

Don Der

Box 4487

MINUTES OF THE FACULTY SENATE

May 1, 1986

Present: Chappell, Gore, Hardin, Holt, Kanervo, Kupisch, Lambert, Magruder, Matthews, McQueen, Nwoke, Pallen, Gup-ton, Sears, Hoehn, Kemmerly, Zoppel, Kim.

President McQueen called the meeting to order at 3:20 p.m.

Dr. McQueen introduced new senators Gup-ton, Sears, Hoehn, Kemmerly, Zoppel, and Kim.

Dr. Butler introduced Mr. Bowman, who addressed several fiscal matters:

1. PC 191 is now permanent. Courses are available without charge to faculty in State Colleges and Universities.
2. The thirty-mile-radius bill waiving non-resident fees for out-of-state students failed to pass.
3. The AAUP check-off bill regarding Business Office withholding of dues passed but was vetoed by the governor.
4. Employees of the State, acting within the scope of employment, are immune from lawsuits.
5. The special equipment and chairs of excellence appropriations have been impounded, contingent upon sufficient revenues.
6. The SBR system has elected not to participate in the tax-deferred compensation plan.
7. A Financial Integrity Act workshop will be held May 21. Our institutional research person will attend and obtain guidelines.
8. Our portion of the State appropriation for the next fiscal year is \$15,012,000 including a \$47,000 line item for desegregation emphasis.
9. In capital outlay, three roof projects and repair of underground steam lines have been approved. The amount approved for the new music building is 9.5 million.
10. Tuition reimbursement of \$350,000 has been approved for teachers meeting additional certification requirements.
11. The general salary policy for all classified personnel with satisfactory evaluations is a minimum of 4% increase.

Dr. Butler made several comments relative to fiscal operations:

1. Salary increases of 5% for faculty and classified personnel, with additional money from other sources for merit and promotion increases are likely.
2. A \$92,000 figure in the salary budget is to take over former Title III salaries.
3. The Tower Fund for research will be increased by \$7,500.
4. Library materials acquisition, \$20,000
October 31 revision for FTC overrun, \$50,000
Effort for business school accreditation, \$50,000
Match for Biology Center of Excellence, \$125,000
(does not have to be raised immediately)

Dr. McQueen asked about progress on assistance for faculty research. Dr. Butler responded that the budget might allow one course replacement for one individual to act as a consultant.

Mr. Carter asked about the number of merit raises; Dr. Butler responded that he was not prepared to answer.

Mr. Bowman said that federal legislation specified that persons hired after April 30, and not paying social security, must pay Medicare premium of 1.45% of salary, to be matched by APSU.

Dr. Nwoke asked about a decision on when adjunct and extra-pay should be disbursed. Dr. Butler said that we will return to a monthly basis.

Dr. Butler continued with the following announcements:

The faculty will meet on May 8 for an open forum on change to semester.

The Academic Subcouncil will meet on May 2 to discuss remedial/developmental programs.

Dr. Rex Galloway has accepted appointment as Dean of the College of Business. He is presently at Murray.

Personnel policy standards may be different for personnel in the Centers of Excellence.

Dr. Hardin reported for the committee concerned with grade changes. She read from a resolution to establish policies for changing F to W. She then discussed a second resolution concerning the change of grades other than F to W.

Dr. McQueen called for a vote on the resolution concerning F to W. After a motion and second (Sears and Pallen, respectively), discussion followed. Dr. Sears proposed an amendment to combine the two resolutions, and to limit the change of F to W to one quarter or semester, and other grades to W to one year. After Dr. Sears' motion to amend, seconded by Dr. Nwoke, the motion passed by voice vote. The amended resolution was passed by voice vote, and reads as follows:

Whereas a policy does not exist which describes the procedure for changing grades, it is therefore proposed that the following procedure be instituted:

A grade change of "F" to "W" must be initiated within one quarter or semester after the submission of the grade by the instructor. A grade change of any grade other than "F" to "W" must be initiated within one calendar year after the submission of the grade by the instructor.

Such grade changes must be initiated with the instructor of record unless that instructor is no longer employed by the university. If the instructor is no longer employed by the university, such grade changes must be initiated by the chairman of the department housing the course.

Such grade changes must be approved by the Dean of the College which houses the course.

Following approval by the Dean of the College, such grade changes must be approved by the Academic Vice-President.

Students wishing to appeal the decision of the Academic Vice-President must appear before the Student Academic Grievance Committee.

Dr. Calhoun reported on evaluation of instruction, stating that the Faculty Senate has approved the instrument, and that it will be circulated to the faculty for comment.

Dr. McQueen said that the Tennessee Higher Education Assembly has passed a resolution concerning faculty participation in the appointment of administrators. The resolution is being sent to the SBR and THEC for approval. Dr. Magruder moved, seconded by Dr. Pallen, that Faculty Senate endorsement of the resolution be sent to the President. The motion passed by voice vote (see attached resolution).

Ms. Michelle Crowder presented an SGA resolution concerning institutional absences. Dr. Kupisch moved to form a committee of senators to work with the SGA in formulating a policy. After a second, the motion was passed by voice vote.

Major Bell presented the new slate of officers:

President, Dr. Harriett McQueen
Vice President, Dr. Ellen Kanervo
Secretary, Dr. Ruth Kornfield
Executive Committee, Dr. Dolores Gore and Dr. Ben Nwoke

Dr. Kupisch asked for nominations from the floor. Dr. Matthews moved to accept the slate as presented; Dr. Magruder seconded. The motion passed by voice vote.

Dr. McQueen appointed Senators Lambert, Parodi and Hoehn to work with Dr. Butler on a policy concerning hiring by exception to rank.

Dr. Sears requested copies of the Bylaws and the Constitution for new senators.

The meeting was adjourned at 4:50 p.m.

May 19, 1986
Date

CH/mfw

Charles C. Holt
Charles Holt, Secretary

A STATEMENT ON PROCEDURES FOR
*UNIVERSITY ADMINISTRATIVE APPOINTMENTS
(Passed by Tennessee Higher Education Assembly, 4-5-86)

A University chancellor once said that the faculty is the university and the students are the reason for it. While such a simplistic explanation cannot do justice to the complexity of the modern university, it recognizes that a university is not a collection of individual employees but a community of scholars and that a university rises or falls on the basis of the strength and coherence of that community.

It is universally agreed that the faculty has primary responsibility for virtually everything relating to the cardinal mission of the university: it determines the courses to be taught, the research to be undertaken, and the design of the curriculum; it sets the standards which students must meet; and it sits in judgment of colleagues in determining employment, retention, and promotion.

While the faculty is central to the quality of the university, no institution of higher education can function without able people to insure the smooth operation of the institution and to assist the faculty in its pursuit of excellence. These administrators do not relate to faculty as employers to employees but as colleagues within the academic community.

Thus, while curricular matters require faculty approval, only in the rarest of cases would the faculty approve a curricular proposal over the objections of administrative officers. Conversely, employment, promotion, and tenure require administrative approval, but it is very rare for administrators to make such an award over the objections of the faculty.

The same principles of collegial respect should govern the selection of administrative officers. To be effective, administrators from department head to chief administrative officer of the system must have the confidence of both the faculty with whom they will come into contact and the administrators to whom they will report.

This being the case, Tennessee higher education would be well served if, in the selection of an administrative officer,

- (1) The search committee includes members of the faculty in whom the faculty has expressed confidence.
- (2) Members of the faculty have ample opportunity to study the candidates and make their opinion known to the committee.
- (3) The administrative officers responsible for recommending and making the appointment recommend or appoint only those who have the confidence of the faculty.
- (4) The administrative officers responsible for recommending and making the appointments retain the right to reject those recommended by the search committee and charge it with finding alternate candidates.

In the past, this procedure has worked well in selecting people who have thereby entered upon their administrative officers with support of all segments of the community. THEA urges that this procedure be formally endorsed by the faculty governing bodies, administrators, and the Board of Trustees of the University of Tennessee and State Board Regents in the State of Tennessee.

*In the context of this statement; "university" means any public institution of higher education in Tennessee.

