tennessee Board of Regents – Faculty Sub-Council Selection of Senate Representative.** Riser (Comp Sci), current representative on the TBR Faculty Sub-Council provided a short history, requirement, and duties for this representation. It is recommended that the faculty representative serve a multi-year term for sake of continuity. Jim Odom (Hist) has been asked by the Faculty Senate Executive Committee to serve as Riser's replacement in this capacity. He has accepted.

(4) **Honors Program Discussion.** Odom (Hist) announced that a panel discussion will be held on February 7, 1992 from 9:00 to 12:00 am, DP Culp Center Forum, with three directors of honors programs. The topic will be recruitment, curriculum, and co-curricular activities for honors programs. All interested faculty are welcome.

(5) **Tenured Faculty Review?** Fisher (Mgt & Mkt) asked about the requirement of 5-year review of tenured faculty members. Is this accurate? If so, what is the procedure? Alfonso (VP Acad Aff) clarified the situation by indicating new directions have come from Nashville about the need to evaluate *all* faculty members on a regular basis. "Post tenure review" as such, was not passed by TBR. The University will need to come up with a way to develop and maintain faculty skills. Riser (TBR Faculty-Sub Council Rep) indicated TBR did pass this regular review requirement last year, and the current FAP/FAR/FAE process would likely suffice.

(6) **Status of Faculty Handbook?** Fisher (Mgt & Mkt) asked about the status of the Faculty Handbook. It has been distributed to departments and other offices. It is too large of a document to distribute to individual faculty.

(7) **Status of Parking Suggestions?** Gammo (Bus) asked about the status of the parking suggestions that were requested last fall. Only a small number were submitted, these are being placed on the President's Council agenda, and a report will be brought back.

(8) **Academic Matters Committee.** This committee will meet on Monday, February 10 at 3:30 pm in the Nursing Conference Room.

(9) **Research Committee.** This committee will meet Monday, February 3, 1992.

(10) **Promotion and Tenure Appeals Committee.** LeCroy (Eng) requested senators from each school/college to recruit tenured faculty to serve on the P&T Appeals Committee as needed. This is a 2-year term. All positions are currently vacant.

OLD BUSINESS

(1) **Update on Presidential Search.** The candidate list has grown from 5 to 14 with the addition of nine names submitted by the search firm. A release of a short list from the Chancellor's office is expected in a week or so. Fisher (Mgt & Mkt) suggested that ETSU follow the procedure of MTSU in that candidate interviews by video taped for documentation purposes. Ferslew (Medicine) asked if the Advisory Committee had ranked the candidates in order of preference. The answer was no. Gammo (Bus) asked about the cost and reimbursement procedures for the search firm. The firm is being reimbursed for a variety of services involved with background checks of all candidates, and is being reimbursed from TBR, not ETSU. Williams (Eng) asked about the status of the original five. Odom (Hist) asked about the procedure for visitation to the

candidates current home campus. The curriculum vitae of each of the nine new candidates will be placed in the libraries.

ANNOUNCEMENTS

(1) Fisher (Mgt & Mkt) reported on a recent article describing pension funds. It was reported that the top pension fund in the world is TIAA-CREF (\$99B). The 43rd ranked fund is Tennessee Consolidated.

(2) President's Council minutes of January 8 were included in the mailing. Acuff will see if the attachments referred to in the PC minutes are available in the libraries.

(3) The Chancellor will be addressing this body in the near future, it was not possible for him to do this last Friday.

(4) The draft Salary Survey of ETSU is in the library. The finalized copy is expected in the next two weeks.

There being no further business, the Faculty Senate adjourned at 5:13 pm.

Respectfully submitted,

Kenneth D. James, Secretary

ATTENDANCE

PRESENT

Terry Countermine
Kenneth James
Jim Pleasant
Bob Riser
Scott Beck
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
Bill Campbell

ABSENT

Jeff Gold
Chris Ayres
Marcellus Turner (Excused)
Brad Arbogast

Chip East
Rebecca Isbell
Mary Nelson
Bob Acuff
Kenneth Ferslew
Sue McCoy
Ahmad Wattad
Eliz. Williams
Mike Woodruff
Virginia Adams
Sally Crawford
Carol Gordon
Beth Smith
Creg Bishop
Mike Gallagher
Rebecca Nunley
Phil Scheuerman



STUDENT GOVERNMENT ASSOCIATION

East Tennessee State University • Box 21670A • Johnson City, Tennessee 37614-0002 • (615) 929-4253

THE EAST TENNESSEE STATE UNIVERSITY STUDENT SENATE VOTED 21-0-0 TO APPROVE/DISAPPROVE (circle one) THE ATTACHED LEGISLATION.

Joseph L. Smith
Vice President of SGA

12-3-91
Date

APPROVE/DISAPPROVE (circle one) THE SGA SENATE ACTION ON THIS PROJECT.

Ken Bailey
President of SGA

12-6-91
Date

AS SECRETARY OF LEGISLATIVE AFFAIRS, I AFFIRM THE SIGNATURES OF THE APPROPRIATE OFFICIALS OF THE STUDENT GOVERNMENT ASSOCIATION.

Brett Tate
Sec. of Legislative Affairs

12-5-91
Date

The College of Arts and Sciences Student Council seeks endorsement from the East Tennessee State University Student Government Association for the following resolution.

A RESOLUTION recommending that the written comments obtained during the Student Assessment of Instruction on each Professor should be made available for review by their Department Chair. In the case of the Department Chair, the written comments should be made available for review by the Dean of that particular College.

WHEREAS, there is a general belief that students should have the opportunity to pursue a meaningful education and that there should be maintained a standard of excellence in the classroom; and

WHEREAS, there is a need to increase awareness of students actual thoughts regarding a Professor's performance and teaching ability; and

WHEREAS, students sometimes feel attempts to approach Professors on problems concerning the course or class lectures are either too touchy or too uncomfortable; and

WHEREAS, at the present time, students' written comments are only made available to their Professor; and

WHEREAS, it is felt that the Department Chair and Dean should be aware of both the positive and negative comments from the students.

NOW, THEREFORE, BE IT RESOLVED by the 1991-1992 East Tennessee State University Student Senate that in an effort to maintain a standard of excellence in the classroom, the written comments obtained during the Student Assessment of Instruction shall be made available for review by only the Department Chair and the Dean of that particular College.

BE IT FURTHER RESOLVED, That all students' written comments obtained during the Assessment shall be held in the Dean's Office until the students grades are mailed and, thereafter, will then be forwarded to each Department's Secretary.

BE IT FURTHER RESOLVED, That the Secretary shall type up all comments with the exception of those comments regarding general education core classes. When the comments are typed, it will help to maintain the student's anonymity in those Departments where several courses are taken.

BE IT FURTHER RESOLVED, That the Secretary will then forward the original comments from the general education core classes and a copy of the typed comments to the Professor and circulate the remaining original and typed comments as follows:

- (a) those comments which pertain to Professors shall only go to their Department Chair, and
- (b) those comments regarding the Department Chair shall only go to the Dean of that College.

BE IT FURTHER RESOLVED, That the Department Chair will discuss any reoccurring complaints with the Professor and, if necessary, make recommendations to pursue a development program. Likewise, the Dean will handle reoccurring complaints of the Department Chair in the same manner.

BE IT FURTHER RESOLVED, That the University in accordance with its pursuit for excellence shall provide the necessary resources for said development program.

BE IT FURTHER RESOLVED, That a copy of this Resolution shall be sent to the Faculty Senate and the Academic Council for their consideration. Upon passage by all the appropriate bodies, this Resolution shall take effect.

Sponsors:

Senator Cindy Cox
College of Arts and Sciences Student Council

MINUTES - PRESIDENT'S COUNCIL

WEDNESDAY, JANUARY 8, 1992, 9:00 a.m., Reece Museum

PRESENT: Bach, Borchuck, Sauceman, Hales, Spritzer, Manahan, Alfonso, Osborn, Nutter, Bettis, Norment, Burleson, Lanza, Garland, Ostheimer, Stout, Essin, Jordan, Landrum, Vaught, Acuff, Lenz, Stanton

1. 1992-93 THEC APPROPRIATIONS RECOMMENDATIONS AND UPDATE ON GOVERNOR MCWHERTER'S RECOMMENDATIONS FOR HIGHER EDUCATION IN THE REFORM PACKAGE

As an information item, Dr. Manahan reviewed the 1992-93 THEC appropriations recommendations and Governor McWherter's recommendations for higher education in the reform package. (enclosure #1 on file) President Bach emphasized that the \$65 million recommendation was a best case scenario, and that it would only provide 92% of the formula, and was not a solution to budget concerns.

2. PUBLIC INFORMATION EFFORTS CONCERNING FINANCIAL IMPACT ANALYSES: STATUS AND DISCUSSION OF ADDITIONAL ACTIONS

President Bach reported on the status of the university's public information efforts concerning financial impact analyses. (enclosure #2 on file) He requested comment from staff regarding any omissions or ideas for additional action. President Bach announced that he had called a general meeting for faculty, staff, and students and at that time he would request each person to write at least five letters to area legislators (private letterhead/private stamp).

3. SACS STAFF RESPONSE TO PROPOSAL FOR SELF-STUDY

President Bach reviewed the contents of the SACS letter of December 19, 1991 which responded to the ETSU proposal for the Southern Association of Colleges and Schools self-study. (enclosure #3 on file) President Bach indicated that he has referred the recommendations and a request to draft an ETSU response, to the Vice President for Academic Affairs.

4. SUPPORT BY FOUNDATION EXECUTIVE COMMITTEE FOR HONORS PROGRAM PROSPECTUS: STATUS AND CALENDAR FOR PROGRAM DEVELOPMENT

President Bach provided a status report on the University Foundation board's response to his presentation of a prospectus for an honors program. (enclosure #4 on file) The board has requested that a

full proposal for the honors program be prepared and presented. In addition, the foundation requested that the program be entitled the "Foundation Honors Program" and that they would consider establishing a suborganization (i.e., the Pirate Club) to support the program. Dr. Manahan indicated that the project will require financial support from both the university and the foundation.

5. WASHINGTON CENTER MINORITY LEADERS FELLOWSHIP PROGRAM

Ms. Jordan reviewed the Washington Center Minority Leaders Fellowship Program and the opportunity for ETSU students to participate. (enclosure #5 on file) Following discussion, there was consensus of Council for ETSU to provide three nominees. President Bach requested that Ms. Jordan seek nominations through the Office of Academic Affairs.

6. UPDATE ON TELECOMMUNICATIONS AND COMPUTER SERVICES ISSUES AND ISSUES INVOLVING OCCUPATION/REOCCUPATION OF FACILITY

Dr. Vaught presented an update on telecommunications and computer services issues and issues involving occupation/reoccupation of facility. (enclosure #6 on file) Following discussion, there was consensus of Council to proceed with the priorities as outlined.

7. ISSUES INVOLVING UPGRADING THE IBM CENTRAL COMPUTER

As an information item, Dr. Vaught reviewed the issues involving upgrading the IBM central computer. (enclosure #7 on file) Following discussion, there was unanimous consent to proceed with the upgrade as outlined.

8. EQUIPMENT EXPENDITURES - 1986-87 THROUGH 1990-91

As an information item, Dr. Manahan reviewed equipment expenditures - 1986-87 through 1990-91. (enclosure #8 on file)

9. INDIRECT COST PROPOSAL

As an information item, Dr. Manahan reviewed the indirect cost proposal. (enclosure #9 on file)

10. OLD BUSINESS

A. Update on Obtaining an Automated Scoreboard

President Bach reported that this project was to serve revenue generating purposes for athletics and that it would proceed after review and approval of purchasing policy issues.

11. NEW BUSINESS

A. Administration and Development Advisory Council

As an information item, Dr. Manahan reviewed the contents of his January 8, 1992 memorandum which defined the role, scope, and membership of a proposed Administration and Development Advisory Council. (enclosure #10 on file)

B. Review of Council Minutes

As an information item, President Bach indicated that he would be reviewing Council minutes from July and that any agenda items needing resolution would be on the next agenda.

C. Shuttle Map

As an information item, Dr. Stout provided copies of the new Buc Shot shuttle routes. (enclosure #11 on file) He indicated that copies would be available through Public Safety, the CAPS Center, and from shuttle van drivers.

D. Race Relations Open Forum Update

As an information item, Ms. Jordan reminded Council that an open forum on race relations was scheduled for January 16 at 7:00 p.m. in the D.P. Culp Center Ballroom.

E. Classroom Assignment in Culp Center

Dean Lenz indicated that previous attempts to schedule classes in the Culp Center had been unsuccessful. Following discussion, President Bach requested that Dean Lenz indicate her concerns regarding this issue in a memorandum to him.

MINUTES OF THE ACADEMIC COUNCIL

THURSDAY, JANUARY 9, 1992, ROOM 131 BROWN HALL, 9:30 A.M.

PRESENT: Alfonso, Ostheimer, Spritzer, Nutter, Hales, Lanza, Alley (Lenz), Norment, Osborn, Borchuck, Essin, Yount, Bettis, Garland, Acuff, Ellis, Stout, Bishop

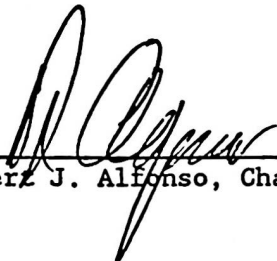
ABSENT: SGA Representative

GUESTS: Cynthia Burnley, Sally Thomas-Lee

1. Dr. Alfonso distributed materials from Ken Bailey and Antonio Adams related to the forum to be held this semester. He requested that deans encourage faculty to attend.
2. Dr. Sally Thomas-Lee distributed a memorandum which contained information on possible options related to the early semester progress report and SIS version. She reviewed the options, recommending Option I. After additional discussion, a motion was made and seconded that Option II be followed. It was suggested that we attempt to implement by Fall 1992. The motion passed with two abstentions.
3. Dr. Cynthia Burnley distributed handouts on comparison of College Base and Academic Profile Exams to ACT-COMP Exam. Information is still being collected concerning these instruments. Dr. Burnley recommended the use of the College Base. A motion was made recommending College Base. The motion died for lack of a second. It was suggested that the Council wait until Dr. Burnley attends the meeting later in Nashville this month before making a final recommendation.
4. Dr. Bettis stated that experimental courses are approved for two times. Departments frequently wait too long to send in requests for experimental courses. He requested that the Deans discuss this issue with chairs and come back with a recommended cutoff date for turning in these requests.
5. Dr. Alfonso presented a recommendation from the Faculty Senate related to Faculty Emeritus Status. He also supplied the Council with copies of a letter from Robert Samuels related to this topic. After discussion, it was agreed that this proposal be discussed by deans with the college/school chairs before a final recommendation is made by Academic Council.
6. Dr. Alfonso commented on the Honors Program that was discussed in the President's Council on Wednesday. He indicated that plans have been made to initiate an internal search for a Director for the Program. A memo is being prepared related to this and will be sent to all faculty.

MINUTES OF ACADEMIC COUNCIL
THURSDAY, JANUARY 9, 1992
PAGE 2

7. Dr. Alfonso stated Dr. Hales and the Strategic Planning Committee need deadline dates for the FAP/FAR/FAE. After additional discussion, it was moved and seconded that the dates should be: FAR - March 1, FAE - April 1, and FAP - May 1. The motion passed with one nay and two abstentions.
8. The meeting was adjourned.



Robert J. Alfonso, Chair

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 | 5609 | *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 Scheuerman | Environ Health | 92 | 70,682 | 4408 | RESEARCH |

* - Executive Committee
 + - Chair of Committee

MINUTES - PRESIDENT'S COUNCIL

WEDNESDAY, JANUARY 22, 1992, 9:00 a.m., Reece Museum

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

GUESTS: Neasman, McClay, Gehre, Ballard, Collins, Hodge

1. STRATEGIC PLANNING AND BUDGETING

Dr. Manahan discussed a proposed schedule of events for strategic planning and budgeting. (enclosure #1 on file) Following minor corrections and additions, there was consensus of Council that this document satisfied concerns regarding a process for strategic planning and budgeting. Dr. Manahan also presented an outline of a proposed subcommittee and procedure for review of capital budget and campus renovation projects. (enclosure #2 on file) There was consensus of Council to accept this proposal as presented. With Council's approval of these two documents, President Bach indicated his intent to convey this information to the Strategic Planning Committee at its meeting on Thursday, January 23.

2. SALARY SURVEY

Dr. Manahan/Mr. Neasman presented the ETSU salary survey which is intended to serve as a document that would address all personnel compensation and related issues, and would serve as a guideline which would be supplemented with additional information when needed. (enclosure #3 on file) Mr. Neasman reported that some concern had been expressed regarding the need for more discipline specific information. There was consensus of Council that this document be accepted as a draft. President Bach requested Council members to provide any additional concerns or information to Mr. Neasman in one week and that this item be returned to President's Council agenda.

3. UPDATE ON TELECOMMUNICATIONS/COMPUTER SERVICES ISSUES

As an information item, Dr. Vaught provided an update on telecommunications/computer services issues. (enclosure #4 on file) Included on the handout for each prioritized project were estimated time lines,

costs, sources of funds and the related rationale. President Bach indicated that additional information regarding possible options and sources of funds would be forthcoming and would be placed on a future Council agenda.

4. UNIVERSITY SCHOLARSHIP COMMITTEE

This item was returned to the agenda and Dr. Garland, as requested, provided a revised proposal for the University Scholarship Committee. (enclosure #5 on file) Following discussion, Council approved the proposal as presented.

5. STRATEGIES FOR RACE RELATIONS

Ms. Jordan presented a report on strategies for change from the open forum "Addressing Racism on a Daily Basis." (enclosure #6 on file) Relating to this issue, Dr. Stout distributed a Student Affairs preliminary suggestion list of response to the report on black student perception of the campus. (enclosure #7 on file) Following brief discussion, President Bach requested that Council members share this information with their constituents and be prepared for discussion at the next President's Council.

6. STATUS OF ACTIONS COMMITTED TO THROUGH PRESIDENT'S COUNCIL (JULY 1 DECEMBER 31, 1991)

President Bach reviewed the previous President's Council minutes and identified the following items of unfinished business:

A report on centralized scheduling

The Vice President for Academic Affairs was requested to advise of additional needs and the current status of the project.

Part-time faculty (Dan Johnson report)

There were questions regarding the increase of 10% in FTE faculty for fall 1992, and a question regarding the policy on the use of part-time faculty. The Vice President for Academic Affairs to respond.

Performance funding

Question regarding changes in guidelines.

Kingsport University Center status

Dr. Osborn reported that the task force response would be available in a few days.

Proposal for an Interdisciplinary Institute for Rural Health and Community Development

Dr. Norment reported that the first meeting of the committee was scheduled this week.

Remedial/Development student enrollment

Dr. Essin reported the issues regarding the accuracy of cut scores and the inflating enrollments were raised at the recent TBR meeting. R/D programs are reevaluating these issues.

Washington Center Minority Leaders Fellowship Program

Ms. Jordan reported that three students had been identified as nominees from ETSU.

Honors Program prospectus: status and calendar for program development

Dr. Manahan reported that the presentation to the Foundation was scheduled for January 23.

President Bach advised Council that unfinished business items would be returned to the next agenda.

7. OLD BUSINESS - none reported

8. NEW BUSINESS

A. Chancellor Floyd's visit to campus

President Bach indicated that Chancellor Floyd would be on campus on Friday, January 24, and that anyone having issues needing the Chancellor's attention should provide them in writing by Friday morning.

MINUTES OF THE ACADEMIC COUNCIL

THURSDAY, JANUARY 23, 1992, 9:30 A.M., ROOM 131, BROWN HALL

PRESENT: Alfonso, Bishop, Norment, Spritzer, Lanza, Nutter, Yount, Acuff, Bettis, Bailey, Ostheimer, Ellis, Osborn, Hales, Borchuck, Alley (Lenz), Essin, Stout, Garland

GUESTS: Carol Pullen, Beth Smith, Eduardo Zayas-Bazan

1. Curriculum proposals were presented as follows:

- 1.1. Department of Foreign Languages - Dr. Zayas-Bazan presented a proposal to revise the department's retro-credit policy statement in order to clarify and revise certain ambiguous and potentially discriminatory parts of the policy. The policy has been modified to extend eligibility for retro-credits to students who take civilization classes and to native speakers. Dr. Zayas-Bazan stated that this would be an incentive for students with a background in foreign languages.

A motion was made and seconded for approval of the proposal. Following a brief discussion, the motion passed.

- 1.2. School of Nursing - Carol Pullen presented proposals for a revision in the LPN/AAS Mobility Track, a new LPN/BSN Mobility Track and two new courses. Ms. Pullen explained that the LPN to AAS has been in place for several years and most students choose the shorter route (associate degree) and never get their BS. She indicated that the work component and the course challenge options are the basic differences between the two AAS options. These tracks provide flexible options for eliminating repetition of prior learning for the LPN pursuing an associate degree in nursing.

A motion for approval was made and seconded.

During the ensuing discussion reference was made to the new courses, ALNU 1040, Dosage Calculations, and ALNU 1071, Transition Practicum. Ms. Pullen stated that dosage calculations is already being taught as part of the Foundations course, but there is a need for it to be a separate course, available to traditional students as well as the LPN's. There was some discussion regarding the appropriateness of the title.

A motion was made and seconded for the adoption of the two courses; however, it was brought to the Chair's attention that another motion (to approve the LPN/AAS and LPN/BSN tracks) was already on the floor. The original motion and amendment were withdrawn thus clearing the table.

MINUTES OF THE ACADEMIC COUNCIL
THURSDAY, JANUARY 23, 1992
PAGE 2

At this point a motion was made to approve the two courses: ALNU 1040, Dosage Calculations, 1 cr. hr. and ALNU 1071, LPN Transition Practicum, 2 cr. hrs.

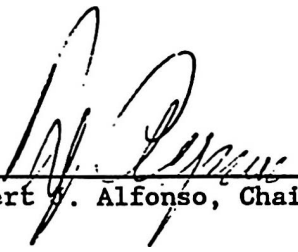
It was suggested that ALNU 1040 was misnamed and Ms. Pullen stated that the School preferred to keep the title as proposed. A question was raised regarding the listing of 1040 as a prerequisite -- not a co-requisite -- for 1071. Ms. Pullen responded that due to the clinical nature of 1071, students need to be able to do dosage calculations.

The motion passed with two abstentions.

A motion was made and seconded to approve the LPN/AAS and LPN/BSN Tracks. Discussion focused on the BSN track since the AAS tracks had already been reviewed. Attention was drawn to number 5 on the first page of the BSN track -- The word "medication" was included in the course title for dosage calculation and should be deleted.

The question was called; the motion passed.

2. Dr. Alfonso shared with the Council a resolution from the SGA regarding SAI written comments. He requested that the deans discuss the resolution with department chairs; Council will delay action until the Faculty Senate has an opportunity to review it.
3. Dr. Spritzer brought to the Council's attention the fact that the current computer system is incapable of informing us of students with honors.
4. Meeting adjourned.


Robert J. Alfonso, Chair



Tennessee Board of Regents

1415 Murfreesboro Road - Suite 350 - Nashville, Tennessee 37217
(615) 366-4400 FAX (615) 366-4464

Copy to Council for Discussion

*Rec'd at Regs Meeting
1/16/92*

*FYI
K. J. [unclear]*

JAN 10 1992

VICE PRESIDENT FOR
ACADEMIC AFFAIRS

MEMORANDUM

TO: All Presidents

FROM: Otis L. Floyd *O. L. F.*

SUBJECT: May 1 Submission of (1) Institutional Reports on Evaluation of Campus Post-Tenure Review Procedures and (2) Plan Describing Faculty Professional Development Programming

DATE: January 8, 1992

At the June, 1991 meeting, the Board approved the following operational assumption regarding institutional review of procedures for evaluating tenured faculty. The Presidents recommended this operational assumption as the outcome of a year-long System examination of the issue of post-tenure review:

Current Board policies and procedures are working well regarding long-term development of the vast majority of the faculty; therefore, no change of any Board policy is recommended. Each institution should develop a program(s) to assist those few faculty members who are identified as no longer performing at a level consistent with the current institutional mission. Board staff should help institutions find, within the System and elsewhere, faculty development programs and procedures which will motivate such persons to maintain a high standard of professional ethics and responsibility.

Each institution should examine its annual evaluation system to ensure that both formative and summative information are provided to determine which individuals should participate in appropriate faculty development program(s). Failure either to participate in a recommended program or to otherwise attain a required level of performance or credential may justify appropriate administrative action.

The purpose of this memorandum is to call to your attention the following procedures and calendar for ensuring compliance with the operational assumption approved by the Board:

- Austin Peay State University • East Tennessee State University • Memphis State University • Middle Tennessee State University
- Tennessee State University • Tennessee Technological University • Chattanooga State Technical Community College
- Cleveland State Community College • Columbia State Community College • Dyersburg State Community College
- Jackson State Community College • Motlow State Community College • Pellissippi State Technical Community College
- Roane State Community College • Shelby State Community College • Volunteer State Community College
- Walters State Community College • Nashville State Technical Institute • State Technical Institute at Memphis

- (1) Each institution should, by May 1, 1992, examine its annual evaluation system to ensure that both formative and summative information are provided to identify any faculty who are not performing at a level consistent with the current institutional mission.
- (2) Each institution should engage in a process in which the academic officer, working with the faculty, develops a proposal for programming to assist any faculty who are not performing at a level consistent with the current institutional mission. A clear description of the plan should be presented to the Vice Chancellor for Academic Affairs by May 1, 1992.

The TBR academic staff will facilitate distribution and discussion of institutional plans for the purposes of identifying models; it will likewise "help institutions find, within the System and elsewhere, faculty development programs and procedures which will motivate such persons [i.e., those no longer performing at a level consistent with current institutional mission] to maintain a high standard of professional ethics and responsibility." The assumption is that well developed programs will emerge from the May 1 submission as possibilities for replication.

The submission of institutional faculty evaluation reviews and professional development plans is the culmination of the intensive study of issues associated with the post-tenure evaluation of faculty undertaken by the Sub-Councils and the Presidents. The development of institutional plans should be regarded, therefore, as a significant campus activity and should reflect the judgments of all appropriate campus constituencies.

If you have questions about the institutional review procedures and calendar for compliance with the operational assumption, please contact Dr. Consacro.

cc: Chief Academic Officers