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**The next meeting of the Faculty Senate is scheduled for  
Thursday, May 7, 1998  
at 3:20 p.m. in UC, Room 313**

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**Unapproved Minutes of the Regular Meeting  
of the Faculty Senate, APSU  
April 16, 1998**

**Senators Present:** Lori Buchanan, Patrick Bunton, Wayne Chaffin, Bruce Childs, Stephen Clark, Daniel Frederick, Meredith Gildrie, Mark Ginn, James Goode, Dolores Gore, Buddy Grah, Ronald Gupton, Nancy Hancock, Carlette Hardin, Max Hochstetler, Ellen Kanervo, Tom King, Maureen McCarthy, Stephanie Newport, David O'Drobinak, George Pesely, Michael Phillips, Bert Randall, Abu Sarwar, Paul Shaffer, Linda Thompson, and M. D. Waheeduzzman.

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**Meeting Called to Order: 3:25 p.m.**

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- Agenda approved with the following amendments under Old Business: Change item #1 to item #2, change item #2 to item #3, add new item #1 - Approval of Reorganization Proposals. Move Dr. Pontius's report from Reports and Communications to Item #1 under Old Business and give Dr. Pontius the privilege of the floor for discussion and action (15 minutes). Motion made to approve agenda with changes, seconded, passed unanimously.
  - Minutes approved with no corrections.

**ANNOUNCEMENTS:**

- Open Forum on Monday, April 20, has been canceled. Faculty Forum on Salary Equity Study scheduled for Friday, April 24, 1998, from 4:00 to 4:50 p.m. in the Clement Auditorium.
- Results of senate elections announced. New Senators by Division are Business - Richard Williams; Social Sciences - Howard Winn and Charles "Barrie" Woods; Humanities - Allen Henderson and David Till; Education - Dolores Gore and Kay Haralson; Natural Sciences - James Boyer, Rudy Gostowski, Cindy Taylor, Jim Thompson and Pei Xiong-Skiba; and Applied Arts and Sciences - John Blake, Robin Mealer, James Prescott, and Danielle White. There will be a run-off election for one position in Applied Arts and Sciences between Stephanie Anderson and Doris Davenport.

**REPORTS & COMMUNICATIONS:**

**1. President Rinella:** 1) Letter concerning the results of the Mercer Study will go to the University next week. Each individual employed by the University will receive an individual letter informing them of their salary status. There will be sessions set up for each group and sessions for individual questions. In addition, an e-mail address will be set up for communications. 2) Mr. Wendell Gilbert will be retiring at the end of this year. There will be a Search Committee formed for the position VP of Development and University Relations. The committee will include a Senate representative. 3) Open Door Policy has been endorsed by the SGA and Staff Council. It is a larger issue than just opening up the Senate meetings. It involves opening all campus meetings. The history of the policy goes back to October when the issue was discussed with Wendell Gilbert, Ellen Kanervo, and Nancy Hancock. The policy did not begin with the Chancellor's recommendation, but had internal impetus. In a larger context, it has resulted in the decision to have Faculty Senate, Staff Council and SGA representation on the President's Cabinet. There is already some representation between these groups since the VP for Student Affairs sits in on SGA meetings and a representative from Human Resources or the VP for Finance attends the Staff Council meetings. Other groups like the Alumni Association, members of the Foundation and community members may be invited to attend certain meetings. The change would also involve the Standing Committees which have representatives from and report to various groups. There is a need to examine the current Standing Committee structure and determine what changes need to be made since some never meet, others may need different representation, or changes in their roles and responsibilities

**2. Dean's Council Report (Dr. Dolores Gore):** The last meetings discussed the budget and the reorganization. Dr. Randall indicated that he met with the Dean's Council to discuss their concerns about the Senate Policy

Recommendation Concerning Shared Governance. If adopted as University Policy, the Dean's Council would have an opportunity to discuss and have input on the policy. The Dean's Council indicated they may request formal representation on the Senate.

**2. TBR Faculty Sub-Council (Dr. Dolores Gore):** The Council has developed a statement on Faculty Governance which will be sent to faculty at all TBR institutions.

**3. Academic Council (Dr. Mike Phillips):** Not present, report to be given later under reorganization proposals.

**4. Strategic Long Range Planning Committee (Dr. Stephanie Newport):** The recommendations for allocation of new money have been finalized. There will be a Forum on Friday at 2 p.m. in the Cumberland Room to share the details.

**5. President's Report (Dr. Bert Randall):** 1) CCC - The group met and accepted the report of the Sub-Committee to Investigate Allegations. Fourteen Senators did not respond despite three letters encouraging them to respond either yea or nay. All 28 who responded indicated no allegations of harassment or intimidation. This issue is closed and any future problems will use the University Grievance Policy and Procedure. Letter sent to Chancellor concerning absence of formal allegations read to the Senate in its entirety. 2) Critiques of the TBR Report Concerning APSU - The AAUP chapter has sent critique addressing about a three dozen errors and citing AAUP policy guidelines. I have also sent a personal critique of the TBR report. Copies of both on reserve in the library. 3) There were two challenges to Tenure and Promotion decisions. A Review Board has been established of tenured Full Professors. It includes a representative from each College, a Senate appointed Representative, a representative at-large appointed by the President, and a Dean who chairs the committee. The Executive Committee appointed Dr. Jeff Wood as the Senate Representative. 4) As the Senate President, I had an interview with the Governor's Committee on Higher Education. I met with them for 30 to 45 minutes and discussed issues relative to shared governance, tenure concerns, and faculty representation on Presidential Search Committee's. They also interviewed the SGA President, the Staff Council President, the AAUP President and the university Budget Officers.

#### **OLD BUSINESS:**

**1. Reorganization Proposals (Dr. Steven Pontius):** Dr. Pontius reported that the Academic Council approved the reorganization proposals distributed at the March Senate meeting with only two changes. On page three under #5, the word "concentration" was changed to "major" and term "General Studies" was deleted from the second and last sentence. A similar change was made on the organizational chart, changing G.S.L.A. to L.A. After Senate consideration, the proposals will go forward to the VPAA and President for approval and to the TBR in June. All but two of the current proposals will also have to go to THEC for approval before implementation. Thanks extended to Dr. Filippo for his work on the proposals and Dr. Hardin for her work on the procedure. **Motion made for approval of all the proposals as a group, seconded.** Questions raised about status of faculty position for Mathematics and Computer Science at FCC, title and standing of administrator in charge at FCC, and funding of Graduate Dean position. **Motion passed unanimously.** **Thank You President Rinella and Dr. Pontius for attendance.**

**2. Report of Committee to Develop Instrument for Evaluation of Administrators (Dr. Tom King for Dr. Larry Lowrance):** Copy of revised policy and rationale for changes distributed to senators. Changes included a two year instead of a three year cycle, no evaluation the first year of administrative service, and committee composition allows for the appointment of a designee. **Motion made by Dr. Bert Randall concerning the report of the Committee to Develop an Instrument for Evaluation of Administrators:**

- 1) The report be accepted by the Senate and appreciation be expressed to the members of the Committee for accepting a difficult task;
- 2) As soon as possible after the new Senate election in May, the President of the Senate and the President of the University, in dialog with one another, select a Committee of six to examine the Report. The President of the Senate is to select three tenured Senators, and the President of the University is to select three members of the administration from among those individuals who would be evaluated once the evaluation policy and process is approved by the Senate;
- 3) This committee is to make a final report to the Senate no later than the October meeting and preferably by the September meeting;
- 4) Among the issues they are to examine are the following:
  - a) The situation regarding confidentiality and accessibility of student evaluations of the faculty so that the evaluation of administrators be ethically consistent with evaluations of faculty;
  - b) Further examine whether some Directors should be evaluated along with Deans;
  - c) Provide the President, VPAA, Deans and all other persons to be evaluated with reasonable opportunities to make recommendations about the evaluation instrument and processes;
  - d) Recommend a time table for such evaluations;
  - e) Recommend the appropriate place for storage of the raw data.

Discussion of purposes of motion which would delay evaluation until next year due to issues raised by the CCC, ethical standards relative to evaluation of administrators without allowing for their input in the process, and time to address unanswered questions raised by various parties. **Motion passed unanimously.**

**3. Report of Rules Committee (Dr. Stephanie Newport):** Copies of three possible options distributed to Senators. Option one - present bylaws, Option two - changes proposed by the Rules Committee at the March meeting and Option three - revisions made to reflect comments made at March Senate meeting. Option II and III of Article III, Section II amended to change the second sentence to: "Inasmuch as the Senate is an advisory body to the President, it is understood that the President, VPAA and or their designees may choose to be present..." Option II and III, Article V, Section VI paragraph on membership amended to read: "The Budget Oversight Committee shall consist of at least four faculty members, at least two of which will be Senators, and two representatives of the financial administration (e.g., the head budget officer) as selected by the University President. The administrative representatives shall serve as ex officio members of the committee." (Changes in bold) Amendments accepted by Rules Committee as friendly amendments. Rules Committee suggested that vote be taken by written ballot after discussion of changes. Discussion concerning request of non-attendance of the President and the VPAA still being an option even if not codified into by-laws as outlined in Option II. Clarification made in difference in by-law changes and Open Meeting Policy. Concerns raised about duplication of duties of Strategic Long Range Planning Committee (SLRP) by the creation of the Senate Budget Oversight Committee. **Motion made to extend discussion time by ten minutes, seconded, and approved.** Discussion of whether or not the Budget Oversight Committee is needed included: 1) the duties could be integrated into the SLRP Committee responsibilities versus the need for separate planning and oversight committees, 2) the oversight committee would represent the faculty interests to a greater degree than SLRP, 3) there would be a need for overlapping membership which could be problematic, 4) the need to look at entire budget not just additional monies, and 4) the formation of the oversight committee would aid the Senate in understanding the budget process and history. Senators reminded that a two-thirds majority of those present is required for passage of by-law changes. Written ballots completed and tabulated by Senate members. **Vote on Article II, Section III & Article III, Section I: Option I - one vote, Option II - four votes, Option III - nineteen votes. Vote on Article V, Section I, Subsection C, Section III, paragraph 3, and Section IV, last paragraph: Option I - one vote, Option II - two votes, Option III - twenty-three votes. Vote on Article V, Section VI: Option I - five votes, Option II - no votes, Option III - twenty votes. Option III of each Article passed.**

#### **NEW BUSINESS:**

**Appointment of the Ad hoc Nominating Committee for Senate Officers (Dr. Bert Randall):** Article IV, Section I & II read to Senators describing guidelines for the committee. **Motion made by the Executive Committee that the committee consist of five members, seconded, passed unanimously.** The Executive Committee is recommending the following retiring Senators: Lori Buchanan, Art Carpenter, Mark Ginn, James Goode, and Nancy Hancock. Floor opened for other nominations. **Motion made to close nominations, seconded, motion approved by voice vote.** Lori Buchanan asked to call meeting of committee. List of new and continuing Senators will be provided to committee by the Senate Secretary by Monday, April 20, 1998.

**ADJOURN: 5:30 p.m.**

