

---

**The next meeting of the Faculty Senate is scheduled for  
Thursday, June 18, 1998  
at 3:20 p.m. in Kimbrough 119**

---

**Unapproved Minutes of the Regular Meeting  
of the Faculty Senate, APSU  
May 7, 1998**

**Senators Present:** Steve Anderson, John Blake, James Boyer, Dewey Browder, Willodean Burton, Bruce Childs, Stephen Clark, Debbie Cochener, Daniel Frederick, Meredith Gildrie, Dolores Gore, Buddy Grah, Ronald Gupton, Kay Haralson, Carlette Hardin, Allen Henderson, Ellen Kanervo, Tom King, Larry Lowrance, DeAnne Luck, Robin Mealer, Bruce Myers, Stephanie Newport, George Pesely, James Prescott, Albert Randall, Adel Salama, Paul Shaffer, Cindy Taylor, James Thompson, David Till, Danielle White, Richard Williams, Howard Winn, and Pei Xiong-Skiba.  
\*\*\*\*\*

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

**-Agenda approved with the following amendments: Deletion of request for Dr. Rinella and Dr. Pontius to depart since new bylaws allow them to stay the entire meeting. They are invited to do so. Change time for out going Senate President's remarks to ten minutes. Under new business make Summer meetings #1, add #2 Report on Faculty Development Funds, #3 Report on University Standing Committees, and #4 Report from Senate Salary Study Committee. Motion made to approve agenda with changes, seconded, passed unanimously.**

**-Minutes approved with no corrections.**

**ANNOUNCEMENTS: None**

**REPORTS & COMMUNICATIONS:**

**1. President Rinella:** 1) Budget - The operating budget has been approved by the Strategic Long Range Planning Committee. It will include funding step one of the salary plan (increase up to the minimum) for all except one salary division, funding step two to move individuals toward recommended salaries at 5% of the difference, restoration of \$67,000 to the Academic Affairs operating budget, restoration of \$50,000 to the technology repair budget, and the addition of \$100,000 to the library budget. Variables which could affect the budget include a tuition increase and the technology fee. The tuition increase is expected to be 2%, but could be as much as 4% or 5%. If higher, then the priority use will be additional funding of step two of the salary adjustment plan. The Technology fee may increase to a \$100/student, but it will not if tuition is increased by more than 2%. Our choice would be to have a larger tuition fee increase since those are unrestricted funds. The Capital Outlay Budget was approved by the legislature, so we will have money for the new Science Building and the ground breaking will occur at or after Fall Convocation.

2) Retirements - There will be a retirement reception for all the retiring faculty on Wednesday, May 13, 1998 from 3:00 to 6:30 p.m. in the UC Ballroom. A retirement reception will be held for Wendell Gilbert on June 12 from 3:30 to 6:30 p.m. at the President's residence.

3) Administrative Position Searches - The search for a new VP of Development and University Relations will occur over the Summer. It will be an in state search focusing on Middle Tennessee. The committee is composed of two faculty members, A.J. Taylor and Mike Frazier, a Foundation member, a staff member, and the President of the Alumni Association. Candidates for the VP of Student Affairs are being interviewed now and the decision will be made by the end of the term.

4) Reorganization Proposals - The only recommended change is related to the FCC administrative position. In addition to directing Engineering Technology and Public Management, the person in this position will also serve as the academic liaison for all FCC faculty. The proposals will go to the TBR in June.

5) Common Hour - Based upon the Common Hour Survey results, the Common Hour will not be reintroduced in the 1998-1999 Academic year. The survey indicated that students would like an increased community atmosphere. This will be explored by the committee.

6) CCC Report - The report addressing the Chancellor's recommendations has gone to the TBR. Copies are in the library. There was discussion of the reasons for a limited search for the VP of Development. **Motion made to extend the time by five minutes, seconded, and**

**approved.** Senate members expressed concerns about a limited search based upon the President's assumption that people outside the state would not know Tennessee. Questions raised about Geier implications. Decision to limit the search based upon the following: a person from the state would know the area and the donor pool better, need to have a person in position quickly, and desire to save money. Indication made that advertizing could be expanded to major Southern metropolitan areas, like Atlanta.

**2. Dr. Pontius:** Copies of the plan as approved by the Senate sent to the President. Those affected by the change in the FCC administrative position were informed. Copies of memo distributed to senators and placed in the library.

**3. TBR Faculty Sub-Council Report (Dr. Dolores Gore):** At the last meeting concerns were expressed about adequate Summer School funds to offer courses. There will not be a Technology fee increase since increasing both the Technology fee and tuition could decrease enrollment. TBR policy clarified that faculty who are members of TIAA-CREF are eligible for the early retirement program. There continues to be discussion that the minimum number of hours for graduation will be limited to 128 or even 124. All campuses want more money for salaries.

**4. Dean's Council Report (Dr. Dolores Gore):** Issues addressed have been covered by the President.

**5. Academic Council (Dr. Mike Phillips):** The Council approved a policy for addressing misconduct in research activities.

**6. Strategic Long Range Planning Committee (Dr. Stephanie Newport):** The committee finalized the budget decisions as described by the President.

### OLD BUSINESS:

**1. Ad Hoc Nominating Committee Report:** Candidates for Senate Executive Committee members are indicated on the ballot: Stephanie Newport - President, Ron Gupton - Vice-President, Rudy Gostowski - Secretary, Tom King - Academic Council Representative, and Danielle White - Member-at-Large. Ballots distributed to Senators. Bylaws read to remind Senators that a majority of the Senate is required for election. Each candidate must have 21 votes to win. The floor opened for nominations. No nominations made from the floor for President, VP, or Secretary. Barrie Woods nominated for Academic Council and Carlette Hardin for Member-at-Large. Ballots counted by out going Senators, Dr. Linda Thompson and Dr. Mark Ginn. Dr. Tom King was elected as Academic Council representative with 27 votes, Dr. Barrie Woods had six votes. There was no majority for the Member-at-Large position: Danielle White had 16 votes and Carlette Hardin 17 votes. **Motion made to have Senators not present vote on the Member-at-large position, seconded and approved.** Dr. Linda Thompson will distribute a ballot to the six members not present (Note: Steve Anderson arrived late and was not present for balloting). She and Dr. Ginn will count the ballots. **Results of the Runoff Balloting for the Member-at-Large position: Carlette Hardin - 21 votes, Danielle White - 19 votes. Carlette Hardin elected to Member-at-large position.**

### REMARKS OF OUT GOING SENATE PRESIDENT (Dr. Bert Randall) Full text in the library.

In reflecting on the events of the last year, THE FOLLOWING TERMS stand out, INCONGRUITY, FRAGILITY, COURAGE, and HONOR. The remarks concerning fragility are shared with empathy, courage with humility and honor with gratitude. No sane person would want to relive the events of the last year, but we need to learn for those events. The actions taken by the Senate in the Fall have resulted in policy changes emphasizing shared faculty-administrative governance and attitudinal changes conducive to courteous, respectful human relations among all groups on campus. As a moral imperative, we must assume that the changes result from a moral conscience rather than political expediency.

The events of Fall Semester were intimidating and created fear, but provided the opportunity for courage, honor, knowledge of human relationships, and self-knowledge. Many of the issues which we struggled with are present on other TBR campuses and in other university systems throughout the U.S. The APSU Senate stood up for faculty involvement with honor and courage. The APSU Senate is respected by other faculty and some administrators across the state for this stand, enduring the TBR investigation, and surviving the TBR report.

Beyond the anxiety and fear created by being in the center of events, I feared that I would lack the moral courage to speak against what I considered unreasonable or unjust and betray those colleagues who had the courage to speak their conscience without attacking the character of their colleagues. Regardless of the way you voted, it was an honor to serve with those of you who voted based upon the information and represented the APSU faculty. For those few members who resorted to attack on colleagues or had personal agendas, no more needs to be said other than the hope that such fallacious and unprofessional attacks will not recur. We must learn from the most troubling incongruity of the last year: the allegations of intimidation and retaliation. Those were in my belief the two most shameful and harmful incidents in the over two-decade history of the APSU Senate. Statements by a very small number of Senators allowed the TBR staff to prematurely publicize

unsubstantiated allegations, an action harmful to faculty throughout the state. The TBR staff violated one of their own recommendations, that we "Rebuild trust by verifying facts rather than spreading false or unsubstantiated rumors." Since the TBR approved investigation process did not uncover even one single substantiation of intimidation, they owe this faculty an apology. While mistakes were made by all parties (the TBR staff, APSU administration, Faculty Senate, and Executive Committee), we must never again attack our colleagues in such a manner.

While I agree with President Rinella's reasons for the Open Meeting Policy, I support open meeting for a more important reason. I believe open meetings provide the best protection against such allegations occurring again. If you do not have the moral courage to speak your mind in the floor, you should not be on the Senate. There are two reasons. First, if you are intimidated in such situations, it is foolish to put yourself into situations of fearful vulnerability. Second, if you are afraid to speak out, then your silence is irresponsible to those who elected you.

President Rinella and Vice-President Pontius, if the policies concerning shared governance and professional-ethical treatment of persons that have been initiated by the CCC are genuinely based upon moral conscience and professional standards, then Austin Peay has the opportunity to become an example for the other universities in the state. To such, I will commit my heart, mind, time and limited skills. If, however, the reason for these changes is political expediency, then we will have learned very little from the past and the future conflict will be the result. With cautious optimism, I hope that through honest communications and reflective dialogue that trust will be rebuilt and shared governance brings out the best in all of us.

Stephanie, Linda, Ron, Mike and Dolores, thank you for your courage, passion for justice, moral integrity and friendship. Your presence and work on the Senate blessed the entire university community! Thank you for the opportunity to express these thoughts, concerns, and hopes.

#### **NEW BUSINESS: (Dr. Stephanie Newport)**

**1. Report of Committee on Committees (Dr. Dolores Gore):** Copies distributed to Senators and placed in the library. All faculty members who returned their forms were given either first or second choice. Faculty whose requests were received late are not on the list, but can be added. The Animal Care and Uses Committee was left the same as last year since it requires specific qualifications. There are no guidelines for the Community Activities committees in the Faculty Handbook so it was left the same. A special thank you to the committee members and Dr. Mickey Wadia for their help with the process. There is a program on a disc to help the committee next year. Questions from Senators concerning the composition of some committees. The Committee on Committees was unable to get clarification from administration about some committee structures or guidelines which are not in Faculty Handbook. Please send any corrections to Dr. Gore so changes can be made prior to sending forward. **Motion made to approve the list, seconded and passed.**

**2. Summer Meetings (Dr. Stephanie Newport):** Dr. Newport expressed desire to meet over the Summer in order to be organized by Fall Semester. Since no motion was made not to meet, the Senate will meet over the Summer.

**3. Report on Faculty Development Funds (Dr. Stephanie Newport):** Senate was informed that there are approximately \$3,200 recaptured development funds which were not used by faculty. Faculty can apply for these funds for new activities or for full funding of previously approved activities. There was discussion of re-application since there are no guidelines for re-submission. Dr. Bruce Myers, Dr. Larry Lowrance, and Ms. Danielle White volunteered to serve on the committee to distribute funds. The policy will be reexamined and revisions made to deal with this issue and others that have arisen.

**4. Report of Salary Equity Subcommittee (Dr. Ellen Kanervo):** The committee has three recommendations relative to salaries for Senate approval: 1) reaffirmation of the APSU policy which sets across-the-board salary minimums for each rank as the absolute floor for those in that rank, 2) affirmation that when a faculty member is in a position which has a master or master of fine arts as the terminal degree, the degree should be given the same weight as the master plus 90 category; and 3) continuation of study and recommendations about merit pay options so that the merit pay system does not get lost in the several years it will take to implement Mercer's equity recommendations. There was discussion of appropriate weighting of masters degrees to deal with issues of rewarding quality teaching and that doctorate degrees are available in some areas even though the TBR still considers a master's the terminal degree. Concerns expressed over new faculty being hired in as Assistant Professors at or above the \$34,000 level set as the base for Associate Professors. There was discussion of the Mercer Report including inaccurate data of salaries at comparison institutions. An explanation was given for the way the ranges and individual faculty salaries were determined by Mercer. Questions about Mercer recommendations for Chair compensation since it is less than current stipends. There was discussion of the need to consider inflation since faculty have had a 6% salary increase and inflation has been 24%. **Motion made to approve recommendation one and three, and to inform the university committee of the Senate's concerns relative to number two, seconded, motion passed.**

**ADJOURN: 5:20 p.m.**

NANCY JANE DULNIAK  
P.O. BOX 4595