

FACULTY SENATE MEETING
TUESDAY, April 21, 1998
CONFERENCE ROOM,
BLUME CONFERENCE CENTER, 3:30P.M.
MINUTES

The Faculty Senate convened at 3:30 p.m. in Cashion Room 303, Hankamer School of Business, with Chair Chris Buddo presiding.

Present: D. Adams, L. Adams, Baird, Basden, Beckner, Bowery, Buddo, Carini, Mary Massirer for Chinn, C. Davis, Farris, Genrich, Gordon, Hillman, Jensen, K. Johnson, P. Johnson, Johnston, Longfellow, Losey, McGee, Rolf, Stone, Wiley, Willis, Yelderman, Youngdale

Absent: Conyers, E. Davis, Supplee, Tipton, Weaver

I. Invocation

Kathy Hillman gave the invocation.

II. Approval of March 17 Minutes

The minutes of the March 17, 1998 meeting were approved as distributed.

III. Nominations Committee Report

The nominations committee submitted the following names as a slate for the Faculty Senate Executive Committee for the 1998-9 academic year:

Dan McGee, Chair

Robert Baird, Chair Elect

Buddy Gilchrest, Publicity Officer

Beth Youngdale, Secretary

The slate will be voted on at the May Faculty Senate meeting.

The nominations committee also presented the names of the following people for committee assignments for the 1998-9 academic year ("()" indicates that the Senate needs to fill a position:

Faculty Committee on Academic Freedom, Responsibility and Environment

Bob Baird, Chair

David Longfellow

Faculty Committee on Enrollment Management

Elizabeth Davis, Chair

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Faculty Committee on Physical Facilities

Joe Yelderman, Chair

Rosalie Beck

Faculty Committee on Student Life and Services

Gary Carini, Chair

Jane Abbott-Kirk

Senate Representative on Athletic Council

Mark Dunn

Senate Representative on Compensation, Benefits, and Personnel Committee

Phillip Johnson

Staff Council Liaison/Liaison to Santa's Workshop Project

Nancy Chinn

University Committee on Committees

Dennis Myers, Chair

() (Libraries)

David Swenson (Law)

Ruth Ann Foster (Truett)

Doris DeLoach (Music)

Tenure Committee

Bob Doty (Engineering and Computer Sciences)

() (Law)

Jeter Basden moved that the list of committee assignments be affirmed. The motion was seconded, and the list affirmed.

IV. Statement of Clarification Regarding Student Representation on University Committees

The Committee on Committees submitted the following statement to clarify for committee chairs the policy on student representation on University committees:

"Students should serve on university committees whenever feasible; however, when a committee is dealing with confidential, financial or personal matters the student representatives should generally be excused from the deliberations."

A question arose over the meaning of the word "personal" in the context of the statement. It was decided that the Senate would seek clarification on some of the language. The statement was tabled.

It was decided that once clarified, the statement should be included in the Faculty Handbook under the section dealing with University Committees and should be included in the committee chair packets.

V. Grievance Update

James Wiley reported. In a meeting with Bill Underwood several concerns of the committee were discussed. One of the questions involved the initial stage of the process and informal resolution of grievances. What does "informal" resolution involve? At this stage, the resolution process is between those people who are having the problem--they may speak to whomever they like (faculty members, chairs, deans, etc.) in an effort to work out the problem without involving formal procedures (taking statements, recording conversations, etc.). The grievant may, at any time, stop the informal process by going to the appropriate person "formally." The grievant makes the decision as to when change the scope. This procedure will apply to students and staff as well.

Another concern dealt with the language about appointments for the committee. Underwood stated that the intent is for the Committee on Committees to make appointments to the grievance committee. The Senate expressed a desire that the language of the document state this more clearly. The grievant can have a strike on the makeup of the hearing committee. The members of the committee will be--8 faculty, 2 staff, 2 students. The grievant will be able to strike any member of the committee if he or she desires. Committee membership for grievance hearings will be: (1) when faculty and/or faculty/administrators have a grievance only faculty members of the committee shall serve at the hearing. (2) If a student is party to a grievance, there should

be a student in the hearing committee quorum; this does not exclude a staff member as part of the quorum. (3) If a staff member is party to a grievance, then a staff member is to be a part of the quorum of the hearing committee. As with the faculty situation, students are omitted from a staff grievance hearing.

There was also concern about the final statement on implementation, which seemed to limit the legal options of the grievant after the University procedures had been followed. Underwood stated that the intent of this statement is simply to protect individuals who participated in the process and the University from being sued if a procedural mistake was made. Again, the Senate requested a clearer statement as to the underlying intent of the document on this issue.

VI. Dismissal Update

Dan McGee reported. He still needs to meet with Bill Underwood.

VII. Update on Chair Search Document

Chris Buddo reported. The proposed change in the language of the Chair Search Document was discussed in the Council of Deans meeting. The deans resisted making a change in the wording of the document. The reasons given were that they did not want to lose flexibility afforded by the current wording, and that the document had not been in place long enough to warrant making a decision on its efficacy. After discussion among the deans, the Provost recommended that the amendment be tabled.

The general feeling of the Senate is that the way in which this document is implemented is an extremely important issue for the faculty. The understanding of the faculty and the Senate was that the Chair Search Document would be implemented in such a way as to allow the faculty of departments to propose their search committee for department chairs. Only in extreme circumstances would there be a need for a dean to disregard the will of the department. The fact that the document has been interpreted in such a way as to bypass the faculty's ability to choose its own committee is of great concern to the faculty as a whole. If deans are concerned about the politics of rejecting a member of a search committee, the question becomes what constitutes a justifiable reason to deny a faculty member the opportunity to serve on the committee. If the department does not have a concern about a faculty member's ability to serve, what is a legitimate reason for a dean to go against the wishes of the department's faculty?

A general discussion ensued concerning the best way to proceed on this issue. The decision was made to approach the provost with three major concerns of the Senate before going into the next Council of Deans. Those three issues are:

1. the fact that the Chair Search Document is being implemented in a manner contrary to the way the faculty understood it would be used calls into question the trustworthiness of agreements made with the administration;

2. the importance of retaining chairs as legitimate and honest representatives of the faculty and the commitment of the University to allow the faculty a voice in the decision making process; and

3. the intention of the Faculty Senate to pursue this issue further if necessary.

VIII. Items from Council of Deans/Provost Schmeltekopf

A. Annual Evaluation of Administrators

No report at this time.

IX. Committee/Liaison Reports

A. Faculty Committee on Academic Freedom, Responsibility, and Environment--Dan McGee, Chair

Bob Baird reported. No report. The committee will next address the issue of hiring policy and religious issue. The question they are considering is how to approach the administration.

B. Faculty Committee on Enrollment Management--Howard Rolf, Chair

The adjusted goal for enrollment Fall 1998 is 2550 freshman, then 2650 for Fall 1999 and finally, 2700 for Fall 2000. It doesn't appear that there will be an increase in SAT scores. The issue of repeated courses was discussed, but no action was taken. A question was raised as to whether it be specified for challenge students that they complete certain courses within the first year. That issue tabled because of new core curriculum--decision to wait and see.

Sara Stone raised a concern about freshman seminar implementation for next year. There are a vast number of practical problems--facilities, personnel--that have not been addressed and are causing a considerable amount of consternation among those who are trying to get the program up and running. Buddo agreed to raise the issue with Dr. Schmeltekopf.

C. Faculty Committee on Physical Facilities--Joe Yelderman, Chair

Joe Yelderman reported. At the last committee meeting a question as to the status of the biology/life sciences/science building was raised. The response was that the building is on the list of facilities to be worked on. The development office is engaged and discussion with the different departments about fund raising has been started.

D. Faculty Committee on Student Life and Services--Gary Carini, Chair

No report.

E. Staff Council Liaison--Linda Adams

No report.

X. Other Items or Announcements

All business being completed, Senate Chair Buddo declared the meeting adjourned at 5:20 p.m.

Respectfully submitted,

Beth Youngdale