APPALACHIAN STATE UNIVERSITY
FACULTY SENATE MINUTES
MARCH 8, 1999

The March 8 Faculty Senate meeting was called to order by Chair Neufeld, 3:17 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. FACULTY OFFICE HOURS. Neufeld noted that the resolution passed by the Senate at its November meeting regarding faculty office hours is still being discussed by the Chancellor and Dr. Durham. A final determination should be made by the April meeting.
   C. CHANCELLOR ADVISORY COMMITTEE MEETING. Neufeld reported that due to the seminar, Teaching and Fair Use in the Digital Age, the Chancellor is asking that the Chancellor Advisory Committee meeting scheduled for March 22 be rescheduled. Some senators noted that they wished to attend the seminar so it was decided that the Chancellor Advisory meeting be rescheduled.

II. MINUTES
   Bortz recommended the following change to section IV.A.1., fourth sentence: Bortz, speaking for the Academic Policy Committee, noted that the APC made its recommendation based on three criteria: 1) Dept chairs need to make academic decisions. Permanent chairships remove chairs from full-time teaching and research for too long a period, over time diminishing their capacity to make qualified academic judgments in their fields; 2) chairs have much power and authority at ASU. Permanent chairships remove chairs from being subject to the decisions they themselves make on a daily basis. Rotating chairs are more likely to make ethical and institutional decisions because they would eventually be subject to the decisions that they themselves render on others. 3) The permanent separation between chairs and faculty produces an unhealthy pressure on chairs to be wiser and more knowledgeable than their colleagues over a longer period of time than is reasonable, and creates an unhealthy pressure on faculty to subordinate their decisions to someone who ought to be their equal. Rotating chairships would create more equality in dept's academic judgments.
   The Committee took into account other major academic institutions, where most chairs serve for limited terms.
   Anderson noted that section III.D. second paragraph, third sentence, should read, Durham said that faculty contracts refer to the Faculty Handbook in its entirety.
   A motion was made and seconded to approve the minutes as amended.

   VOTE 1 23 yes 0 no 0 abstain  The motion passed.

III. GUEST SPEAKERS
   A. DON KEEL. Don Keel, Associate Vice Chancellor for Development, updated the Senate on the status of the Campaign for the Second Century at Appalachian. Keel noted that the Campaign is just shy of $32 million in commitments (approximately $20 million in current
commitments and $12 million in deferred commitments). The projected goal is $50 million in commitments. He reported that there are three objective categories for giving: 1) student programs; 2) learning environment; and, 3) faculty support.

B. JAKE PARKER. Neufeld noted that senators should ask questions at today’s meeting and take a final vote at April’s meeting regarding the proposed Academic Integrity Code. Kristy Sipek, a student member of the Student Academic Integrity Committee, reported that the Committee looked at more than 50 academic codes from other universities. Stephani Lilly, another student member of the Committee, reviewed the changes that came about after meeting with several Faculty Senators. Jake Parker, Chair of the Committee, reported that an updated copy of the proposed Academic Integrity Code can be viewed at http://www.appstate.edu/~pp20074/code3.html. It was noted that the updated copy was not on the web yet. Parker welcomed senators to send comments to him via email (PP20074) or to attend one of the meetings of the Committee, which meets every Wednesday at 5:00 in the Yadkin River Room of the Student Union.

IV. STANDING COMMITTEE REPORTS
A. WELFARE OF STUDENTS COMMITTEE

Recycled paper report. Biddle reported that several students from Appalachian went to UNC-G to meet with other UNC schools students about the requirement of purchasing 70% recycled paper. They learned that there is 70% recycled paper available that is good quality. The student organization (SAVE) will bring a resolution about this requirement to the Faculty Senate meeting in April.

B. AD-HOC COMMITTEE TO STUDY FACULTY HANDBOOK CHANGES.
Neufeld said that the Senate should recommend that, when the final recommendations are sent on to the General Administration, the GA state why they are not endorsing Faculty Senate recommendations they reject.

Moore reviewed the first Motion, which is based upon the Committee’s note: In what follows, the term "DRAFT" refers to Dayton Cole's typescript (DRAFT: February 8, 1999 [9:13am]: Amendments of 12/5/97 proposed changes to the Faculty Handbook). The term "Amended Handbook" refers to the typescript (12/5/97 - Proposed changes to the Faculty Handbook - Chapter III and Chapter IV). Both typescripts were distributed at the February 1999 senate meeting. The DRAFT recommends amendments of the Amended Handbook, at least two of which resulted from conversations between Dayton Cole and General Administration attorneys. Those two changes were to keep the original language in sections 4.4.2 and 4.5.3, "a preponderance of the," because, according to Dayton, the General Administration will not accept the amendment "clear and convincing."

--Cognizant of this statement, and that the amendment was earlier supported by the Provost, the Chancellor, and the Board of Trustees:

(1) Faculty Senate recommends keeping the amendment as shown in sections 4.4.2 and 4.5.3 in the Amended Handbook, and thus reaffirm Faculty Senate's position expressed by its vote at the November 1997 meeting, when the amendment was first approved by the Senate.

VOTE 2 22 yes 1 no 1 abstain The motion passed.
MOTION #2
--Cognizant of the useful revisions proposed in the DRAFT:
(2) Faculty Senate recommends acceptance of the amendments or reorganization proposed in subheadings 1, 2, 4, 5, 6, 11, 12, 16, 17, 19-25, 27 (with insertion of "the" before the title of Provost), and 28 in the DRAFT.

VOTE 3 23 yes 1 no 0 abstain The motion passed.

MOTION #3
--The proposed amendment noted in subhead 3 of the DRAFT--"brief"--is an unwarranted editorial intrusion on an individual's professional judgment of how to provide the written statement:
(3) Faculty Senate recommends rejection of adding "brief" in subhead 3 of the DRAFT.

VOTE 4 22 yes 1 no 1 abstain The motion passed.

MOTION #4
--Subhead 7 of the DRAFT refers to moving the section 3.6.5.1 to another chapter or appendix. The suggestion seems vague. Part-time faculty clearly have rights of access and use of any hearing or appeal processes available to tenured and tenure-track faculty, therefore it makes sense that their terms of employment be specified in the same section where their employment could be terminated with cause, which is exactly the same case as with full-time faculty. We dislike the symbolism of isolating part-time faculty employment terms from those of the regular faculty. It appears to be an unwarranted editorial change of the policy that earlier was approved by the Provost, the Chancellor, and the Board of Trustees.
(4) Faculty Senate recommends rejection of the proposed change in subhead 7 of the DRAFT.
Winek moved and Arnholt seconded to table #4 until the next meeting.

VOTE 5 24 yes 0 no 0 abstain The motion passed.

The Senate took a break at 4:45 and reconvened at 4:55. After the break, Neufeld reminded senators of the Forum on Unionization: Pros and Cons on Friday, March 26, 2:00-4:00 p.m. in Greer Auditorium.

A friendly amendment was made to Cole's subhead #1 of section 3.4.25., second paragraph, first sentence, to keep up to and not delete it as Cole proposed

VOTE 6 24 yes 0 no 0 abstain The motion passed.

MOTION #5
-The Amended Handbook at section 3.6.5.1.E changes the present and longstanding practice of paying part-time faculty in five equal installments in both fall and spring semesters. To pay no check to part-time faculty at the end of August imposes on many of them unfair burdens when they have to underwrite fees such as for parking without the benefit of a check. We find this fiscal change to have unwanted associations with making more difficult the working conditions of part-time faculty; we think it hard to believe that faculty or administrators would want to
change a practice in ways substantially detrimental to many part-time faculty.

(5) Faculty Senate recommends that section 3.6.5.1.E be amended as follows: delete the first and second sentences and insert, "Part-time faculty salaries are paid in five equal installments for the Fall and Spring semesters."

Dobson moved and Winek seconded to table Motion #5 so that it can be inserted in the part-time faculty section of the Handbook.

VOTE 7  25 yes  0 no  0 abstain  The motion passed.

MOTION #6
--Subhead 8 of the DRAFT has tacked onto what appears to be a gratuitous identification of faculty as the only possible culprits in the violation of law.

(6) Faculty Senate recommends acceptance of subhead 8 of the DRAFT with the deletion of the last sentence beginning "Any failure or refusal...."

An amendment was made to delete the last part the last sentence of subhead #8, for which a faculty member may be subject to disciplinary action. A vote was taken on the Motion as amended.

VOTE 8  25 yes  0 no  0 abstain  The motion passed.

MOTION #7
--Subhead 9 of the DRAFT proposes a change we believe is detrimental to the interests of a faculty grievant. The change in subsection (d) offers considerably lessened protection for a faculty member pursuing options for a grievance. The original, unamended language preserves the valuable principle of confidentiality, upon which trust in professional judgment rests.

(7) Faculty Senate recommends rejection of the changes proposed in subhead 9 of the DRAFT, and note that in its proposed section (f) lines 3 & 7 "or" should be "of."

After some discussion, a vote was taken on subhead #9. It was determined that voting no would mean acceptance of Cole's recommendation.

VOTE 9  0 yes  25 no  0 abstain  The motion did not pass.

MOTION #8
--Subhead 13 of the DRAFT suggests changes that oppose openness and diminish the work of the Faculty Grievance Hearing Committee. The change, if implemented, would allow the objection of an administrator to overrule the judgment of both the committee and the grievant faculty member and keep closed the proceedings. The language was approved earlier by the Provost, the Chancellor and the Board of Trustees; it ought to be retained.

(8) Faculty Senate recommends rejection of the changes proposed in subhead 13 of the DRAFT.

VOTE 10  24 yes  1 no  0 abstain  The motion passed.
MOTION #9
--Subhead 15 of the DRAFT changes the position, not the language, of the paragraph beginning, "In grievances contesting termination...." It is not clear what overriding purpose is served by this editorial change; however, the Amended Handbook (sec. 4.6.1) followed grammatical and stylistic conventions commonly understood when its next paragraph clearly refers to a definition of, "material procedural flaw," immediately after the first use of the concept. The DRAFT also proposes a changed meaning by inserting "substantial" as a modifier twice in the paragraph beginning, "As used herein...." The word has no special legal significance and its use could only muddy unnecessarily determining the influence of any "flaw" upon a decision. A "material procedural flaw" includes substantial by definition, because the flaw, to be material, must "cast reasonable doubt upon the validity of the...decision." Only something substantial (or maybe a number of smaller somethings together) could have the capability of casting such doubt. And the last sentence defines what is reasonable: it is when it was "more likely than not" to have produced a different decision. We believe the insertion of "substantial" is an unwarranted editorial change of the text already approved by the Provost, the Chancellor and the Board of Trustees.

Page 7 of the DRAFT proposes adding "and the Hearing," which seems superfluous, because all members of the Faculty Grievance Hearing Committee will understand the limitations of the terms of reference by which they can hear evidence. Nonetheless, it is important that all understand the grounds upon which a hearing can and will be held. Therefore we propose an amendment of the Amended Handbook, which clarifies this important issue of the grounds for hearing a case and makes it more obvious, while at the same time uncluttering section 4.6.5 to focus on the application of the grounds to the grievant faculty member's presentation.

(9) Faculty Senate recommends rejecting all the DRAFT's proposed changes in subhead 15, with the exception that its adding "material" to the paragraph beginning "Whether a..." be accepted. Further we recommend the following changes to the Amended Handbook:
1. Section 4.5.3: delete the first sentence of the section and insert "The hearing shall be limited to those matters specified in the request for a hearing on which the committee based its agreement to conduct the hearing."
2. Section 4.6.5: Insert at the beginning "The hearing shall be limited to those matters specified in the request for a hearing on which the committee based its agreement to conduct the hearing."

After some discussion, a call for the question was made.

VOTE 11  25 yes  0 no  0 abstain  The motion passed.

A vote was taken on Motion #9.

VOTE 12  24 yes  1 no  0 abstain  The motion passed.

Due to the importance of these recommendations, and the number of items left on the agenda, it was decided that a special meeting of the Faculty Senate be held on March 22 at 3:30 to finish the recommendations.

C. ACADEMIC POLICY COMMITTEE
1. DPC Motion. This motion was tabled until the April meeting.
D. AGENDA COMMITTEE

1. Resolution Regarding the Move to Division I-A Football. Neufeld reminded senators of the open forum being held this Saturday regarding Appalachian’s football moving to Division I-A. If any faculty wish to speak, they need to call Larry Nance by tomorrow. Neufeld had drafted a resolution regarding the move and after an amendment was made, a vote was taken.

VOTE 13  24 yes  0 no  0 abstain  The motion passed.

RESOLUTION REGARDING THE PROPOSAL TO MOVE THE FOOTBALL PROGRAM AT APPALACHIAN STATE UNIVERSITY TO FROM DIVISION I-AA TO I-A.

WHEREAS the faculty recognizes that intercollegiate athletics can, and does, play a significant role in the life of the academy, and
WHEREAS a competitive and successful program now exists for all varsity sports on this campus, and
WHEREAS the current athletic program is not able to succeed without large subsidies from Academic Affairs, and
WHEREAS these subsidies come directly from faculty salaries, at great cost to faculty wellbeing, and morale, and
WHEREAS the move to Division I-A football will require vastly greater financial commitments than now in place, and such a move may also have detrimental effects on non-revenue sports, and gender equity at Appalachian State University, and
WHEREAS such a move may result in a diminution of academic achievement among varsity athletes via competition for top athletic performers, which is incompatible with the mission statement of this university, and
WHEREAS in a poll of the faculty, 98% voted against the move, with 60% of the full time faculty participating, the highest rate of participation by the faculty in a poll of any kind in recent years,
THEREBY be is resolved that the Faculty, and the Faculty Senate, are opposed to this university moving to Division I-A football.

2. Open nominations for Faculty Senate officers. Neufeld opened the floor for nominations for the 1999-2000 Faculty Senate officers.

E. BUDGET COMMITTEE

Budget Report. Campbell reviewed the Budget Report, which can be viewed through the Budget Committee’s web site at http://www.facsen.appstate.edu/Committees/. Campbell’s summary noted a considerable difference in the increases of administrators’ salaries when compared to faculty salaries. Koch explained the resolutions of the Committee. After some discussion and an amendment by McGarry, which was seconded by Domermuth, a vote was taken on the amendment to add advising to resolutions #1 & 2.

VOTE 14  12 yes  7 no  2 abstain  The motion passed.

A vote was taken on Resolution #1 as amended.
RESOLUTION #1
The Faculty Senate of Appalachian State University believes that money allocated to faculty salaries should only be used to pay the salaries of members of the faculty and graduate students that are engaged in teaching, research, and advising.

We, therefore, support the activities of the administration to end the practice of using money from the faculty salary budget to support non-teaching positions in the athletics department.

We believe that this should be accomplished as soon as possible, but in a period not to exceed five years.

All money saved should be returned for faculty salaries.

A minor spelling amendment was made to Resolution #2 and a vote was taken.

RESOLUTION #2
The Faculty Senate of Appalachian State University believes that money allocated to faculty salaries should only be used to pay the salaries of members of the faculty and graduate students that are engaged in teaching, research, and advising.

We, therefore, believe that it is inappropriate to use faculty salary money to support three positions in the development office. We believe that these positions should be supported either through the activities of the development office itself, or through the use of other administrative funds.

This money should be returned to the faculty salary line in the budget and should only be used to support teaching salaries. This should occur as soon as possible, but in a period not to exceed two years.

A vote was taken on Resolution #3.

RESOLUTION #3
Recognizing that operating funds are limited;
Further recognizing that increases in one area of the overall budget will lead to decreases in other areas;
The Faculty Senate at Appalachian State University would like to express its concern about the decrease in the percent of the total budget going to Academic Affairs and the corresponding increase in the percent of the overall budget being allocated to Business Affairs over the last five years.
F. COMMITTEE ON COMMITTEES.

1. University committee appointments. The Committee recommended the following replacements on University Committees. All terms are for three years beginning fall semester 1999 and ending at the end of the second summer session 2002.

Academic Integrity Board
Bob Schlagal - Language, Reading & Exceptionalities (COE) will replace Len Bliss (COE)
Sheryl Wittenbach - Family and Consumer Sciences (FAA) will replace Margaret Yaukey (FAA)
Norman Clark - Communication (FAA) will replace David Spiceland (FAA)
Fred Wilson - Psychology (A&S) will replace Joe Amaya (Music)

Academic Policies and Procedures Committee
Amy Weiss (Library) will replace Virginia Branch (Library)
David Phoenix - Management (COB) will replace Don Cox (COB)
Claire Olander - Chemistry (A&S) will replace Joan Woodworth (A&S)

Admissions Committee
Barbara Zaitzow - Pol Sci/Crim Just (A&S) will replace Rodney Duke (A&S)
Susan Lutz - Theatre and Dance (FAA) will replace Janice Whitener (FAA)

Core Curriculum Committee
Steve Hageman - Geology (A&S) will replace Gary Kader (A&S)
a replacement needed for Connie Ulmer (COE)
a replacement needed for Doug James (Music)

Cultural Affairs Advisory Board
Patrick Rardin - Philosophy/Religion (A&S) will replace Polly Trnavsky (A&S)
Elizabeth Dodd - Curriculum/Instruction (COE) will replace Jean DeHart (FAA)

Library Services Committee
Mitchell Craib - Health, Leisure/Ex Sci (FAA) will replace John Janowiak (COE)
William Wilson (Music) will replace Carol Truett (COE)

Non-tenure Track Faculty Committee
Randall Outland (Music) will replace John Boyd (Library)
Sylvia Jones - Communication (FAA) will replace Janice Pope (FAA)

Patent and Copyright Committee
Terry Carroll - Physics/Astronomy (A&S) will replace Jamie Moul (FAA)
Eleanor Cook (Library) will replace Mary Reichel (Library)

Registration and Calendar Committee
Peggy Hartley - Foreign Langs/Literatures (A&S) will replace Harry Davis (COB)
Joel Williams - Theatre and Dance (FAA) will replace Glenn Muegel (Music)

Traffic Management and Safety Committee
George Olson - Leadership/Education (COE) will replace Eleanor Cook (Library)
Ken Mullen - Pol Sci/Crim Just (A&S) will replace Lamar Sheppard (FAA)

VOTE 18 19 yes 0 no 0 abstain The motion passed.

G. WELFARE AND MORALE COMMITTEE

1. Faculty lounge motion. Barber reported that the Committee met with Jane Helm regarding the results of the survey, which were also distributed to senators. Helm noted that the timing was good to establish a faculty club as Welborn Hall is in the process of being renovated. The Committee presented a motion: The Faculty Senate requests that Jane Helm and other
planners include space in the proposed renovation of Welborn Hall for a faculty/staff area, preferably with an outside entrance as well as access to a food service area.

VOTE 19
19 yes
0 no
0 abstain
The motion passed.

2. Faculty listserv usage. The Committee moved this item to the April meeting.

H. CAMPUS PLANNING COMMITTEE
Committee report. Caton reported the current status of major capital projects on campus:


BOOKSTORE RENOVATION AND ADDITION - ($3,710,200) - Walter, Robbs, Callahan, Pierce (Architects). Project scope developed for a major addition to be constructed into the west plaza area and a complete renovation of the existing facility. Construction scheduled to start Spring, 2000.

CAMPUS MASTER PLAN UPDATE - ($75,000) - Lee, Nichols (Architects). In progress.

CENTRAL PARKING DECK - ($9,700,000) - Odell Associates (Architects). Rivers Street Site and geo-technical studies complete along with a schematic study which demonstrate feasibility of constructing a 720 space deck and associated administrative space for parking operations. We are currently awaiting approval to proceed from General Administration. Site development could commence as early as January, 2000 and project would be in operation as early as the summer of 2001.

CHANCELLOR'S RESIDENCE - (David Patrick Moses). Preliminary studies have been completed.

CHAPELL WILSON HALL (PHASE I) RENOVATION - ($1,100,000) - TRP (Architects). Major renovation for Theatre and Dance and Sociology is scheduled for completion in March. Phase II - Air Conditioning is proposed as an R&R project within the next three years.

DARK SKY OBSERVATORY VISITORS CENTER PHASE I - Jenkins-Peer (Architects). Shell structure under construction - project to be completed as private funds become available.

D.D. DOUGHERTY RENOVATION - ($2,100,000) - CBSA (Architects). Construction on this project was started early this month. Phase I of the renovation is to be complete by March, 2000 and will provide 24,000 square feet of space for General Studies and associated counseling programs. The space occupied by the University Archives and R.O.T.C. will be generally unaffected. Phase II including air conditioning is proposed as an R&R project within the next three years.

INTRAMURAL FIELD RESTROOM - ($1,000,000) - Ray Howell & Associates (Architects). Bid for construction Summer, 1999.

LIVING LEARNING CENTER (RESIDENTIAL) - ($10,748,300) - Little & Associates (Architects). The design development drawings for a 320 bed facility have been approved. Construction anticipated to start early spring 2000 and to be complete by 2002. The 20,000 square feet academic component is currently proposed for funding for design in 2003.

PLEMMONS STUDENT UNION RENOVATION - ($1,000,000) - RDM (Architects). This major renovation will convert the existing bowling alley into conference/meeting rooms and the Alpine Lounge into a new Peer Career Center. Scheduled for construction in fall, 1999.
POLICE BUILDING - ($1,000,000) - Wash, Hatem, Nelson (Architects). The schematic design drawings for an 8,000 square foot building located adjacent to the Annas Building are in progress. This project is to be completed in 2000 and the facility will accommodate operations now located at State Farm.

RANKIN SCIENCE ADDITION - ($5,476,500 building; $800,000 general scientific equipment) - Architects to be selected on 3/5/99. This project now envisioned as a 3-4 story structure to be located north of the original building will provide approximately 30,000 square feet of new and renovated space for Biology, Geography and Planning, and Geology. The design will take approximately one year with construction scheduled for the spring of 2000.

VISUAL ARTS CENTER - Newman & Associates (Architects). The Boone United Methodist Church which has been purchased by the University for use as an arts center will become available this summer. Phase I will focus on a visual arts gallery. Future plans envision a major addition and renovation of the existing classroom building.

WELBORN DINING FACILITY RENOVATION - ($6,159,700) - Lambert Associates (Architects). The schematic design for a complete renovation and entrance modifications is in progress. Construction is scheduled for start in 2000 and to be staged over an 18 month period.

V. OLD BUSINESS
There was none

VI. NEW BUSINESS
A. FACULTY CONCERNS.
No concerns were reported.

Domermuth moved and Anderson seconded to adjourn the meeting.

VOTE 20   19  yes   0  no   0  abstain   The motion passed.

The meeting adjourned at 6:50 p.m..

Respectfully submitted,
Mike Moore

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APPALACHIAN STATE UNIVERSITY
FACULTY PRESENT AND VOTING SHEET
March 8, 1999

VOTING SYMBOLS:  Y=YES   N-NO   A=ABSTAIN   ABSENCE:
unex=unexcused   exc=excused

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VOTE 1: Approve the February minutes as amended
VOTE 2: Motion #1 of the Ad Hoc Committee on Faculty Handbook Revision Report
VOTE 3: Motion #2 of the Ad Hoc Committee on Faculty Handbook Revision Report
VOTE 4: Motion #3 of the Ad Hoc Committee on Faculty Handbook Revision Report
VOTE 5: Motion to table #4 of the Ad Hoc Committee on Faculty Handbook Revision Report
VOTE 6: Amendment to Cole's subhead #1 of section 3.4.25.
VOTE 7: Motion to table #5 of the Ad Hoc Committee on Faculty Handbook Revision Report
VOTE 8: Motion #6 (amended) of the Ad Hoc Committee on Faculty Handbook Revision Report
VOTE 9: Motion #7 of the Ad Hoc Committee on Faculty Handbook Revision Report
VOTE 10: Motion #8 of the Ad Hoc Committee on Faculty Handbook Revision Report
VOTE 11: Call for the question
VOTE 12: Motion #9 of the Ad Hoc Committee on Faculty Handbook Revision Report
VOTE 13: Resolution Regarding the Proposal to move football from Division I-AA to I-A
VOTE 14: Amendment to the Budget Committee’s Resolutions #1 and #2
VOTE 15: Budget Committee’s Resolution #1
VOTE 16: Budget Committee’s Resolution #2
VOTE 17: Budget Committee’s Resolution #3
VOTE 18: Committee on Committees’ university committees recommendations
VOTE 19: Welfare and Morale’s resolution regarding a faculty lounge
VOTE 20: Adjournment

VISITORS: Tamara Cardinal, student; Jacqueline Gjurgevich, student; Dan Keel, University Advancement; Stephani Lilly, student; Clinton Parker, Academic Affairs; Jake Parker, Student Academic Integrity Committee; Peter Petschauer, History; Aaron Pollack, ACLU; William Purcell, Public Affairs; Kristy Sipek, student; Bill Ward, Academic Affairs