The February 9 Faculty Senate meeting was called to order by Chair Neufeld, 3:20 PM in the University Conference Room.

I. ANNOUNCEMENTS

A. VISITORS.

Neufeld welcomed visitors and asked that they introduce themselves. (See voting sheet for visitors' names.)

B. VOLUNTEERS FOR THE MARCH BOARD OF TRUSTEES MEETING.

Neufeld noted that the next Board of Trustees meeting was Friday, March 20 at 10:30 a.m. Volunteers from the Senate are needed and Neufeld asked that senators let him know if they would like to attend.

C. REPLACEMENT FOR ANDERSON FOR FALL 1998.

Neufeld recommended Rebecca Kaenzig to replace Stella Anderson on the Senate for Fall 1998 since Anderson will be the Director for the App House.

VOTE 1 yes 22 no 0 abstain 1 The motion passed.

II. MINUTES

Moore moved to approve the January minutes as written and Parks seconded.

VOTE 2 yes 22 no 0 abstain 1 The motion passed.

III. GUEST SPEAKERS

LEN JOHNSON - PHASED RETIREMENT PROGRAM FOR TENURED FACULTY.

Len Johnson, Director of Human Resource Services, spoke to the Senate on the Phased Retirement Program for Tenured Faculty, which is an opportunity for eligible faculty members to make a gradual transition to retirement through half-time service. Eligible faculty members must be full-time tenured, have at least five years of full-time service at their current institution, be at least age 60 and have at least five years of contributory participation in UNC retirement system (TSERS or ORP) or at least age 50 and at least 20 years of contributory participation in TSERS or ORP. Faculty who occupy full-time administrative or staff positions are not eligible.
unless they vacate such positions. This pilot program is entirely voluntary, is entered into by a written agreement, and participation is irreversible. Further detailed information on this program is forthcoming.

IV. NEW BUSINESS

A. FACULTY CONCERNS

1. University committees should have set meeting dates. There was a concern that university committee meetings have a set date and time (i.e. AP&P meets the first Wednesday of the month at 3:00 p.m.) This helps those faculty who volunteer their service to have an assured date and time that the meetings will be held and to be able to tell their chairperson of such. This was given to the Committee on Committees to look into.

2. Adverse weather policy. There were many concerns as to why classes were scheduled for Thursday even though the county had declared a state of emergency and the Appalcart was not running until after 9:00 a.m. Durham noted that the governor is the only one who can close the University--all Appalachian can do is cancel classes, but leave the University open and running. Fernando Little, SGA President, noted that students living off campus complained that they made every effort to get to classes only to find out that their classes had been canceled. Cherry noted that conditions on campus were very dangerous and that he had to crawl on his hands and knees to get to Raley Hall from the parking lot. Discussion followed as to whether the faculty have an adverse weather policy. The Campus Planning Committee was charged with looking into the situation and to work with Dr. Durham to develop a more functional policy so that problems such as occurred during the last storm are not repeated.

3. Faculty Workload. There was a concern about the reported workload for the University. Sharp noted that the General Administration requires each institution give a report on workloads for each department. On our campus the standard workload is 24 hours per year. This does not mean that everyone teaches that many hours. It means that if a person does not teach 24 hours, then the remaining hours must be accounted for somehow.

4. Inclusion of graduate students in December Commencement activities. Durham noted that it has come to a point that for December graduation, there will probably be multiple ceremonies, but that graduate students will still walk and be hooded at the ceremony.

B. RESOLUTION ON THE APPROPRIATE NUMBER OF CANDIDATES TO BE BROUGHT TO CAMPUS FOR INTERVIEWS.

Durham noted that there are economic issues as to the number of candidates to be interviewed. Some senators noted that economic issues should not be a concern when it comes to choosing the right candidate. Some senators also noted that once their department reached a certain number of candidates to be interviewed, they could not bring anyone else to be interviewed, even if the person were from Boone or Banner Elk. Durham did not see why this was the case--as long as it did not cost the department, the dean, or Academic Affairs anything extra. This issue was
referred to the Academic Policy Committee to come up with an appropriately worded resolution regarding this matter.

V. OLD BUSINESS

A. RESOLUTION ON GENDER EQUITY FOR COACHES SALARIES AT APPALACHIAN.

Neufeld tabled the motion because Athletics was looking into the situation.

B. FACULTY RAISES FOR PROMOTION AND TENURE REPORT.

Durham met with Sharp regarding possible inequities that might occur with the raises. Hopefully by the March meeting, different case scenarios will be brought to the Senate.

C. MATERNITY LEAVE/CHILD CARE REPORT.

Weitz reported that about 60 surveys were returned regarding child care and maternity leave. Staff will be receiving the survey soon. Other institutions are being surveyed to see where we stand in regards to their policy.

The Senate took a break at 4:30 and reconvened at 4:40.

VI. STANDING COMMITTEE REPORTS

A. ACADEMIC POLICY COMMITTEE

1. Letter to the Board of Governors Regarding Section 4.6.1 of the Faculty Handbook. A copy of the revised letter (attachment #1) was distributed. After some discussion and a few amendments, there was a call for the question.

   VOTE 3      yes  23      no  0      abstain  2  The motion passed.

2. Remaining DPC reform issues. Anderson reported that the major issues have been voted on and instituted, but that other issues contained in the DPC Report might still need action. The Academic Policy Committee will look into this.

B. BUDGET COMMITTEE.

Budget report. Campbell reported that she has met twice with Jane Helm and Betsy Payne to try to obtain the annual budget report. The Committee will present their report on the budget at the March meeting.

C. CAMPUS PLANNING COMMITTEE.

Traffic Management & Safety Committee report. Winsor reported that Appalachian is
trying to obtain the 2 acre site where the burley warehouse is on King Street. This would be where a 400 space, 2-level parking deck would be built. Winsor also reported that Campus Police is now ticketing those vehicles that are not registered and on campus after 5:30 p.m. and the weekends. After some discussion about this new policy, the Senate decided to invite the person(s) responsible for the new policy.

**D. CHANCELLOR ADVISORY COMMITTEE.**

Volunteers were reminded of the February 19 meeting.

**E. COMMITTEE ON COMMITTEES.**

1. **University Committee recommendation.** The Committee recommended that Terry Carroll, Biology, fill the seat of David Cook on the Patent and Copyright Committee. Cook has left the University.

   VOTE 4 yes 25 no 0 abstain 0 The motion passed.

2. **University Committee recommendation.** The Committee recommended, for the Faculty Handbook, the following change in the Performing Arts and Forum Series Committees:

   It is being requested that the Forum Committee and the Performing Arts Committee be joined to form one committee called the Cultural Affairs Advisory Committee.

   **Cultural Affairs Advisory Committee:**

   a. Members of the Committee: 14 -- 6 faculty, 6 students, and 2 staff, and the following ex-officio members: Cultural Affairs Director and Staff: General Manager, Technical Director and Marketing Director; a member of the African American Student Development staff; a representative appointed by the Watauga County Arts Council

   b. Report to: The Provost and Vice Chancellor for Academic Affairs

   c. Areas of responsibility: 1) Advise Director of the Office of Cultural Affairs on Performing Arts Series artists and approve event schedule annually; 2) Advise Director of the Office of Cultural Affairs on Forum Series speakers and approve event schedule annually; 3) review and approval of special grants to academic departments related to speakers and the performing, literary and visual arts.

   VOTE 5 yes 25 no 0 abstain 0 The motion passed.

**F. COMPUTER COMMITTEE.**

   **Computer usage policy.** The Committee will look into the Computer Usage Policy at Appalachian especially in regards to the computer rights of faculty members.
G. WELFARE AND MORALE COMMITTEE.

Faculty Lounge. The Committee will look into this.

H. WELFARE OF STUDENTS COMMITTEE.

No report.

Dobson moved to adjourn the meeting and Moore seconded.

VOTE 6 yes 22 no 0 abstain 0 The motion passed.

The meeting adjourned at 5:25 p.m.

/msh Submitted by Dee Parks

February 9, 1998
attachment #1

Board of Governors, University of North Carolina System:

We are very concerned by the manner in which a recent change in the Appalachian State University Faculty Handbook, Section 4.6:1, was implemented. A revision to this section of the Faculty Handbook was sought by the Appalachian Board of Trustees in an effort to clarify the criteria for eligible grievances; an issue which arose during the 1995-96 school year with the filing of two grievances related to institutional need.

The Appalachian Administration presented its suggested revision to the Faculty Senate for consideration at the final meeting of the Senate on May 5, 1997. Senators were informed that a proposal for changing Section 4.6:1 of the Faculty Handbook would be presented to the Board of Trustees at the Trustee's June 1997 meeting. Senators were disturbed at the lack of time for adequate deliberation and the absence of any opportunity for consultation with the faculty as a whole on such a substantive revision to the Faculty Handbook. After being presented with this fait accompli, the Senate felt compelled to respond and voted favorably on an amended version of the Administration's proposal.

Shortly before the June 1997 meeting of the Appalachian Board of Trustees, several members of the Faculty Senate learned that the Administration did not provide the Board members with the Faculty Handbook revision amended by the Senate. Indeed, the Board of Trustees was given a new version of the proposal; one rewritten by the university's attorney but not reviewed by or presented to the Appalachian Faculty Senate.
In a system of shared governance, the faculty and the administration collaborate to establish policies and procedures for efficient and equitable operation of a university. Shared governance critically depends on open communication and an atmosphere of trust between both groups. By its actions in this matter, the Appalachian State University Administration has both violated that trust and threatened the foundation of shared governance. In an effort to rectify this serious situation, the Appalachian Administration and the Appalachian Faculty Senate should reconsider this matter and, if necessary, jointly formulate a revision of section 4.6:1 of the Faculty Handbook acceptable to both groups. As members of the Faculty Senate, we ask that the Board of Governors of the University of North Carolina system so direct the Appalachian Administration.

Thank you for your consideration of our request. We look forward to your response in this matter.

APPALACHIAN STATE UNIVERSITY
FACULTY PRESENT AND VOTING SHEET
FEBRUARY 9, 1998

VOTING SYMBOLS:  Y=YES   N=NO   A=ABSTAIN

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Harvey Durham, Ex-Officio

VISITORS: John Adams, Human Resource Services; Linda Coutant, News Bureau; Nancy Foster, Human Resource Services; Len Johnson, Human Resource Services; Fernando Little, SGA; Peter Petschauer, History; Bobby Sharp, Institutional Research; Bill Ward, Academic Affairs

VOTE 1: Replacement for Stella Anderson for Fall 1998
VOTE 2: Approval of January minutes as written
VOTE 3: Letter to the Board of Governors Regarding Section 4.6.1 of the Faculty Handbook
VOTE 4: University Committee recommendation
VOTE 5: University Committee modification
VOTE 6: Adjournment