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1992 April 20 - Faculty Senate Agenda and Minutes

Faculty Senate, East Tennessee State University

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FACULTY SENATE

NEXT MEETING: April 20, 1992
3:30 p.m., FORUM

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

**AGENDA
FACULTY SENATE MEETING
APRIL 20, 1992**

1. **APPROVAL OF MINUTES:** April 6, 1992 Senate Meeting
2. **NEW BUSINESS**
 - a. Modification of the Non-instructional Assignment--
Committee of Research, Creative and Scholarly Activities
(enclosed)
 - b. Funding for Faculty Research and Development Grants--
Resolution from the College of Arts and Sciences
(enclosed)
 - c. Promotion and Tenure Appeals; Alteration of Wording in
the Faculty Handbook/University Policy--Dr. Alfonso (see
April 6, 1992 Mailout)
 - d. Other
3. **OLD BUSINESS**
 - a. Discussion of Draft: "Professional Development and
Formative Evaluation for Faculty at ETSU" and "College of
Business Response" (enclosed)
 - b. Student Assessment of Instruction; Choice of Instrument--
S. Beck
 - c. Presidential Search Update--R. Riser
 - d. Other
4. **ANNOUNCEMENTS**
 - a. Resolution from the Tennessee Tech Faculty Senate
(enclosed)
 - b. Faculty Senate Elections by Colleges/Schools
 - c. Summer Senate Meetings
 - d. Election of Senate Officers; Call for Nominations
 - e. President's Council Minutes of April 1, 1992 (enclosed);
Attachments are available in the Sherrod Library
Reference Room
 - f. Other

MINUTES OF FACULTY SENATE FOR APRIL 6, 1992

Bob Acuff called the meeting to order at 3:36 pm, April 6, 1992, in the D.P. Culp Center Forum. A quorum was present.

Approval of the Minutes. Two corrections to the March 30 minutes were noted. The sentence in section 3, *Three Year Review of Tenure Track Faculty* that read ". . . but was concerned about giving the faculty unreasonable amount of assurance that they are on track, but the exercise does not simulate what can happen at the university committee level..." should read "...but was concerned about giving the faculty unreasonable amount of assurance that they are on track because the exercise does not simulate what can happen at the college committee level..." Under *Old Business, Discussion of ETSU Honors Program*, the sentence "Following a short discussion, it was assured that the proposed general education core curriculum was/is a separate issue apart from the honors program" should read "Following a short discussion, the Senate was assured that the proposed ..." With corrections noted, the minutes were approved by unanimous voice vote.

NEW BUSINESS

1. Promotion and Tenure Appeal Procedure. Due to a scheduling conflict, Dr. Alfonso (VP Acad Affairs) was not able to attend this Senate meeting to discuss this matter. This business was deferred.

OLD BUSINESS

1. Student Assessment of Instruction--Development and Evaluation. Scott Beck (Soc & Anthro), Chair of Faculty Development Committee announced that the University does intend to administer the existing Student Assessment of Instruction instrument this semester. Assuming the forms arrive on time, this will be accomplished during dead week. As a second item of business, Beck reported on the inquiry and analysis of other assessment instruments that his committee, with representatives from the Student Government, accomplished. The findings and recommendations from this group were included in the handout. Faculty are encouraged to review these materials. A recommendation as to the type of student assessment of instruction instrument to use in the Fall semester will be on the April 20, 1992 Senate agenda

2. Amendment of Policy 2.2, Restricting Membership of Candidates for Tenure on Promotion and Tenure Committee. This matter was discussed at the March 30, 1992 Faculty Senate Meeting. Anne LeCroy (Eng), Chair of Academic Matters Committee introduced the following proposed amendment as a motion:

Amendment of Policy 2.2, Sub-Section 2.2.18.16, paragraph 1 (page 21

of 24). It is moved that the following be inserted after "Department chairs may not serve on such committees" (College/School Promotion/Tenure Committees).

No person who is an applicant for promotion in a given year may be an elected or appointed member of a College/School Promotion/Tenure Committee during that year. A person who may have been elected to serve a two or three-year term, should s/he apply for promotion during that term, shall recuse her/himself from the College/School Committee in that year.

This motion was seconded by Mike Woodruff (Med). There was no further discussion. This motion passed by unanimous voice vote.

3. W/WF Grade Reporting. The current Catalog states "If a student withdraws following the eighth week of classes in a regular semester (adjusted accordingly for summer terms), s/he receives a grade of W or WF assigned by the instructor (Catalog 1992-92, p. 36). Anne LeCroy (Eng), Chair of Academic Matters Committee introduced the following motion.

The Committee supports a proposal that this be amended to read "s/he receives a grade of W, assigned by the instructor."

This was seconded by Mike Woodruff (Med). Discussion followed. Elizabeth Williams (Med) asked how this would affect the Medical School that used a different academic calendar. This applies only to the undergraduate catalog. Bob Riser (Comp Sci) suggested leaving off the phrase "assigned by the instructor" since this would no longer be a part of the process. This suggestion was put in the form of a motion to amend this proposal. It was seconded. Mary Lou Gammo (Acct) asked that if we approved this proposal, it would be implemented, or was this just a recommendation. This is just a recommendation that would be forwarded to Academic Council for action. This was an item that was discussed previously at the request of the Associate Deans and Dr. Cynthia Burnley. Ed Williams (Eng) spoke in opposition to the proposal because it in effect, removed the responsibility of assigning grades from the faculty member to the dean or associate dean. It may be the responsibility of a dean to grant a student permission to withdraw from a class, but it is the responsibility of the faculty member to assess the performance the student has made in the class up to that point. In extenuating circumstances, faculty members can be just as fair and compassionate as deans and indicate a withdrawal grade of "W." Kenneth Ferslew (Med) reported that his constituency desired that full information concerning the withdrawal of a student from a class be recorded. This is important should further evaluation of the student be required at a later time due to re-admission or transfer to another program. George Poole (Math) questioned the consistency of the logic that allows a faculty member to assess student performance before the 8th

week, but not after if a student should withdraw. Faculty should be able to assess the student's performance at any time a student leaves the class, or not at all. The amendment to drop the phrase "assigned by the instructor" was voted upon. By show of hand, 18 favored dropping the phrase, 8 opposed dropping the phrase, and 2 abstained. The motion to drop the phrase "assigned by the instructor" was carried.

Jim Odom (Hist) reported that his faculty were opposed to this provision. Mike Gallagher (Hlth Sci) spoke in opposition to this proposal. Mary Lou Gammo (Acct) indicated her faculty desired to "leave the policy alone." Greg Bishop (Env Hlth) expressed his experience that students are typically allowed to withdraw with very little excuse. The current policy with the consequence of a W/F should be retained. Mark Holland (Eng) spoke against the policy, since the proposal takes away from the flexibility of the process. Eliz. Williams (Med) asked about the potential of an instructor not allowing a student to drop after the 12th week or so, and what the student would likely record on the student assessment of instruction form. Mike Gallagher (Hlth Sci) indicated that by not including the W or W/F on the drop request form, information the dean needed to make a decision was not being provided. After the question was called, a voice vote on this proposal was taken. This proposal failed by unanimous voice vote. There were no abstentions.

4. Resolution Concerning Habitat for Humanity. As a followup of the discussion in the Faculty Senate meeting of March 30, 1992, Mike Woodruff (Med) introduced the following resolution for adoption by the Faculty Senate.

The faculty senate of East Tennessee State University recognizes the need for affordable, decent housing to serve the requirements of the people of Northeast Tennessee. Further, it recognizes that Habitat for Humanity is striving to meet this need by building low cost, but quality housing for families that meet criteria established by Habitat that include full-time employment and a reasonable credit record and no history of difficulties with police. For these reasons the faculty senate of East Tennessee State University resolves to support the new campus chapter of Habitat for Humanity and encourages active participation by all members of the university community including faculty, staff and students in the work done by both the campus chapter of Habitat for Humanity and the Holston Affiliate of Habitat.

Woodruff indicated that a chapter of Habitat for Humanity was being formed on the campus. He also indicated the community concern for housing as expressed in the series of articles currently appearing in the *Johnson City Press* about housing availability. Eliz. Williams (Med) indicated that ETSU does impact on the housing shortage in Johnson City because of student housing requirements. Mary Lou Gammo (Acct) asked what was meant by "support." This is to be interpreted as "one sees fit." Dan Johnson (Bio Sci) suggested that the Faculty Senate abstain from this proposal because there are many worthy causes that could fill up the Senate agenda and this was an inappropriate use of Faculty Senate time. Rebecca Nunley (Dent

Hyg) spoke in favor of the resolution as being necessary to foster community relations. She indicated Habitat for Humanity was a broad enough organization to be accommodated. Ed Williams (Eng) indicated a precedent for supporting organizations has already been set since the Faculty Senate as endorsed other projects in the past. Following the call for the question, a voice vote was taken. The proposal was passed by unanimous voice vote with three indicating abstention.

ANNOUNCEMENTS

1. State Health Insurance Program. Bill Fisher (Mgt & Mkt) reported the following information:

a. As of April 1, 1992, the Preferred Provider Hospitals list has been changed. NorthSide Hospital was added to the list and Johnson City Specialty Hospital was removed.

b. The State contract with Blue Cross/Blue Shield ends January 1, 1993 and therefore must be renegotiated for another contract period.

c. Funding 1992-93. A consultant has recommended the insurance fund will need an increase in revenue of 24 to 29 percent to maintain same benefit schedule. The state will add \$8 million to help. Undoubtedly, a premium increase will occur. The current cost to the State is \$240 to \$250 per month for each employee -- the yearly cost of the program is \$2,880 of \$3000 per employee.

2. Higher Education Faculty Retirement Program. Bill Fisher (Mgt & Mkt) reported on the following:

a. On July 1, 1992, two new retirement program options will be available: Aetna Insurance Company with 10 investment fund options; and Valic Insurance Company with 10 investment fund options.

b. Problem areas include: (1) The need for a common state marketing policy that all vendors should adhere to; (2) Transferability arrangements from and to any of the four programs (TCRS/TIAA-CREF/AETNA/VALIC); and (3) a "Result Comparison" report that can assist the faculty member in assessing the different plans.

3. Tennyson Wooten Endowment. Jim Odom (Hist) thanked the Senate and the faculty for their support to the Wooten family.

4. Status of Presidential Search. Bob Riser (Comp Sci) and George Poole (Math) reported that Chancellor Floyd indicated at the recent TBR meeting at Morristown that he was ready to go forward with final interviews of the five finalist candidates. It was expected that the interviews would commence just as soon as the scheduling arrangements could be made. Since that time however, the Chair

(Governor of Tennessee) and Vice-Chair of TBR (Hubert McCullough) have told Chancellor Floyd to delay. The reasons why are speculative only. It is interesting to note that the Tennessee State Legislature is working toward the passage of a law to benefit the candidacy of one specific individual previously rejected by the Presidential Search Advisory Committee as being non-qualified. A concern was expressed about the possibility of a second interim president being named. Existing TBR policy places the responsibility for placing and removing interim presidents with the Chancellor.

5. Opposition to Landfill Proposal. Mary Lou Gammo (Acct) expressed concern about a proposed landfill to be constructed on county property adjacent to Johnson City. She requested all faculty to show their concern and become involved in the opposition to this proposal by signing petitions as they become available. This proposed landfill would service areas of Tennessee, North Carolina and Georgia. Besides being a traffic and hazardous nuisance, it would be located on the water shed that ultimately feeds the water supply of Johnson City.

6. Academic Matters. Anne LeCroy (Eng) announced that the Academic Matters Committee would meet on April 13, 1992, 3:30 pm, in the first floor conference room of Burleson Hall.

There being no further business, the Faculty Senate adjourned at 4:49 pm.

Respectfully submitted,

Kenneth D. James

ATTENDANCE

Present

Terry Counterline
Kenneth James
Jim Pleasant
Bob Riser
Scott Beck
Jeff Gold
Mark Holland
Dan Johnson
Anne LeCroy
Jim Odom
George Poole
Ed Williams
Bill Fisher
Mary Lou Gammo
Robert Davidson
Chris Ayres
Rebecca Isbell
Mary Nelson

Marcellus Turner
Bob Acuff
Kenneth Ferslew
Sue McCoy
Eliz. Williams
Mike Woodruff
Carol Gordon
Beth Smith
Creg Bishop
Mike Gallagher
Rebecca Nunley
Phil Scheuerman
Linda Lawson
Sally Crawford

Absent

Virginia Adams
Eddie Yasin
Al Lucero
Bill Campbell
Katie Dunn
Chip East
Brad Arbogast
Ahmad Wattad

D R A F T

Professional Development and Formative Evaluation
for Faculty at
East Tennessee State University

The following draft of a statement of beliefs and recommendations about professional development and formative evaluation for faculty is presented for review, discussion, and revision within the university.

Ad Hoc Committee on Evaluation
and Professional Development
Programming

Don Bailes
Saralyn Gold
Anne LeCroy
Norma Nutter, Chair
John Ostheimer
Beth Smith
Jon Smith
Mike Woodruff

Revised 4/6/92

Professional Development and Formative Evaluation for Faculty
at East Tennessee State University

Beliefs

- 1.) Investment in developing its human capital is one of the most powerful and productive expenditures an organization such as East Tennessee State University can make.
- 2.) As professionals, faculty should seek constantly to improve their ability to teach, engage in productive scholarship, and serve the institution and its constituents. The university, for its part, must strive to provide an environment that is conducive to improvement, including appropriate resources and procedures to assist faculty in their efforts to improve.
- 3.) Faculty members should be expected to take the initiative and to make substantial investments in their own professional development throughout their careers. The individual faculty member bears the main responsibility for remaining current in his/her field and for developing and maintaining competence in teaching, research, and service. The institution's responsibility is to facilitate and support the process for groups and individuals.
- 4.) Resources must be available to provide opportunities for faculty to travel, read, engage in experiments and other research/creative activities, procure appropriate materials, and carry out other activities related to becoming better scholars and teachers.
- 5.) Faculty should be involved in determining criteria and effective procedures for allocating resources for professional development.
- 6.) The institution has made a beginning in providing some resources to support research/creative work, for example, the Research Development Committee. These resources should be expanded, and the same supportive environment should be created for improvement of instruction.
- 7.) Faculty who are not performing satisfactorily overall or in specific areas should be required to undertake a planned program of improvement.

Beliefs continued

8.) Available resources for professional development and assistance with planning should be open on a voluntary basis to any faculty member who feels a need for extra professional development, receives a radically different assignment, or needs to prepare for a new role or development in his/her field, as well as to faculty who are required to undertake a planned program of improvement.

9.) Faculty who have been performing well and who undertake development to serve a special need of the department/college should receive relatively more support from the institution than those who undertake remedial activities or who are pursuing their expected professional growth. The university should recognize and provide appropriate resources to support all three types of professional development--that which is part of the normal development of active professionals, that which goes beyond normal expectations and is undertaken to serve a special objective of the institution, and that which is undertaken to remedy some significant deficiency.

Recommendations

- 1.) The central administration will set aside a fund annually to support expenditures for professional development (required and voluntary) which are beyond the capabilities of individual faculty, departments, and colleges.
- 2.) The central administration will coordinate the development and maintenance of a directory of resources for professional development available on campus or at other accessible locations.
- 3.) The central administration will establish one or more groups authorized to plan and develop "a university center for the multidisciplinary exploration and application of approaches to effective human learning byc. Improving teaching via a comprehensive faculty development program." (Turning Toward 2011, Commission on the Future of East Tennessee State University, 1989, p. 14). This center would serve all faculty seeking to improve their teaching.
- 4.) Formative evaluation and a developmental process will be incorporated into our current process for evaluating faculty. The FAE form will be rewritten to indicate if a development plan is required or undertaken voluntarily.
- 5.1) If a faculty member is evaluated as less than "Satisfactory" overall on the FAE, or if a faculty member has a deficiency in performance in any one of the three areas which appears to have serious ramifications for the program/department/college, or if a faculty member's performance has declined over several years to a level which causes concern, then the faculty member, chair, and dean will conduct an in-depth conference and develop a written statement that includes
 - (a.) a statement and clarification of the problem(s) and ramifications,
 - (b.) clear notice of a probationary status,
 - (c.) a one- to three-year plan of specific actions and timelines for alleviating the problem(s),
 - (d.) specific resources (if any) to be provided by department, college, or university (after consulting the office of the appropriate Vice President) to assist the faculty member in pursuing the plan of professional development. (Chairs and deans should consider the faculty member's financial situation as the plan is developed.)
 - (e.) specific outcomes expected and the nature of evidence to be presented by the faculty member to demonstrate both compliance with the plan and that the expected improvement has occurred.

Recommendations - continued

The written plan will be sent to the appropriate Vice President, along with the faculty member's FAE for the year.

5.2) The evaluation of the faculty member's performance and any assessment of deficiency will be consistent with his/her previous assignments, credentials, and any prior agreements reflecting unique needs of the college or department. Any change in performance requirements should be communicated with adequate time and assistance for the faculty member to accommodate the change.

5.3) The faculty member required to complete an improvement plan may request to have a neutral member of the faculty outside his/her college appointed to participate in developing and monitoring the plan in item 4 above and/or to serve as a mentor. Normal university processes for appeal and review of probationary status and/or the improvement plan will be available to the faculty member. The institution may choose to incorporate these appeals into an existing process, e.g., the current appeals process for promotion and tenure decisions, or to establish a standing committee to review such appeals.

5.4) Examples of resources which may be provided to assist a faculty member in completing a required improvement plan include released time for research or for study, travel for professional development, time and support for academic study at another institution, assistance with critiquing and improving instruction, equipment and materials, mentoring support, etc.

5.5) The faculty member, chair, and dean will be responsible for reviewing the plan each year at evaluation time, making any revisions needed, and evaluating the faculty member's progress--all to be recorded in writing and attached to the FAE. If needed, the development period may be extended.

5.6) If the faculty member does not comply with the plan or if the faculty member complies with the plan but does not show satisfactory improvement in performance, the chair and dean will determine what course of action to recommend. If it is appropriate in their judgement, they may recommend that the faculty member be reviewed under ETSU policy 2.2.16,17 (ETSU Faculty Handbook).

**SURVEY OF RESOURCES FOR
FACULTY DEVELOPMENT**

DRAFT

The Board of Regents policy 3.1 calls for a structured, coordinated program for faculty development. Your assistance in identifying campus based resources which will promote the achievement of a faculty development center will be greatly appreciated. Responses should be sent to:

Respondent

Dr. Norma Nutter, Chair
ADHOC Committee on Evaluation and
Professional Development Programs
Campus Box 70685

Your Name _____
Unit/Division _____
Campus Address _____
Campus Telephone _____

TEACHING

1. To whom in your division and/or unit would you refer a faculty member for assistance in developing his/her teaching role?

2. Identify faculty or staff in your division/unit who would be qualified and might be willing to enhance the teaching skills of colleagues through a mentoring relationship.

3. Identify faculty/staff and topics they might be qualified and interested in presenting as mini-courses or workshops on various teaching skills, i.e., presentation/delivery, testing, measurement and evaluation, media use and large classroom strategies, etc.

4. List existing courses offered in your division/unit which might be helpful to faculty seeking assistance in improving teaching skills.

5. Identify other resources you know are available that might be helpful to faculty interested in improving teaching skills.

RESEARCH

1. To whom in your division and/or unit would you refer a faculty member for assistance in developing a program of research/creative/scholarly productivity?
2. Identify faculty or staff in your division/unit who would be qualified and might be willing to enhance the research/scholarly productivity of colleagues through a mentoring relationship.
3. Identify faculty/staff and topics they might be qualified and interested in presenting in mini-courses or workshops on various research or scholarly productivity skills.

4. List existing courses offered in your division/unit which might be helpful to faculty seeking assistance in improving research or scholarly productivity.

5. Identify other resources you know are available that might be helpful to faculty interested in improving research/scholarly productivity.

SUGGESTIONS

Please list any suggestions you have for assisting faculty in improving teaching, research, or grant writing.

TO: FACULTY SENATE MEMBERS

SUBJECT: REMAINING FACULTY SENATE MEETINGS

DATE: APRIL 16, 1992

MAY 4, 1992.....FORUM
MAY 18, 1992.....FORUM
JUNE 1, 1992.....FORUM
JUNE 15, 1992.....FORUM
JULY 6, 1992.....FORUM
JULY 20, 1992.....FORUM
AUGUST 3, 1992.....FORUM
AUGUST 17, 1992.....FORUM

If you have any questions feel free to contact me at 929-6256, Department of Surgery, Box 70,575.

Thank you.

ROSTER - FACULTY SENATE 1991-92

7/1/91

SCHOOL	DEPARTMENT	TRM	PO BOX	PHONE	COMMITTEE
AS&T	Terry Countermeine	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 DEVELOPM.
	Scott Beck	Sociology&Anthr	92 70,644	6648	+FACULTY DEVELOPM
	Jeff Gold	Philosophy	94 70,656	5810	FACULTY DEVELOPM
	Mark Holland	English	92 70,683	926-4011	FACULTY CONCERN
	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
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 DEVELOPM
	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 DEVELOPM
	Bob Acuff	Surgery	94 70,575	6257	
	Kenneth Ferslew	Pharmacology	93 70,577	6274	+COMMITTEE ON CO
	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	461-7022	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 DEVELOPM
	Beth Smith	Profess Roles	93 70,658	4336	*ACADEMIC MATTER
	Creg Bishop	Environ Health	94 70,682	4268	ACADEMIC MATTER
	Mike Gallagher	Health Sciences	94 70,673	4468	FACULTY DEVELOPM
	Rebecca Nunley	Dental Hygiene	93 70,690	4434	+*FACULTY CONCERN
	Phil Scheuerman	Environ Health	92 70,682	4408	RESEARCH

* - Executive
 - Committee

+ - Chair of Committee

MINUTES - PRESIDENT'S COUNCIL

WEDNESDAY, APRIL 15, 1992, 9:00 a.m., President's Conference Room

PRESENT: Bach, Alfonso, Lenz, Ostheimer, Morgan (Spritzer), Walters (Osborn), Landrum, Stanton, Vaught, Jordan, Stout, Norment, Borchuck, Hales, Lanza, Acuff, Sauceman, Dishner, Burleson, Bettis, Manahan, Essin

GUESTS: Ballard, Sherrill, Andrews, Taylor

1. NCATE ACCREDITATION

President Bach provided an update on NCATE accreditation issues and requested assistance from Council in the communication of accreditation information on and off campus. He reported receiving official notification of the intent of NCATE to disaccredit College of Education programs and the intent of the university to appeal this action. A University Relations press release and fact sheet regarding this issue were distributed. (enclosure #1 on file)

2. ISSUES INVOLVING EQUITY IN TRAVEL FUNDING

President Bach reported that a recurrent theme in recent budget hearings was the need for equity in the funding of travel. Discussion included the following:

little or no compensation for instructional travel

significant difference in the funding of travel among schools and colleges

when institutional travel is funded, little or no funds remain for professional travel

institutional travel needs to have the highest priority for funding

current policy is preferred to per capita allocation

In conclusion, President Bach indicated there was no clear consensus to change the current policy and requested Council to discuss these issues with their constituencies.

3. SACS UPDATE

Dr. Wayne Andrews provided a spirited update on the status of the SACS self-study. He indicated that the process was proceeding according to schedule with the involvement of over 300 persons. He expressed gratitude for the support and encouraged continued involvement.

Dr. Anne Sherrill reviewed the self-study process.
(enclosure #2 on file)

4. COMPLIANCE WITH ESTABLISHED CALENDAR FOR REPORTING NON-SPONSORED RESEARCH ACTIVITIES

President Bach and Mr. Dwight Taylor provided an update on the status of compliance with established calendar for reporting non-sponsored research activities. Mr. Taylor reported that all data needed for preparing a report of non-sponsored research activities had not been received by April 1. President Bach emphasized the importance of reporting these activities and indicated that all data must be reported to Mr. Taylor by Monday, April 20.

5. INSTRUCTIONAL TRAVEL BUDGETS FOR 92-93

Mr. Taylor reviewed the April 13, 1992 Bach memorandum concerning 1992-93 travel allocations and the definition of instructional travel. (enclosure #3 on file) In order to develop budget allocations consistent with this travel priority, each vice president is requested to provide recommended travel allocations according to the format provided. Discussion resulted in the need to substitute the word institutional for instructional in the memorandum and on the reporting form. The information requested is due to the Budget Office by Monday, April 20.

6. MAINTENANCE CONTRACTS AND MEMBERSHIP DUES RELATED TO ACCREDITATION FOR 1991-92 BUDGET

Mr. Taylor reviewed the April 13, 1992, Bach memorandum concerning the need to identify requirements for all maintenance contracts and for membership dues related to accreditation. (enclosure #4 on file) Each vice president is requested to provide this information to the Budget Office no later than Monday, April 20.

7. ADA NAME CHANGE

Ms. Jordan reviewed her April 15 memorandum concerning the Americans with Disabilities Act language change. (enclosure #5 on file) In this regard, Ms. Jordan indicated need to substitute the word disabled for handicapped in all future language.

8. GUIDELINES FOR PURCHASE OF OFFICE FURNITURE

Mr. Bruce Ballard reviewed current policy regarding the purchase of office furniture. He indicated that Purchasing would try to match existing furniture for added pieces, and that when an entire office was to be furnished, state contract (prison products) must be utilized.

9. OLD BUSINESS - none reported

10. NEW BUSINESS none reported

**MINUTES OF FACULTY SENATE FOR
APRIL 20, 1992**

Prior to calling the Faculty Senate to Order, a presentation of a certificate of appreciation to Dr. Bert C. Bach was made on behalf of the Faculty Senate and the Council of Academic Chairs. The framed certificate read:

BERT C. BACH
Interim President
East Tennessee State University
July 1, 1991 to May 2, 1992

With heartfelt thanks and appreciation for your
Competent, Compassionate, Professional and
Inspired Leadership
of
East Tennessee State University
through this difficult period of time

The
Faculty Senate

The
Council of Academic
Chairs

In response, Dr. Bach made the following comments:

I appreciate this expression of yours very sincerely. The period of time that I have been here since July. This has been one of the most challenging and interesting opportunities that I have had in my professional career. As I leave here in a week or so I leave with nothing but the fondest memories of the support and professionalism that I have seen at this institution. Let me say also, that I came to the Board of Regents in 1981, and I started with Roy Nicks as Vice Chancellor for Academic Affairs. I met with Dr. Nicks in Nashville last Saturday morning to discuss ETSU, to discuss outstanding issues, and to express my total support for facilitating the transition that would be orderly. I again, thank you for all of your support. I know that Dr. Nicks, as he comes here in a couple of weeks, will, just as I have, appreciate very much working with all of you. Thank you so much for this.

Bob Acuff called the Senate to order at 3:39 pm, April 20, 1992, in the D.P. Culp Center Forum. A quorum was present.

Approval of Minutes. The minutes of the April 6, 1992 meeting were approved by unanimous voice vote.

NEW BUSINESS

1. Modification of the Non-instructional Assignment. At the request of the chair of the Research and Creative Scholarly Activities Committee, this item was deferred.

2. Funding for Faculty Research and Development Grants. A resolution (provided in the mail-out) originating with the Arts and Sciences Faculty (Approved April 3, 1992) "that beginning with the Summer session of 1992, eighty percent of the excess of revenues over actual expenses be directed into the account managed by RDC and distributed for faculty research grants" was directed to the Faculty Senate for discussion. Dr. Glenn Bettis (Ast VP Acad Affairs) was invited to explain the funding provisions of the summer terms. As he explained, the summer program is funded through a formula derived mechanism, "profits" are not reliable and are entered into the general academic budget, the best managerial approach to increasing the funding provisions is to maximize FTE for student enrollment. Following a short discussion, this item was deferred until it could be brought forward through one of the Senate Committees for action.

3. Promotion and Tenure Appeals; Alteration of Wording in The Faculty Handbook/University Policy. This item was deferred from the April 6, 1992. Dr. Alfonso (VP Acad Affairs) explained the intent of the appeals policy and how the current language inadvertently limits the appeal process. With the clarification in language, the intent of the appeal process is clear. This change was approved by unanimous voice vote.

4. Prof Don Johnson (Eng), address to the Senate. The Chair recognized a request for Dr. Don Johnson (Eng) to make a statement to the Senate.

I am sure many of you have been disturbed by the events that have taken place in recent months and more particularly in recent days. I asked Jim Pleasant for the opportunity to come before the Senate to express my opinions on some of these events that have transpired.

Many tasks are outlined in this University's mission statement. The teaching of certain skills, the passing on of knowledge, research, community service. One role which isn't spelled out but which I consider to be implicit in all our other tasks and paramount to all the others in aggregate, is to protect the truth. The events that have transpired in recent months with regard to the now aborted presidential search have severely tested our capacity to perform this duty. Perhaps it is already too late.

In the past several days, some of my colleagues for whom I have a great deal of respect, have expressed a willingness to acquiesce to the new set of circumstances unfolding around us. They suggest that Dr.

Nicks will arrive and that people will do their best to accommodate the ever evolving set of circumstances. I suspect they are correct. But I also suggest that to look to the future and fail to draw attention to the damage that has been done to us in the recent past is to invite further degradation. This University has been plundered and every single one of us should be outraged. George Orwell could not have described or orchestrated a more direct and vicious assault upon the truth that what has been visited upon us. The propaganda machine in Nashville aided and abetted by apparently sympathetic newspaper columnists, our own legislatures, and even some of our own colleagues have managed to pervert the English language so that those outside our immediate community have a wholly distorted perception of what is going on here. Those who have advocated adherence to a legal and democratically agreed upon process have been tagged as "rebels" and "agitators". People who have dedicated their entire working lives to this Institution have been labeled "outsiders" with suggestion that if they don't like it here they should take their subversive ideas elsewhere. The political situation on campus during the last 6 months, during which time a more productive spirit of collegiality has existed than at any time since I have been here as been described as "unstable." This instability, which was generated by our insistence on due process, has provided the pretext for the appointment of a new interim president to "clean house." Is this not the classic Fascist ploy of sending provocateurs into a community, generating disruption, blaming that disruption on the indigenous population, and then sending in troops to establish order and to protect lives and property? There would have been no instability if Zane Whitson, Carl Moore, and others had abided by the process.

Finally, not only have those outside the University undermined the truth, they are now attempting to turn it on its head. Not only are words in their lexicon defined in terms alien to us, they now mean the exact opposite of their intended and commonly accepted meaning. I refer to Mr. Houks editorial in yesterdays *[Johnson City] Press* quoting "reliable sources" that Dr. Bach was removed as Interim President of ETSU, because it was perceived in Nashville that he was "too ambitious." Here is a man who agreed to enter the Presidential pool only after considerable urging on the part of the Faculty, and who almost immediately removed himself from consideration when it became clear to him when his candidacy might become divisive. This is ambition? This is what disqualifies him from consideration? What then are we to make of Jack Campbell's steadfast refusal to remove himself from consideration, when it is obvious, even to the squirrels scurrying across campus, that he and he alone is the locus of the so-called instability here. I would argue that this attitude epitomizes not only unbridled ambition, but also supreme arrogance.



Bert Bach has been vilified in this latest pervasion of the truth, but make no mistake about it, we have all been traduced. And if the public at large is allowed to believe the official story of what has transpired here, this University will never recover -- no matter who is eventually selected as our president, or what method is used in the selection. Thank you.

5. Resolution by Jim Pleasant. The following resolution was read and introduced to the Senate for adoption:

WHEREAS, the search process for President of East Tennessee State University is of utmost concern to all who are interested in the progress of the institution; and

WHEREAS, the interim leadership during the search process is of great importance for all of its programs; and

WHEREAS, the leadership shown by interim President Bach has been of the highest calibre; and

WHEREAS, no satisfactory reason has been given for delaying or abandoning the search process which was followed by Chancellor Otis Floyd;

NOW THEREFORE BE IT RESOLVED BY THE FACULTY SENATE OF EAST TENNESSEE STATE UNIVERSITY that this FACULTY SENATE expresses its strong disagreement with the manner in which interim President Bach was removed from this position. Of particular concern are the facts that:

(1) Dr. Bach was not properly notified of the action beforehand;

(2) There was an apparent lack of concern for the effect which this action would have on the current search process and for the candidates who have been selected in this process;

(3) The erroneous notion has been fostered that an unstable situation exists at East Tennessee State University which must be addressed by the appointment of a new interim president.

BE IT FURTHER RESOLVED, that copies of this resolution be sent to Governor Ned McWherter, Chancellor Otis Floyd, and the members of the Tennessee Board of Regents.

Jim Pleasant (Comp Sci) moved to adopt this resolution. It was seconded by several individuals. In discussion, Bill Fisher (Mgt Mktg) asked about the status of the five candidates. Bob Acuff indicated that Dr. Amacher has accepted the Presidency at the

Univ of Texas at Arlington. The others are still in the process until halted by the Tennessee Board of Regents. George Poole (Math) suggested that the first "Whereas" should be expanded in scope because what has happened effects not only this institution, but higher education in Tennessee and higher education in general. Fisher (Mgt & Mktg) indicated this process is only with the TBR, and not the UT system. Acuff indicated that the UT system still includes an advisory selection process. Mike Woodruff (Anat) indicated that he is now having problems placing graduate students because of the perceptions in the extramural community of problems in Tennessee higher education. Eliz. Williams (Med) expressed the concern generating from graduates she recently met with. Saralyn Gold (P&AH) was recognized, she indicated her support of the resolution, but pleaded that we need to do "something." Kenneth Ferslew (Med) asked why only certain legislator's seem to be heard in this process. We need a voice to take this message in the opposite way. Following a call for the question. This resolution was passed by unanimous voice vote.

6. Resolution by Jim Odom. Jim Odom (Hist) introduced the following resolution:

The Faculty Senate of ETSU gratefully acknowledges the outstanding performance of Dr. Bert C. Bach in his capacity as interim president during the 1991-1992 academic year.

In particular, we commend Dr. Bach for having actively sought to heal the divisions within the campus community which had developed prior to his arrival;

For having shown strong, effective fiscal leadership in difficult circumstances;

For having exerted extraordinary energy in academic leadership, exemplified by his active encouragement of, and involvement in, the honors program initiative in concert with the University Foundation;

For having opened administrative decision-making to genuine participation by all the affected constituencies and for having made, after these proper consultations, the necessary administrative decisions with dispatch;

For having represented the University well in affairs of the community-at-large and for having encouraged town-grown harmony by opening the presidential residence to community organizations on numerous occasions;

For having been a model of patience and professionalism in the face of unprovoked and meritless attacks;

For having worked tirelessly to build healthy student-faculty-administration relationships to deal effectively with the troubling social issues which spilled over onto the campus from the extramural community;

And for having -- with dignity, intelligence, modesty, humor, and compassion -- contributed so generously to the task of building a stronger university community for the future.

Odom expressed his concern and fatigue by the constant depiction of ETSU being an unstable campus and that Dr. Bach doesn't belong here. It has been extraordinary what Dr. Bach has done. The problems here are not caused by Dr. Bach, as we all know, they are caused by a small, vocal, group of legislators and media representatives and two members of the Board of Regents. Odom moved this resolution be adopted. This was seconded. It was passed by unanimous voice vote.

OLD BUSINESS

1. Discussion of Draft "Professional Development and Formative Evaluation for Faculty at ETSU" and "College of Business Response." This discussion was not held. Senators were instructed to forward written comments to Beth Smith (Nurs).

2. Student Assessment of Discussion; Choice of Instrument. Since Scott Beck (Soc & Anth) had to leave early, this topic was not discussed.

3. Presidential Search Update. A discussion of the current status and strategy pursued. George Poole (Math) expressed his concern that responsible faculty have attempted to work within the system, communicating with the TBR, with the Chancellor, with Governor, with the media, but to no effect. There is a tendency that faculty will just ride this out, but something needs to be done to make something happen. Something peculiar has happened in Nashville. He personally heard the Chancellor state two weeks ago that the search was on-going. We don't have an unstable faculty, but it suggests that something more sinister is going on. Mark Holland (Eng) reminded the Senate about the power of the faculty last summer, and suggested that the process started last summer needs to be carried out. Dr. Dwight Lambe reinforced George Poole's use of the word "sinister" and suggested a connection between the recent sexist vandalism activities in the English Department and the graffiti in a men's room that indicated a female president would be a dead president might be related. Mike Gallagher (Hlth Sci) expressed concern that we already have passed two fine resolutions, but the people we want to listen haven't and won't listen. Something should be done. Saralyn Gold (A&PH) indicated that the attitude that supports the "talks the talk and walks the walk" [attributed to Zane Whitson as he endorsed the qualifications of Jack Campbell as a qualified candidate]

is the same kind of attitude that supports these sexist acts. This also is reflective of the attitude expressed by some on this campus toward Afro-Americans. These are the kinds of statements that our legislators are making that support Jack Campbell and the interruption of the process. Secondly, if we felt so strongly last year, why can't we do something this week, for example a "sit-in" in the amphitheater for two or three days. Ask students and staff to join us and do this until the Governor responds to us. Jim Odom (Hist) reminded us that our vote of no confidence in Beller last year only worked because it was welcomed in Nashville, welcomed by the same crew that just perpetrated this travesty on us. Woodruff (Med) indicated we don't have the political support. He also reminded the Senate of an incident in the early 1980's when a vice president left this campus and Dr. Nicks, as Chancellor, in essence told the Faculty to be quiet about the situation or he would take care of them. James (Home Economics) indicated that the Senate has a duly constituted (doesn't have to be called) meeting scheduled for May 4, 1992. We need an inaugural address by this new interim president. He needs to introduce himself, he needs to explain his agenda, his mandate, he ought to be able to tell us what the assessment will be if he has done a "good job" or not. We deserve this. If he won't talk to us, that tells us something. If he does talk to us, that tells us something. He needs it, and we need. Bill Fisher (Mgt & Mkt) made this a motion -- that we invite Dr. Nicks to address the Senate on that date. There were numerous seconds. George Poole (Math) asked if the Council of Academic Chairs could be invited. It was discussed that this would be an open meeting, the Senate doesn't have the authority to call a general faculty meeting, but all Senate meetings are open meetings. Dr. Alfonso (VP Acad Affairs) indicated that he had similar intentions to advise Dr. Nicks to address the faculty as soon as possible, and secondly, he shared with the frustrations and concerns, but cautioned that whatever we do, we don't play into the hands of those who criticize us -- that will give them more opportunity. Eliz. Williams (Med) expanded on the comments about sinister motives, to include racism. She suggested that the faculty participate in a solemn, silent way by wearing a yellow ribbon at graduation. Chris Ayres suggested that someone from the Governor's office and the Chancellor's Office also be here at the May 4 meeting to explain how things stand. This was introduced as a friendly amendment. Ferslew (Med) suggested that Dr. Bach be invited as well so that if he is "hacked" again, he can respond. Both Bill Campbell (Univ School) and Mike Woodruff (Med) indicated this already is having an impact on student recruitment and this is likely to be evident in enrollment statistics. A vote on the motion (with friendly amendment) to invite Dr. Nicks, The Governor, and The Chancellor to speak to an open meeting of the Faculty Senate on May 4 was defeated with only 2 votes in favor. The motion to invite only Dr. Nicks to speak on May 4, and to invite the Chancellor and the Governor to come at another time passed by unanimous voice vote.

ANNOUNCEMENTS

1. Resolution from the Tenn Tech Faculty Senate. It was resolved by unanimous passage of the Tennessee Technological University Faculty Senate that:

... The FACULTY SENATE of Tennessee Technological University

ANNOUNCEMENTS

1. Resolution from the Tenn Tech Faculty Senate. It was resolved by unanimous passage of the Tennessee Technological University Faculty Senate that:

... The FACULTY SENATE of Tennessee Technological University urges Governor McWherter and members of the Tennessee General Assembly to support Chancellor Floyd and the Tennessee Board of Regents and to resist pressures which would undermine the Tennessee Board of Regents' responsibility to appoint college and university presidents. We further urge the governor and legislators to affirm their support of the principles of due process, of delegated authority and responsibility, and of appointment based on merit rather than political consideration.

2. Faculty Senate Elections in the Schools and Colleges. Senators were reminded that it is the responsibility of the Senators to conduct the elections in their respective schools and colleges. Senators should be elected to take their place at the first Senate meeting scheduled for Fall Semester, 1992.

3. Summer Senate Meetings. Senate meetings have been scheduled for 3:30 pm, D.P. Culp Center Forum on the following dates:

May 4, 1992
May 18, 1992
June 1, 1992
June 15, 1992
July 6, 1992
July 20, 1992
August 3, 1992
August 17, 1992

In the event a meeting is cancelled, a post card will be sent to the home address of the Senator.

4. President's Council Minutes. These minutes, with supporting attachments are placed in the reference section of the Sherrod Library.

5. Tennessee Higher Education Faculty Assembly. Bill Fisher (Mgt & Mktg) provided an agenda for the next meeting. This was made available as a handout at this meeting.

6. Tenn Tech Univ Faculty Evaluation Procedure. Bill Fisher (Mgt & Mktg) provided a copy of the procedure and form used at Tenn Tech for faculty evaluation.

7. State of Tennessee Optional Retirement Program. Bill Fisher (Mgt & Mktg) provided copies of the agenda for the next planning meeting of this group.

8. Call for Nominations. Nominations for Faculty Senate Officers (1992-93) may be submitted to members of the Executive Committee.

There being no further business, the Faculty Senate was adjourned at 5:05 pm.

Respectfully submitted,

Kenneth James
Secretary

Attendance

PRESENT

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

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

ABSENT

Katie Dunn
Brad Arbogast
Ahmad Wattad