The Faculty Senate meeting was called to order by Chair Koch at 3:15 pm in the William Strickland Conference Room in I.G. Greer on Monday, December 9, 2013. Senator Vannoy was excused. Senators Crawford, Cremaldi, Daigle, Everhart, Gosky, Hageman, Hindman, Reck, Smith, Stallworth and Villanova were not in attendance.

I. Announcements
A. Chair Koch welcomed senators and asked visitors to introduce themselves. Visitors were Dr. Paulette Marty (Gen. Ed.), Dr. Michael Krenn (Gen. Ed.), Dr. Mary Reichel (Academic Affairs) and Anna Oakes (Watauga Democrat).

II. Minutes
A. Chair Koch asked for a motion to approve the November 11, 2013 Faculty Senate minutes. Senator Zrull moved and Senator Peterson-Sparks seconded to approve the minutes. Motion passed. (Vote #1).

III. Visitors’ Reports
A. Paulette Marty gave an overview of the coming changes for the General Education curriculum, which passed AP & P last week. There will be two components: 1) The Integrative Learning Experience (9 hrs. taken in one theme) and 2) The Liberal Studies Experience (four stand-alone courses (12 hrs.), approved to be part of the liberal studies pool, taken from at least three different disciplines). Learning outcomes will be formulated at the course level and will be related to at least one of the four goals of Gen. Ed. March 31 is the deadline for new theme proposals. Seven existing themes will roll over into the new curriculum. New themes need to be formed across campus in the various departments. New courses will not need to go through the approval process until next fall. There were also revisions to the governance structure: to the proposal form and to the learning outcomes.

The Global Learning designator is not part of the General Education requirements, but is related to the QEP.

Paulette will request that three new Gen. Ed. faculty coordinating committees be formed, and that these committees be elected earlier than the typical election cycle in the spring semester so that the committees can begin their work in the spring.

Each college should have a representative on Gen. Ed. Council. Paulette said that the Gen. Ed. Council would be happy to distribute an agenda and minutes of the Gen. Ed. Council’s meetings and have an ex-officio member from the Senate on the Council.
The new Gen. Ed. curriculum will be implemented Fall 2015. Some long-time students, however, will still be under the old Gen. Ed. “Core” until 2018, so for three years, students could be on one of three different Gen. Ed. curriculums. Few students, though, are still on the old core curriculum.

To get a complete view of these changes, Paulette suggested that it would be helpful to go to the Gen. Ed. web site, to the menu on the left and select “Program Revisions”.

B. Paul Gates described the Faculty Workload Task Force, which was formed the middle of the current Fall 2013 semester. The task force is only one part of a three-pronged approach to faculty work load. The purpose is to explore what faculty actually do and to quantify it. He pointed out that there are many more facets to the faculty professional workload than has been the case in the past.

Besides the work of the task force, there will be two other technical measures of faculty duties: 1) Banner and 2) Digital Measures.

The task force met two times in the fall semester to prepare for spring, and the Steering Committee met once. Jim Stokes raised the issue that there will be problems with codifying departments such as Music, because of the differences in course structures and credit hours. Mary Reichel assured him that departments will be able to use language that meets particular course needs.

IV. Provost’s Report

A. Provost Gonzalez was out of town and not able to attend. Mary Reichel reported that the SACS board would soon be voting on ASU’s accreditation (ASU has since received a vote of approval).

V. Chair’s Report

A. Report from Suzanne Ortega on workload under the Affordable Care Act. How will the Chancellor respond to Suzanne Ortega’s memo on healthcare benefits? There was discussion of the memo at Faculty Assembly, and a resolution supporting faculty who now teach what is considered ¾ time (three 3-credit courses, in most cases, per semester) to have healthcare benefits. The resolution passed Faculty Assembly on November 22.

B. ACA Credit Hour Table from the General Administration.

C. The cost for ASU to support benefits for the current ¾ time employees was reviewed. ASU will absorb the cost for ¾ time employees to cover those who currently fall into the category of ¾
time. The cost to ASU will be about 1 million dollars. Chair Koch is not aware what other campuses are doing in relation to this.

D. The low level of funding received by ASU for FTEs was reviewed. ASU is in fifteenth place out of the sixteen UNC campuses in funding, whereas ASU is in ninth place in student hour credit production per FTE.

E. ASU faces problems in gaining approval for proposed Ph.D. programs. Whereas some campuses, such as Wilmington, have had some Ph.D. programs approved, ASU has, so far, been denied. The Chancellor wants to discuss our Mission Statement with President Ross so that ASU would be allowed to move forward with PhD programs. Chair Koch suggested that if the language of the original Mission Statement is accepted, we need public forums to discuss where ASU is going in terms of graduate education over the next five-ten years.

F. At Faculty Assembly in November, it was reported that the General Administration is moving forward on two core competencies: Written Communication and Critical Thinking. The next consideration is what system-wide form of assessment will be used that will have both quantitative and qualitative measures. A report on how to assess these competencies is due at the end of January, so more will be known then.

G. At Faculty Assembly, President Ross’ presentation included the following:

1. Pres. Ross addressed the issues of funding and the funding formula regarding schools that want to move up in the Carnegie rankings. He seemed to be stressing that campuses want to move up in Carnegie ranking to increase their funding.

2. The current funding for campuses can be changed by moving to performance-based measures. He does not want to change the formula, but rather de-couple funding from the classification system.

3. In regards to on-line education, a statement was made that “Humans learn from other humans, and that is not going to change.” The impression is that on-line courses will be used selectively in the UNC system.

4. In regard to program prioritization, Ross stated that prioritizing programs will be left up to the individual campuses. Prioritization should be a campus-driven process. In deciding how to deal with low-performing programs, there are five options: 1) eliminate the program, 2) consolidate two or more low-performing programs, 3) form a consortium with another campus to deliver that program, 4) develop an action plan to bring the program’s numbers up, and 5) declare the program as central to the mission of the institution, regardless of its numbers. President Ross and Suzanne Ortega stated that the GA has never told a campus that they have to close a program.

H. Chair Koch and Jim Denniston met with Chancellor Peacock regarding program
prioritization. They assured the Chancellor that they support the review of low-performing programs, but also suggested that he allow borderline programs to follow option 4 mentioned above: develop an action plan to bring the program’s numbers up.

I. Resolutions were passed in Faculty Assembly on program closings and General Education. It was suggested that program prioritization be dealt with under the normal governance structure on the campus. These resolutions were previously discussed and passed in Faculty Senate.

J. The Chancellor search is progressing, but there is no new news that can be shared. The initial applications will be reviewed and then airport interviews will be held in mid-January. Jim Toub (Art) asked who wrote the Chancellor of Leadership statement. The search firm, Baker and Associates, was largely responsible for writing the statement. Zack Murell (Biology) said that it seemed a good idea to bring a final candidate to see the campus, talk with people and see if it’s a good fit. Jim Stoddard (Mkt.) shared a statement by the Virginia Tech search committee about having an open and transparent search process. Pressure to have a closed process search came from Baker and Associates and from President Tom Ross. There were concerns expressed by several senators that the faculty is being left out of the search process.

K. A new secretary has been hired for the Faculty Senate office, Beth Weaver. Beth has been an adjunct faculty member in Foreign Languages. She will be in the Faculty Senate office from 1-5 on weekdays.

VI. Committee Reports (Committee Chair’s name is in bold print)

A. Academic Policies (Campbell, Crepeau, Nash, Reed, Stanovsky)

Richard Crepeau reported from the Sustainability Council. 1) Sustainability has a GA position available for 10 hours a week. 2) The transportation survey is still open. The purpose is to test out ideas such as having preferred parking spots for car pools. Chair Koch raised the question of preferred parking for electric or hybrid cars. 3) Smoking areas are being planned as discussed last year. There is a push to ban the smoking of e-cigarettes indoors. 4) A communications coordinator position is open for the Sustainability committee. Senator Crepeau queried whether anyone else might be interested in participating on the Sustainability Council.

B. Agenda Committee (Koch, Aycock, Gates, Martin, Provost Gonzalez)

No report.

C. Budget Committee (Geary, Hageman, McGrady, Murrell, Rice, Stallworth, Strazicich, Szeto)

No report.
D. Campus Planning Committee (Crawford, Daigle, Everhart, Fenwick, Frye, Stokes)

Beth Frye Rese reported on the Safety Council:

1. The UNC campus Safety Initiative is addressing the issue of “alcohol culture” on campuses. The council will address what safety issues ASU considers the most important. The numbers reported for crimes on the ASU campus are inconsistent across campuses regarding guidelines and definitions for the reporting of crimes, producing skewed conclusions. ASU is not in the top five for crimes against persons, but is in the top five for all other crimes reported. Input from the campus is requested: What does our campus at ASU think is the most important issue regarding the Safety Initiative? This information should be shared with Cindy Wallace by Jan. 4.

2. There are thirteen safety goals for the ASU campus, including a new goal to investigate establishing a process for faculty and staff to receive guidance and counseling for a problem before it escalates. The new process will have to coordinate with existing services for faculty and staff. Another new goal is to support the SGA with the funding for a smart phone safety app. Mary Reichel is chairing a sub-committee of the Safety Council and suggested that Faculty Welfare would be the appropriate committee to work with this.

3. The winter weather policy was discussed and there was a review of the process for determining whether classes are cancelled or delayed. 40% of students depend on Appalcart and 40% live on campus. These statistics are figured into decisions on whether or not to hold classes in bad weather.

E. Committee on Committees (Gates, Hester, Morehouse, Oliver, Puckett, Villanova)

No report.

F. Executive Committee (Koch, Gates, Martin, Aycock, Fenwick, Strazicich, Peterson-Sparks, Campbell)

Motion to approve Resolution on Public School Teachers and Compensation for Advanced Degrees. Motion FS 13-14/12-01 passed. (Vote #2).

Motion FS 13-14/12-01 as approved:

Resolution on Public School Teachers and Advanced Degrees

Whereas, universities in North Carolina depend upon the public schools in the state to
educate the students who enter higher education, and

Whereas, a crucial factor in the quality of the education of those secondary students is the quality of their teachers, and

Whereas, the basic elements of good teaching are content and pedagogical knowledge, experience and talent

Whereas, content and pedagogical knowledge are indispensable to effective teaching across the curriculum, and

Whereas, content and pedagogical knowledge must be attained through professional study in academic subjects, and

Whereas, advanced degrees, such as the masters and doctorate, lead to the mastery of academic content and/or pedagogical knowledge,

Be it resolved, That it is in the interest of the state of North Carolina to encourage teachers to increase their subject content mastery and pedagogical knowledge and expertise through earning advanced degrees, and

Be it resolved, That the state can advance that interest by restoring the financial incentive of a salary increase to those who earn advanced degrees.

G. Faculty Handbook Committee (Koch, Aycock, Vannoy, Provost Gonzalez)

1. Motion to change Section 3.8.5.4.1 of the Faculty Handbook (Assistant Professor’s Credit toward tenure and promotion for service elsewhere). It was again noted that there should be a discussion of these types of issues before a candidate accepts a post. Motion FS 13-14/12-02.

Proposed Faculty Handbook Language

3.8.5 Assistant Professor

3.8.5.4.1 Credit toward tenure and promotion for service elsewhere

3.8.5.4.1.1 The department chair and an assistant professor candidate must negotiate any credit for service elsewhere to be granted toward tenure and promotion at the time of the offer. The assistant professor candidate may submit to her or his departmental chair a written request (with appropriate supporting documentation) that up to, but no more than, three years served elsewhere in a tenured or tenurable position (or in an equivalent position that included a balance of teaching, scholarship, and service) may be counted toward tenure and promotion at Appalachian State University. Following review of
materials, the chair will make a recommendation to the dean, and the dean will make a recommendation to the provost and executive vice chancellor. The final decision, which shall rest with the provost and executive vice chancellor, shall be made on the basis of the verified documentation provided and shall be irrevocable. Any service credited toward tenure and promotion must be specified in the letter of offer at the time of hire and included in the provisions of the initial contract.

Motion to amend the proposed language for Section 3.8.5.4.1.1 by striking the phrase within the second parenthetical of the proposed language that reads, “that included a balance of teaching, scholarship, and service.” Senator Aycock moved and Senator Campbell second. Amendment to FS 13-14/12-02 passed. (Vote #3).

Amended language indicated in bold font:
“...three years served elsewhere in a tenured or tenurable position (or in an equivalent position that included a balance of teaching, scholarship, and service) may be counted toward tenure and promotion at Appalachian State University.”

Motion to approve the proposed language, as amended in vote #3, for Section 3.8.5.4.1.1 of the Faculty Handbook (Assistant Professor’s Credit toward tenure and promotion for service elsewhere). Motion FS 13-14/12-02 passed. (Vote #4).

Motion FS 13-14/12-02 approved as amended:

3.8.5 Assistant Professor
3.8.5.4.1 Credit toward tenure and promotion for service elsewhere
3.8.5.4.1.1 The department chair and an assistant professor candidate must negotiate any credit for service elsewhere to be granted toward tenure and promotion at the time of the offer. The assistant professor candidate may submit to her or his departmental chair a written request (with appropriate supporting documentation) that up to, but no more than, three years served elsewhere in a tenured or tenurable position (or in an equivalent position) may be counted toward tenure and promotion at Appalachian State University. Following review of materials, the chair will make a recommendation to the dean, and the dean will make a recommendation to the provost and executive vice chancellor. The final decision, which shall rest with the provost and executive vice chancellor, shall be made on the basis of the verified documentation provided and shall be irrevocable. Any service credited toward tenure and promotion must be specified in the letter of offer at the time of hire and included in the provisions of the initial contract.

2. Change to 3.8.6.3 (Associate Professors Rank and Credit at Initial Appointment). This changes the language for a newly-hired Associate Professor to be consistent with that which was outlined for Asst. Professor with regard to credit for service elsewhere.
Motion to approve the proposed language, including the amended language as earlier approved from vote #3, for Section 3.8.6.3 in the Faculty Handbook. (Associate Professor’s Credit toward tenure and promotion for service elsewhere) **Motion FS 13-14/12-03 passed (Vote #5).**

**Motion FS 13-14/12-03 as approved:**

3.8.6 Associate Professor

**3.8.6.3 An initial appointment to the rank of associate professor** may be made with tenure or for a probationary term of up to five academic years. The length of this initial appointment takes into account credit toward tenure and promotion for service elsewhere. If the associate professor is not appointed with tenure, the department chair and the associate professor candidate must negotiate any credit for service elsewhere to be granted toward tenure at the time of the offer. The associate professor candidate may submit to her or his departmental chair a written request (with appropriate supporting documentation) that up to, but no more than, five years served elsewhere in a tenured or tenurable position (or in an equivalent position) may be counted toward tenure at Appalachian State University. Following review of materials, the chair will make a recommendation to the dean, and the dean will make a recommendation to the provost and executive vice chancellor. The final decision, which shall rest with the provost and executive vice chancellor, shall be made on the basis of the verified documentation provided and shall be irrevocable. Any service credited toward tenure must be specified in the letter of offer at the time of hire and included in the provisions of the initial contract.

3. Addition of 7.2.10 regarding the Faculty Assembly Committee.

Rationale: to increase attendance at Faculty Assembly and improve the reporting to Faculty Senate. As it stands, the structure is somewhat antiquated in that the current Faculty Assembly delegates do not have a connection to the Faculty Senate. Discussion ensued arguing for and against the proposed language. The issues raised included possibly annexing the delegates to the Faculty Senate; only using senators elected to at-large seats as Faculty Assembly delegates in order to preserve the campus voice in electing the delegates; a statement that faculty assembly delegates do not really represent the campus because of the low attendance at Faculty Assembly meetings; and the opinion that Faculty Senate does represent the campus and would make more informed decisions regarding Faculty Assembly business.

Motion to amend the phrase “most senior member” to “longest serving member of the delegation” in proposed Section 7.2.10.2 of the Faculty Handbook. Moved: Holly Martin Second: Elicka Peterson-Sparks. **Motion FS 13-14/12-04 passed. (Vote #6).**
Motion FS 13-14/12-04 as approved, with the amended language in bold font:

“The longest-serving member of the delegation (other than the Faculty Senate chair) will make a presentation to the Senate summarizing the Faculty Assembly agenda and any items requiring action at the first Senate meeting following a meeting of the Assembly.”

Motion to scrap the proposed language regarding the Faculty Assembly Committee, keep the current voting procedure for electing delegates, and make delegates ex-officio members of Faculty Senate. Moved: Travis Erickson  Second: Elicka Peterson-Sparks. **Motion FS 13-14/12-05 failed. (Vote #7).**

Motion to approve new Faculty Assembly language for the Faculty Handbook. **Motion FS 13-14/12-06 passed. (Vote #8).**

Motion FS 13-14/12-06 as amended and approved:

### 7.2.10 Faculty Assembly Committee

**Representation in the Faculty Assembly** is apportioned among the constituent institutions of the University of North Carolina according to the number of full-time equivalent faculty positions allocated to each institution. Thus, Appalachian is currently apportioned four delegates to the Assembly. The Chair of the Senate serves as head of Appalachian's delegation to the Assembly, with the Vice Chair of the Senate serving as his/her alternate.

#### 7.2.10.1 Selection of Delegates

**The Faculty Assembly Committee** consists of 3 delegates and 1 alternate. The alternate will attend the meetings in the event that one of the delegates cannot attend. Those wishing to become delegates to the Faculty Assembly submit their names during the process in which Senate committee assignments are made. The term is for 1 year, but Senators may have their service on the committee renewed. Should there be fewer than 4 members of the Senate able to serve on the Faculty Assembly Committee, the Committee on Committee will make recommendations to the Senate from the faculty for committee members and/or an alternate.

#### 7.2.10.2 Role of Faculty Assembly Delegates

**It is the responsibility of the delegates to the Faculty Assembly** to represent the interests of the Appalachian faculty to the Faculty Assembly, the President of the University of North Carolina, and the General Administration. Further, the delegates serve as a conduit for information from the Faculty Assembly and the General Administration to the faculty at Appalachian.
The longest serving member of the delegation (other than the Faculty Senate chair) will make a presentation to the Senate summarizing the Faculty Assembly agenda and any items requiring action at the first Senate meeting following a meeting of the Assembly.

7.2.10.3 Replacement of Faculty Assembly Delegates

In the event that a Faculty Assembly delegate must vacate the office, the Senate’s Committee on Committees will make a recommendation to the Senate for a replacement to serve the remaining time in the delegate’s term. Preference will be given to sitting Senators.

Motion that the Faculty Assembly Committee will be constituted as outlined in Section 7.2.10 of the Faculty Handbook as the terms of the current Faculty Assembly delegates expire or otherwise become vacant. Moved: Frank Aycock    Second: Mark Zrull. Motion FS 13-14/12-07 passed. (Vote #9).

4. Discussion on consideration of faculty early promotion and tenure. Should we allow early promotion and tenure? If so, how early? Should promotion and tenure be coupled or de-coupled? Should a person who comes up for early promotion/tenure and who is denied be allowed to come back at their regularly-scheduled time? The Handbook, as it currently reads, is somewhat confusing and is not really policy. Currently, a person could come up at any time for promotion/tenure, and that is not what has been practiced and could create false expectations. The Handbook Committee would like more input from the faculty on early promotion and tenure. Questions will be sent to senators for discussion in departments.

(Beth Weaver arrived and was introduced and welcomed as the new Administrative Assistant for the Faculty Senate. Approx. 5pm.)

G. Faculty Welfare and Morale Committee (Alexander-Eitzman, Cremaldi, Erickson, Howard, Toub, Stoddard, Reck)

None.

H. Welfare of Students Committee (Gosky, Lane, Ortiz, Peterson-Sparks, Smith, Zrull)

Elicka Peterson-Sparks reported on library hours and the proposed student fee increase. The SGA had four students on the committee for fee increases. The fee increase proposal is 4%. The students questioned the need for a $10 Ed. and Rec. fee, which is to be directed to the State Farm fields used by club sports’ activities. All fee increases that were considered passed. Students want the library open 24-5 during finals week. Chair Koch
stated that they have paid for it, but that the money was diverted during the first budget crunch. Mary Reichel added that she doesn’t think that students ever passed a fee to pay for this, but the tuition increase included a proposal for funding for the library remaining open. Senator Peterson-Sparks said that there are not sufficient numbers to justify remaining open 24-5 except during finals week. It was stated that the library is now open 24 hours during finals week, so there is some confusion.

VI. Unfinished Business

None.

VII. New Business

None.

VIII. Adjournment

Senator Paul Gates moved and Senator Frank Aycock seconded to adjourn the meeting. Motion to adjourn passed. (Vote #10). Meeting adjourned at 5:20.

Faculty Senate Voting and Attendance Record for December 9, 2013
Y for Yes; N for No; A for Abstain

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<td>1</td>
<td>Motion to approve the Faculty Senate minutes for Nov. 14, 2013 passed.</td>
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<td>2</td>
<td>Motion FS 13-14-12-01 passed. “The Faculty Senate at Appalachian State approves the Resolution on Public School Teachers and Compensation for Advanced Degrees.”</td>
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<td>3</td>
<td>Motion to amend proposed language in FS 13-14/12-02 for Section 3.8.5.4.1.1 in the Faculty Handbook. Amendment passed.</td>
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<td>4</td>
<td>Motion FS 13-14/12-02 passed, as amended, to change Section 3.8.5.4.1.1 in the Faculty Handbook regarding Assistant Professor’s Credit toward tenure and promotion for service elsewhere.</td>
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<td>5</td>
<td>Motion FS 13-14/12-03 to change Section 3.8.6.3 in the Faculty Handbook regarding Associate Professor’s Rank and Credit at Initial Appointment, making the language consistent with that which was outlined for Asst. Professor regarding credit for service elsewhere, including the amended language in vote #4. The motion passed.</td>
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<td>Motion FS 13-14/12-04 passed to add Section 7.2.10 in the Faculty Handbook regarding the Faculty Assembly Committee, amending the language “senior delegate” to read “longest serving member of the delegation”.</td>
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<td>Motion FS 13-14/12-05 failed: to scrap the proposed language regarding the Faculty Assembly Committee, keep the current voting procedure for electing delegates, and make delegates ex-officio members of the Faculty Senate.</td>
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<td>8</td>
<td>Motion FS 13-14/12-06 passed, approving the new Faculty Assembly language for the Faculty Handbook (Section 7.2.10) and moving the current Section 7.2.10 to Section 7.2.11.</td>
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<td>9</td>
<td>Motion FS 13-14/12-07 passed, stating that the Faculty Assembly Committee will be constituted as outlined in Section 7.2.10 of the Faculty Handbook as the terms of the current Faculty Assembly delegates expire or otherwise become vacant.</td>
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<td>10</td>
<td>Motion to adjourn passed.</td>
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For Appendices A – E, see December 9, 2013 Agenda.

(Appendix F)

Resolution on Public School Teachers and Advanced Degrees

Whereas, universities in North Carolina depend upon the public schools in the state to educate the students who enter higher education, and

Whereas a crucial factor in the quality of the education of those secondary students is the quality of their teachers, and

Whereas, the basic elements of good teaching are content and pedagogical knowledge, experience and talent

Whereas, content and pedagogical knowledge are indispensable to effective teaching across the curriculum, and

Whereas, content and pedagogical knowledge must be attained through professional study in academic subjects, and

Whereas, advanced degrees, such as the masters and doctorate, lead to the mastery of academic content and/or pedagogical knowledge,

Be it resolved, that it is in the interest of the state of North Carolina to encourage teachers to increase their subject content mastery and pedagogical knowledge and expertise through earning advanced degrees, and

Be it resolved that the state can advance that interest by restoring the financial incentive of a salary increase to those who earn advanced degrees.
Appendix G

Present Faculty Handbook Language

3.8.5 Assistant Professor

3.8.5.4.1 Credit toward tenure and promotion for service elsewhere

3.8.5.4.1.1 A newly hired assistant professor may submit to her or his departmental chair a written request (with appropriate supporting documentation) that up to, but no more than, three years served elsewhere in a tenured or tenurable position (or in an equivalent position) may be counted toward tenure and promotion at Appalachian State University. A newly hired assistant professor seeking credit for service elsewhere must submit her or his request for credit to the departmental chair within thirty (30) calendar days from the first day of classes in the term in which the assistant professor’s employment with Appalachian State University begins. After review of the assistant professor’s request and supporting documentation, the departmental chair may, in her or his discretion, recommend to the relevant dean that the newly hired assistant professor be granted up to three years credit. The dean shall review the departmental chair’s recommendation and the supporting documentation, and shall in turn forward to the provost and executive vice chancellor, the dean’s recommendation as to whether and to what extent to grant the assistant professor credit for service elsewhere. The final decision, which shall rest with the provost and executive vice chancellor, shall be based on the documentation provided and shall be irrevocable.

Proposed Faculty Handbook Language

3.8.5 Assistant Professor

3.8.5.4.1 Credit toward tenure and promotion for service elsewhere

3.8.5.4.1.1 The department chair and an assistant professor candidate must negotiate any credit for service elsewhere to be granted toward tenure and promotion at the time of the offer. The assistant professor candidate may submit to her or his departmental chair a written request (with appropriate supporting documentation) that up to, but no more than, three years served elsewhere in a tenured or tenurable position (or in an equivalent position that included a balance of teaching, scholarship, and service) may be counted toward tenure and promotion at Appalachian State University. Following review of materials, the chair will make a recommendation to the dean, and the dean will make a recommendation to the provost and executive vice chancellor. The final decision, which shall rest with the provost and executive vice chancellor, shall be made on the basis of the verified documentation provided and shall be irrevocable. Any service credited toward tenure and promotion must be specified in the letter of offer at the time of hire and included in the provisions of the initial contract.
Appendix H

Present Faculty Handbook Language

3.8.6 Associate Professor

3.8.6.3 An initial appointment to the rank of associate professor is made with tenure or for a probationary term of up to five academic years. The length of this initial appointment takes into account credit toward tenure and promotion for service elsewhere.

Proposed Faculty Handbook Language

3.8.6 Associate Professor

3.8.6.3 An initial appointment to the rank of associate professor may be made with tenure or for a probationary term of up to five academic years. The length of this initial appointment takes into account credit toward tenure and promotion for service elsewhere. If the associate professor is not appointed with tenure, the department chair and the associate professor candidate must negotiate any credit for service elsewhere to be granted toward tenure at the time of the offer. The associate professor candidate may submit to her or his departmental chair a written request (with appropriate supporting documentation) that up to, but no more than, five years served elsewhere in a tenured or tenurable position (or in an equivalent position that included a balance of teaching, scholarship, and service) may be counted toward tenure at Appalachian State University. Following review of materials, the chair will make a recommendation to the dean, and the dean will make a recommendation to the provost and executive vice chancellor. The final decision, which shall rest with the provost and executive vice chancellor, shall be made on the basis of the verified documentation provided and shall be irrevocable. Any service credited toward tenure must be specified in the letter of offer at the time of hire and included in the provisions of the initial contract.
Appendix I

Current Language
(Found in Section V of the Faculty Senate Guidebook)

V. Faculty Assembly Delegates
Representation in the Faculty Assembly is apportioned among the constituent institutions of the University of North Carolina according to the number of full-time equivalent faculty positions allocated to each institution. Thus, Appalachian is currently apportioned five delegates to the Assembly. By action of the Faculty Senate of Appalachian, the Chair of the Senate serves as head of Appalachian's delegation to the Assembly, with the Vice Chair of the Senate serving as his/her alternate. The remaining four delegates and two alternates are elected by the faculty when a seat is vacant or a term expires during the spring term prior to March 31. The Chair of the Faculty Senate serves a one year term conterminously with her or his position as Chair, with the three elected delegates serving three year terms. Terms of the three-year delegates are staggered. Additional information is available at:
http://www.northcarolina.edu/facultyassembly/charter.htm
http://www.northcarolina.edu/facultyassembly/bylaws.htm

A. Role of Faculty Assembly Delegates
Although it is assumed Appalachian's Faculty Assembly delegates will vote their conscience, it is also assumed that they will convey to the Faculty Assembly, and to the President of the University of North Carolina, resolutions approved by the Faculty Senate and/or general faculty and specifically addressed to the Assembly. This role includes the written rationale provided by the Senate and/or general faculty in support of a resolution. Any Assembly delegate is free to disagree with such a resolution and the rationale behind it once the resolution has been presented. The Chair of the Faculty Senate (or alternate) being a delegate to the Assembly, reports to the Senate actions taken by the Assembly on such resolutions.

B. Replacement of Faculty Assembly Delegates
In the event that an elected delegate to the Faculty Assembly must vacate office for the balance of a term, that delegate's alternate will automatically become the permanent delegate and serve out the balance of the term of the replaced delegate.

In the event that an elected alternate delegate to the Faculty Assembly must vacate his or her office by either becoming a permanent replacement for an elected delegate or by resignation, the Chair of the Faculty Senate nominates a replacement for the now vacant alternate and, upon approval of the Senate, appoints the replacement to serve until the next regular election of Assembly delegates.

In the event that an elected delegate is unable to fulfill the responsibilities of office for a temporary period that delegate is replaced by an alternate for the duration of the absence. The Chair of the Senate fills the vacancy of the alternate by nominating a replacement who, upon approval of the Senate, serves until such time that the elected alternate delegate is able to resume office.
Proposed Language
(to be added to the Handbook – Section 7.2.10 – with the current 7.2.10 moved to 7.2.11)

7.2.10 Faculty Assembly Committee

Representation in the Faculty Assembly is apportioned among the constituent institutions of the University of North Carolina according to the number of full-time equivalent faculty positions allocated to each institution. Thus, Appalachian is currently apportioned four delegates to the Assembly. The Chair of the Senate serves as head of Appalachian's delegation to the Assembly, with the Vice Chair of the Senate serving as his/her alternate.

7.2.10.1 Selection of Delegates

The Faculty Assembly Committee consists of 3 delegates and 1 alternate. The alternate will attend the meetings in the event that one of the delegates cannot attend. Those wishing to become delegates to the Faculty Assembly submit their names during the process in which Senate committee assignments are made. The term is for 1 year, but Senators may have their service on the committee renewed. Should there be fewer than 4 members of the Senate able to serve on the Faculty Assembly Committee, the Committee on Committee will make recommendations to the Senate from the faculty for committee members and/or an alternate.

7.2.10.2 Role of Faculty Assembly Delegates

It is the responsibility of the delegates to the Faculty Assembly to represent the interests of the Appalachian faculty to the Faculty Assembly, the President of the University of North Carolina, and the General Administration. Further, the delegates serve as a conduit for information from the Faculty Assembly and the General Administration to the faculty at Appalachian.

The most senior member of the delegation (other than the Faculty Senate chair) will make a presentation to the Senate summarizing the Faculty Assembly agenda and any items requiring action at the first Senate meeting following a meeting of the Assembly.

7.2.10.3 Replacement of Faculty Assembly Delegates

In the event that a Faculty Assembly delegate must vacate the office, the Senate’s Committee on Committees will make a recommendation to the Senate for a replacement to serve the remaining time in the delegate’s term. Preference will be given to sitting Senators.