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1992 March 2 - Faculty Senate Agenda and Minutes

Faculty Senate, East Tennessee State University

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FACULTY SENATE

Next Meeting: March 2, 1992
3:30 P.M., FORUM

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

AGENDA

FACULTY SENATE MEETING MARCH 2, 1992

1. Approval of Minutes, February 17, 1992 (enclosed).
2. New Business
 - a. Discussion of "Post Tenure Review"
 - b. Other
3. Old Business
4. Announcements
 - a. President's Council Minutes of February 5, 1992 and February 19, 1992 (enclosed).
 - b. Academic Council Minutes of February 6, 1992 (enclosed).
 - c. Other

MINUTES OF FACULTY SENATE FOR March 2, 1992

Bob Acuff called the meeting to order at 3:38 p.m., March 2, 1992, in the D.P.Culp Center Forum. A quorum was present.

1. Approval of Minutes. The following corrections were noted in the minutes for the February 17, 1992 meeting. Under New Business, (1) Resolution to Support TBR Presidential Search Process, corrections to remarks made by Ed Williams (Eng) include "There are no articles in referred journals" being corrected to "There are not articles in refereed journals.", ". . . a number of excellent university professors that have come . . ." corrected to ". . . a number of excellent university presidents that have come . . ."

In reporting the results of the vote on the resolution, ". . . it was a unanimous voice vote to support this resolution with two Senators abstenting" is corrected to ". . . it was a unanimous voice vote to support this resolution with two Senators abstaining." Under New Business (5) Executive Committee Amendment of Section 1.9.2.3 of the ETSU Faculty Handbook, the sentence "Institutional Research will tabulated the results" is corrected to "Institutional Research will tabulate the results. It was moved and seconded to accept the minutes with corrections as noted. The minutes were then approved by voice vote.

NEW BUSINESS

(1) Post Tenure Review. Bob Acuff introduced the discussion of post tenure review as an item of new business. TBR has issued a letter indicating each TBR institution needs to establish a procedure for "post tenure review" of faculty. Dr. Alfonso (VP Acad Affairs) has established a committee to address this issue on the ETSU campus. Four Faculty Senate members are on this committee (Beth Smith, Nurs; Mike Woodruff, Med; Anne LeCroy, Eng; and Bob Riser, Comp Sci).

Bob Riser (Comp Sci), as a member of the Faculty Sub-Council of TBR, provided a copy of the minutes of the TBR Faculty Sub-Council of the Council of Presidents, February 17, 1992. The topic of "post tenure review" was addressed at this meeting. Riser also provided a handout describing the background on the issue of "post tenure review."

A short discussion concerned with the spirit and intent of "post tenure review" followed. Gordon (Nurs) was concerned about the use of the word "development" in this faculty review process. Fisher (Mgt and Mktg) was concerned about representation from all divisions of the University on the committee and concerned about the future interpretation of this procedure when leadership changes occur. It was discovered that Public and Allied Health does not have a representative on the committee. Gallagher (P&AH) was asked, on behalf of the Senate, to recruit a representative from Public and Allied Health to serve on this committee. Williams (Eng) asked if our current FAP/FAR/FAE system is consistent with this requirement.

Riser indicated he understood the FAP/FAR/FAE system was consistent with the policy. However, there is some concern about the implementation of the "development" aspect of the TBR requirement. Fisher again expressed his concern about implementation of evaluations when changes in leadership occur.

Alfonso (VP Acad Affairs) summarized by saying he regretted that the annual review of faculty has gotten tied with the five-year review of tenured faculty. These are different concepts. Currently, the annual process generally ends with the FAE and little followup is done. Instead, a positive commitment must be made to establish development mechanisms for faculty, and this will cost resources. Perhaps this will be the mechanism for the implementation of a faculty development center. He sees this as a positive venture, but understands why some faculty may see this with alarm. The intent has never been to "get" faculty.

LeCroy (Eng) indicated that even the best faculty can get "burned out" and benefit from a development program. Fisher reported that in his College, an "unsatisfactory evaluation" was the trigger to place a faculty member in a developmental program. East (PE) commented that faculty performance expectations should be generic enough across the institution so that a change in leadership should not have that significant of an impact. Secondly, the use of the descriptive terms on the FAE lends to inflation of evaluations and the resistance to identify someone as "unsatisfactory."

Ferslew (Med) asked if this proposal addresses tenure removal. Furthermore, if a development center was not available or other mechanisms for remediate a faculty member were not available, what would be the "administrative action?" Alfonso responded by saying that he did not know what the administrative action would be, but removal from tenure is a totally different, unrelated process.

Acuff (Med) summarized by stating that each TBR institution is to develop its own model. The committee that Dr. Alfonso has put together is to develop this model. Input to that committee is certainly welcome.

(2) Presidential Search Development. Fisher (Mgt & Mkt) reported that *The Chronicle of Higher Education* ran an advertisement for president of Indiana University of Pennsylvania, the same institution that one of the current five finalists for the ETSU search is from. He indicated his interest in determining her status in that search if and when she comes to interview on this campus.

OLD BUSINESS

(1) Report on Aesthetics and Heritage Committee. Kenneth Ferslew (Med) (Committee on Committees) reported on the changes in the charter of the Aesthetics and Heritage Committee. The new charge has eliminated the notion of "denial of design," instead promoting a more positive methodology. Furthermore, they will stress collaboration with other committees concerned with preservation of the ETSU heritage. Membership composition will include one member "at large" which may be left to the spouse of the president if desired. Johnson (Biol Sci) expressed a concern that infrequent meetings and the requirement to "collaborate" with other committees will delay the decision making process. Smith (Nurs) provided an explanation for the

rationale of these changes, and that this committee will provide referential guidelines affecting proposed architectural changes. The emphasis will now be more on the heritage aspects of the campus, rather than on approving trash cans and door mats. Ferslew (Med) indicated that Physical Plant does have input to the process to help consumers plan their renovations. Fisher (Mgt & Mkt) recommended that Dr. Frank Williams (Ret Hist) be placed on the committee to provide guidance with the ETSU heritage. Gordon (Nurs) requested a copy of the proposal to review. Ferslew indicated that a separation would be made between the "charge" for this committee and the "guidelines" that would be provided by the committee. Gordon asked about the appeals process. Comments concerning this proposed change to the Aesthetics and Heritage Committee can be forwarded to Ferslew.

(2) Information Resources Allocation. Phil Scheuerman (P&AH) reported on a Information Resources Council meeting and their budget proposals for next year. Their number one item was personal computers (PCs) for faculty members. The number two item was a centralized computer system tied in to the curriculum computer literacy requirement. In a future meeting, they will be discussing the previous Faculty Senate recommendation that reserve funds be used to support acquisition of PCs for faculty.

(3) Promotion and Tenure Appeals Committee. Anne LeCroy (Eng) reported that the Promotion and Tenure Appeals Committee has been repopulated with members with the exception of representation from the College of Education. It is the responsibility of the Senators from the College of Education to recruit this committee member.

(3) Ad hoc Committee Appointment. Ed Williams (Eng) announced that he will be unable to serve as the chair for the ad hoc committee that was appointed at the last Faculty Senate Meeting. This committee is to meet with community representatives to facilitate the communication process with respect to the presidential search process. Acuff indicated a new chair will be appointed.

ANNOUNCEMENTS

(1) Benefit Packages. Bill Fisher (Mgt & Mktg) announced that the Retirement Board will be acting on two new optional retirement programs for faculty members.

(2) Disposition of Unused Sick Leave Days. Fisher announced that State Senator Crowe obtained a ruling from the State Attorney General about the feasibility of donating (at time of separation or retirement) unused sick leave days to the sick leave bank. The State Attorney General ruled that this is not permissible.

There being no further business, the Faculty Senate was adjourned at 4:22 p.m.

Respectfully Submitted,

Kenneth D. James, Secretary

ATTENDANCE

Present

Terry Countermine
Kenneth James
Bob Riser
Scott Beck
Jeff Gold
Mark Holland
Dan Johnson
Linda Lawson
George Poole
Ed Williams
Anne LeCroy
Bill Fisher
Mary Lou Gammo
Robert Davidson
Chip East

Mary Nelson
Marcellus Turner
Bob Acuff
Sue McCoy
Eliz. Williams
Kenneth Ferslew
Mike Woodruff
Sally Crawford
Carol Gordon
Beth Smith
Virginia Adams
Creg Bishop
Mike Gallagher
Phil Scheuerman

Absent

Jim Pleasant (excused)
Jim Odom (excused)
Eddie Yasin
Al Lucero
Chris Ayres (excused)
Bill Campbell (proxy by
R. Kilgore)
Katie Dunn
Rebecca Isbell
Ahmad Wattad
Rebecca Nunley
(excused)
Brad Arbogast

MINUTES - PRESIDENT'S COUNCIL

WEDNESDAY, FEBRUARY 5, 1992, 9:30 a.m., Reece Museum

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

GUESTS: Neasman, McClay, Taylor, Burnley, Gehre

1. STATUS OF ACTION AGENDA

The following items were returned to the agenda by President Bach as unfinished business:

A. Maintenance Contract and Accreditation Monitoring

Dr. Alfonso reported that there was a procedure in place to identify maintenance contract needs. He indicated however that the list was incomplete and that he expected additional information by the end of February. President Bach recommended that Mr. Taylor assist Academic Affairs in the development of a complete inventory of maintenance contract needs.

B. Post-tenure Review

President Bach reported that this issue had received discussion and review at TBR staff level. Revisions were approved by TBR presidents and by the Board. Dr. Alfonso reported that a proposed calendar to achieve post tenure review was under discussion. President Bach requested that Dr. Alfonso present a proposed calendar of events at the next President's Council.

C. Approach to Centralized Scheduling

Dr. Alfonso discussed his February 4 memorandum to President's Council concerning centralized scheduling of classes. (enclosure #1 on file) He indicated that while the long term solution was an automated system, that a manual system using existing data was in place. Following discussion, President Bach indicated the need for the University Space Utilization and Allocation Committee to continue to monitor the progress of the manual system.

D. Strategies for Implementing 10% Increase in Credit Hour Generation per Budgeted Faculty Position

Dr. Alfonso reported that data was available to determine what a 10% increase in credit hour generation per position would require. (enclosure #2 on file) It was determined that a specific plan would follow. President Bach requested this additional information as an agenda item for the March 4 President's Council.

E. Performance Funding

Dr. Cynthia Burnley provided an update on the status of performance funding issues. (enclosure #3 on file) President Bach requested information regarding ETSU activities that would increase the institution's award. Dr. Burnley reported that Academic Affairs and Student Affairs had scheduled meetings with students in an attempt to improve student awareness regarding the role of the ACT Comp exam in performance funding. Mr. Sauceman indicated that University Relations was to include an appeal for increased alumni response in appropriate publications.

F. Kingsport University Center

Dr. Osborn reported that the Kingsport University Center task force report had been provided to the Vice President for Academic Affairs on February 4. President Bach requested that this item return to the next President's Council agenda.

G. Proposal for an Interdisciplinary Institute

Dr. Norment reported that the Interdisciplinary Institute task force had met three times to discuss mission and related issues. The task force determined that a mission including rural health and community development was too broad and suggested that the institute title be rural health only. A task force final report will be provided by the end of March to include specific purpose, objectives, and funding sources. Overlap with other units on campus will also be explored. For example, there appears to be overlap with the

Institute for Appalachian Studies. Dr. Stanton recommended that the institute should represent institution wide interests and in that regard the institute might best be named Rural Health and Community Development.

H. Remedial/Developmental Student Enrollment

President Bach reviewed the concerns related to R&D programming. Discussion included issues such as placement and the need of R&D programs for students to succeed in college. President Bach indicated that ETSU and other Regents' institutions will be requested to address these issues. Dr. Essin is to develop a position statement to validate ETSU programs.

2. PROPOSED MODEL FOR STRATEGIC PLANNING

Dr. Hales presented the proposed model for strategic planning. (enclosure #4 on file) Following discussion and minor editorial change, the document was approved as presented. Dr. Stanton indicated a similar process for the College of Medicine needed to be developed and in sync with this proposal. He indicated it would probably take one year to accomplish this task.

3. ISSUES INVOLVING BUDGET FLEXIBILITY AND PROVISIONS OF TBR-APPROVED IMPACT STATEMENTS

President Bach reported receiving a request from Academic Affairs to allow budget flexibility regarding supplies, travel and equipment during the remainder of 91-92 year. In this regard he provided a review of ETSU documents submitted to the Board which included impact statements and requests for campus decisions in the management of these funds. In summary, President Bach indicated that variance from these stated purposes would result in a credibility problem. Accordingly, he stated that the request was denied.

4. TELECOMMUNICATION PROJECTS

Dr. Vaught reported progress in each of the three major projects. He indicated that there was a meeting scheduled the afternoon of February 5 to provide further direction regarding the rewiring of Dossett Hall.

9. SALARY SURVEY

This item was returned to the agenda and Mr. Neasman distributed final copies of the ETSU salary survey dated December 16, 1991. (enclosure #5 on file) Following discussion, there was consensus of Council to approve the document for purposes of goal setting and Mr. Neasman indicated that additional discipline specific information would be added when needed. If necessary, units should submit this information to Mr. Neasman to be included in a salary survey file. President's Council review of such information will be required before it can be used for developing salary levels.

10. OLD BUSINESS none reported

11. NEW BUSINESS

A. SGA Request

Mr. Morris Presley (SGA representative) requested support from the Council in identifying students interested in serving in the Student Government Association.

MINUTES - PRESIDENT'S COUNCIL

WEDNESDAY, FEBRUARY 19, 1992, 9:00 a.m., Reece Museum

PRESENT: Bach, Norment, Sauceman, Shelton, Smith, Stanton, Acuff,

Alfonso, Hales, Bettis, Nutter, Lenz, Burleson, Osborn, Manahan, Ostheimer, Spritzer, Stout, Jordan, Vaught, Gallagher (Lanza), Garland, Borchuck

GUESTS: Andrews, Taylor, Neasman, Gehre, Tinnon

1. INSTITUTIONAL RESPONSIBILITY FOR MAINTAINING EMPLOYEE CREDENTIALS: SACS

Dr. Wayne Andrews reviewed SACS criteria regarding the institution's responsibility for maintaining employee credentials. (enclosure #1 on file) He indicated that an audit of current ETSU files revealed that additional documentation was needed for approximately 200 faculty. President Bach summarized discussion by indicating the purpose for this presentation was to define the problem and what needed to be done.

2. 1992-93 BUDGET: ASSUMPTIONS FOR STRATEGIC PLANNING

President Bach reviewed his February 18 memorandum concerning 1992-93 budget assumptions to be used for strategic planning purposes. (enclosure #2 on file) He emphasized that while there are revenue generating proposals under consideration by the Tennessee legislature, that there is likely to be some change, and that these planning assumptions may need commensurate modification. Accordingly, any revisions will be returned to Council agenda. Dean Lenz indicated the need to include years 2 and 3 of the School of Nursing BS degree expansion program in the planning process. President Bach indicated that budget commitments for years 2 and 3 of the nursing program need to be defined.

3. 1992-93 EXPENDITURE REDUCTION PLAN: ADDENDUM TO IMPACT ANALYSES

President Bach reviewed his February 19 memorandum concerning 1992-93 expenditure reduction plans. (enclosure #3 on file) He indicated that this data was requested in this format by TBR and had been submitted as an addendum to previously submitted 92-93 expenditure reduction impact plans. As a related issue, a question was raised regarding the status of 47 frozen positions. President Bach indicated that TBR

has requested additional information and in that regard, he requested a meeting with Dr. Manahan, Dr. Stanton, Dr. Alfonso, and Mr. Taylor.

4. STRATEGIES FOR RACE RELATIONS

Ms. Jordan reported on the status of race relations issues on campus. She indicated that in addition to previous efforts to increase awareness of the need for improved race relations, she was conducting a series of meetings in colleges and schools, that she had met with the Faculty Senate and that Dr. Stout had met with Academic Council. She also indicated that increased faculty involvement would be sought in current and future activities. Following discussion, President Bach requested Council members to provide recommendations for additional activities in this regard. Ms. Jordan indicated the need for President's Council to assist in establishing a set of recommendations which could form the basis for the institution's effort to improve campus race relations. President Bach indicated that the recommendations provided by Administration and Development were good examples of the type requested. (enclosure #4 on file)

5. SPACE COMMITTEE/SPACE ALLOCATION RESPONSIBILITY

As an information item, Dr. Gehre provided a review of the charge of the University Space Utilization and Allocation Committee. (enclosure #5 on file) He indicated that in addition to the original charge, the committee now serves as the physical facilities subcommittee of the Strategic Planning Committee. President Bach encouraged all Council members to share information regarding the charge of the committee, and to indicate that the committee's recommendations receive final decision by the President. Dr. Borchuck indicated that copies of committee minutes are available for review and on file in Room 204 of the Sherrod Library.

6. GRANT PROPOSAL FOR TOTAL QUALITY MANAGEMENT

Dr. Hales presented proposed guidelines for an IBM Total Quality Management Competition for Colleges and Universities in the USA Program. (enclosure #6 on file) Following discussion, President Bach recommended that action on this proposal be deferred pending a recommendation from Academic Council, and that when it is returned to the agenda in one month, information regarding fiscal impact be provided.

7. COLLEGE OF MEDICINE EQUIPMENT EXPENDITURES - 1986-87 THROUGH 1990-91

As an information item, Dr. Manahan distributed information regarding College of Medicine equipment expenditures 1986-87 through 1990-91. He indicated that this was similar information to data provided earlier for the main campus. (enclosure #7 on file)

8. AUXILIARY ENTERPRISE/E&G COST SUPPORT

Dr. Manahan provided information regarding the use of revenues from auxiliary enterprises to address E&G costs. (enclosure #8 on file) He indicated that historically attempts to keep costs at a minimum have resulted in little or no profits in auxiliary enterprises. Following discussion, President Bach requested that Dr. Manahan provide audit report information at the next President's Council.

9. CHAIR OF SACS REAFFIRMATION COMMITTEE

President Bach reported receiving information from SACS recommending Dr. Richard Eakin, Chancellor of East Carolina University, as chair of the reaffirmation committee scheduled to visit ETSU January 25-28, 1993. (enclosure #9 on file) There was consensus of Council to accept this recommendation.

10. RESPONSE TO EXPRESSION OF INTEREST (PAUL DELANEY) IN JAPANESE COLLABORATIVE

President Bach reviewed the February 3 Stanton memorandum concerning the expressed interest of the Japanese government in supporting a world health education emphasis in Northeast Tennessee. (enclosure #10 on file) Following discussion, President Bach recommended the addition of a sixth area of possible interest - "the description of the Jamie McCray project." President Bach requested Dr. Stanton to draft an ETSU response.

11. KINGSPORT UNIVERSITY CENTER TASK FORCE REPORT

Dr. Osborn reviewed his February 12, 1992 Kingsport University Center task force report. (enclosure #11 on file) Dr. Alfonso encouraged Council members to give the report careful review. President Bach requested this item be returned to the next Council agenda for definition of an action plan.

12. ETSU MASTER PLAN

President Bach reported receiving permission from TBR staff for ETSU to utilize campus resources in addressing the remaining campus master plan issues. (enclosure #12 on file) He reported further that the master plan will be on the TBR agenda for the March 1992 meeting. Dr. Gehre indicated that there will be copies of the master plan available for distribution soon.

13. 1992 U.S. SAVINGS BOND DRIVE

President Bach reported receiving a letter from Chancellor Floyd requesting campus support for the 1992 U.S. Savings Bond drive. Mr. Neasman reported that a U.S. Department of Treasury representative was scheduled to be on campus Friday, February 21 to provide training on savings bond programs for representatives from each timekeeping location.

14. LIBRARY AUTOMATION, CLINICAL EDUCATION BUILDING, DOSSETT: COSTS

Dr. Gehre distributed information regarding the costs and sources of funds for major projects underway including library automation, telecommunication services to the Clinical Education building, and the rewiring of Dossett Hall. In addition copies of the President's February 14 memorandum which addressed questions and issues regarding the Burgin E. Dossett Hall asbestos abatement project were distributed. (enclosure #13 on file)

15. PROPOSED CALENDAR FOR POST-TENURE REVIEW

As an information item, Dr. Alfonso provided an update on the proposed calendar for post-tenure review of faculty. He indicated a committee including two deans, two department chairs, and two faculty will be reviewing the evaluation process and developing recommendations for faculty development activities.

16. OLD BUSINESS none reported

17. NEW BUSINESS none reported

MINUTES OF THE ACADEMIC COUNCIL

THURSDAY, FEBRUARY 7, 1992, 9:30 A.M., ROOM 131, BROWN HALL

PRESENT: Alfonso, Ostheimer, Spritzer, Nutter, Hales, Lenz, Lanza/Barr, Borchuck, Norment, Osborn, Essin, Bettis, Garland, Yount, Smith, Acuff, Stout, Ellis

ABSENT: Bishop

GUESTS: Bach, Brown

1. President Bach addressed the Council concerning the evaluation form to be used for review of the Vice President for Academic Affairs and the Vice President for Health Affairs. He described for the group the process that would be followed. Suggestions were noted by the President. He stated that Dr. Alfonso would be evaluated this semester and Dr. Stanton would be evaluated in the Fall.

2. Curriculum proposals were presented as follows:

2.1. Department of Professional Role and Mental Health Nursing - Dr. Lenz presented a recommendation to terminate PMNU 1005, LPN Transition Course.

A motion was made, seconded, and passed approving this recommendation.

2.2. Department of Home Economics - Dr. Hales gave background information on the comprehensive proposal being submitted by the Department. He related that the activities which the Department has been working on for two and a half years required a major restructuring of the Department.

2.2.1. Dr. Brown presented the first recommendation which proposed a change in the name of the Department from Department of Home Economics to Department of Applied Human Sciences.

A motion was made and seconded that the recommendation be approved. Following a discussion, the motion passed.

2.2.2. Dr. Brown presented the second recommendation which includes:

2.2.2.1. Inactivation of General Home Economics Option

2.2.2.2. Three new options:
Apparel Merchandising

Child and Family Studies
Interior Design

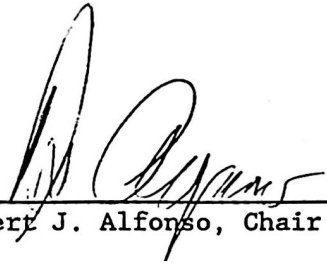
- 2.2.2.3. Change name of option - Vocational Home Economics Education to Home Economics Education
- 2.2.2.4. Reduce hours in major area concentration from a minimum of 55 hours to 48 hours.
- 2.2.2.5. Minor - increase hours from 19 hours to 21 hours.
- 2.2.2.6. Core curriculum hours have been reduced from 29 hours to 15 hours. This reflects the change from a General Home Economics option to the three separate options. The 15 remaining core hours reflect course content in response to Home Economics Association requirement.
- 2.2.2.7. Undergraduate course changes:
 - 10 courses with semester credit hour changes
 - 5 courses deleted
 - 14 new courses
 - 8 course title changes
- 2.2.2.8. Graduate courses
 - 6 new graduate courses
 - 2 title changes
 - 9 4xx7 and 5xx7 denotations

A motion was made and seconded that the complete packet be approved. Following a brief discussion and comments from Dr. Hales and Mark Ellis on the excellent job done by the Department on the proposal, the motion passed with two abstentions.

- 3. The next item to be discussed was the type of Student Assessment of Instruction to be used this semester. Several suggestions were made. It was agreed that the departments will carry out some type of evaluation. A suggestion was made that we use form(s) from some other university, perhaps contracting with them to do the analysis. The group agreed that this suggestion be investigated.
- 4. An announcement was made that the Chairs' Retreat will be rescheduled for March.

MINUTES OF THE ACADEMIC COUNCIL
THURSDAY, FEBRUARY 7, 1992
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5. Attention was called to enrollment data supplied by the Admissions Office and the Graduate Office.
6. Dr. Stout commented on the two forums on racism recently held on campus and the Trust Walk. He asked whether a general faculty meeting might be held to discuss issues. It was suggested the SGA might instead arrange for groups to go to college/school faculty meetings to discuss issues.
7. The meeting was adjourned.



Robert J. Alfonso, Chair

INTERDEPARTMENTAL COMMUNICATION

RECEIVED

FEB 11 1992

TO: • Dr. Nancy Garland, President, Staff Senate
FROM: • Edwin D. Taylor, Staff Senator
SUBJECT: • Resolution to Rename the ETSU Family Scholarship
DATE: • January 30, 1992

Doug
Vice President for Administration
and Development

As requested, listed below is the motion made by me at our January 13th meeting concerning renaming the ETSU Family Scholarship Endowment. I would like to point out that prior to making this motion, Staff Senator, Marion Campbell, and I researched the origins of this scholarship and believe that in order to rename this scholarship it would take a similar action by the Faculty Senate. Please forward this motion to the Faculty Senate for their consideration and action as soon as possible. It is my personal hope that in renaming this scholarship we may also be able to increase available amounts and give many of us at the University the opportunity to make a contribution on behalf of a friend whom we all honored and respected. I also think that given his commitment to education and ETSU, that Scotty would strongly approve.

Thank you for your help and if you need any other information, please let me know.

Motion made and passed unanimously by Staff Senate, January 13, 1992.

"Fellow members of the Staff Senate: Exactly one month ago today, ETSU tragically lost one of its most outstanding staff members ever to a heart attack. I am, of course, speaking of our friend and colleague, Scotty Snyder.

Scotty had been an employee of the University for over twenty years and had undoubtedly touched each of our lives in some positive way. In recognition of his many personal and professional contributions to the faculty, staff, administration, and students of ETSU and his total commitment to our University, I would like to propose for your consideration, a motion that the ETSU Family Scholarship Endowment be renamed the Scotty Lane Snyder Scholarship. No other changes in the program are recommended or suggested.

If you feel this motion to be satisfactory and appropriate, I recommend that the motion be carried by the Staff Senate and forwarded to our colleagues in the Faculty Senate for their consideration and approval."