At 3:22 p.m. on March 20, 2000, Chairperson Anderson convened the Faculty Senate meeting in the University Conference Room.

I. ANNOUNCEMENTS
   A. VISITORS. Anderson welcomed visitors and asked that they introduce themselves.
(See voting sheet for visitors names.)

II. MINUTES
   A motion was made by Gravett and seconded by Butts to approve the February 14 minutes as written.

   VOTE # 1
   20 yes 0 no 0 abstain  The motion passed.

III. STANDING COMMITTEE REPORTS
   A. WELFARE OF STUDENTS COMMITTEE
      By-laws for new Academic Integrity Code. A draft of by-laws for the new Academic Integrity Code (passed by SGA and the Faculty Senate last year) was distributed to senators. Anderson asked that they look over the draft by the next meeting to see if there are any faculty concerns that need to be addressed. A copy of the draft of the bylaws can also be found at http://www.appstate.edu/www_docs/student/sga/bylaws.html
      Craft added that according to the bylaws website, a disclaimer referring to the legal atmosphere of the University needs to be added to the document.

   B. CHANCELLOR ADVISORY COMMITTEE
      Anderson reported on the March 6 Chancellor Advisory Committee meeting, noting that the Chancellor remarked that the Chancellor at UNC-W is taking a lot of heat for the tuition increase for faculty salary increases. The Chancellor also said that he has no plans for a tuition increase for Appalachian faculty salary increases. The General Administration has asked for a 6% merit pay increase for UNC schools. They are also requesting an additional 1% for rewarding teaching excellence and the $28 million needed for the system to make faculty salaries competitive.
      Anderson reported also that those journals in the library that are available on-line have been boxed. Boyd said that they are currently being stored in the library so that they can be retrieved relatively quickly if needed. Due to the need for library space on campus, the Space Utilization Committee needs to met and consider, in any plans to reclassify space on campus, the library storage space needs.
      The Chancellor reviewed the importance of the capital construction bond package now in the legislature.

   C. ACADEMIC POLICY COMMITTEE
      Motions. Two motions to be voted on at the April meeting were distributed to senators. Discussion followed on the rationale for the motions; whether it is a conflict of interest for department chairpersons to chair the DPC and whether or not DPCs should be exclusive to
tenure-track faculty (not allowing Lecturers and Instructors to serve on DPCs). Bortz noted that there is a need to raise the level of standards for decision-making on DPC issues. Some senators noted that department chairpersons were voting in the case of a tie on DPCs and/or on other DPC business, something that is not allowed according to the Faculty Handbook. Dr. Durham said he would remind the Deans that this should not be occurring.

D. AGENDA COMMITTEE
No report

E. CAMPUS PLANNING COMMITTEE
No report.

F. COMMITTEE ON COMMITTEES
No report.

G. BUDGET COMMITTEE
No report.

The Senate took a break at 4:38 p.m. and reconvened at 4:50 p.m.

H. WELFARE AND MORALE
Faculty/staff lounge report. Barber reported that the ad-hoc committee will continue its work on the temporary faculty/staff lounge that will be located in Welborn Cafeteria where Dr. Durham has had his breakfast meetings with faculty.

IV. OLD BUSINESS

A. FACULTY WORKLOAD AD HOC COMMITTEE REPORT. Koch distributed a \textit{Statement of Principles} (attachment #1) that he requested the Senate to endorse. The principles would be used by the Ad-hoc committee as guidelines as they move forward with their task. Koch reported that the principles were taken to the last Council of Chairs meeting and that he is awaiting feedback from Loren Raymond, Chair of the Council of Chairs, who is in the process of receiving feedback from Chairs on the principles. Koch also reported that the the Committee is trying to make the workload equivalent document more flexible.

Koch noted that he hoped to distribute a working document to the Faculty Senate by the end this Senate year (April) for feedback. An open forum for all faculty will then be held in the fall with a final document prepared by the end of fall semester 2000. He added that information regarding the amount of resources available to attain compliance with the document by all departments is needed by the Administration.

Koch moved and Dobson seconded to endorse the principles. Discussion followed. Craib called for the question.

\textbf{VOTE # 2} 17 yes 6 no 0 abstain The motion passed.

A vote was taken on the motion to endorse the principles.

\textbf{VOTE # 3} 20 yes 2 no 1 abstain The motion passed.

B. FACULTY HANDBOOK REVISIONS AD HOC COMMITTEE REPORT. Anderson summarized the status of the revisions noting that all policies that need to go to the Board of Governors will be put into one chapter (chapter 3). This new chapter 3 will be a
combination of things concerned with personnel policies from the current Handbook chapters 3 and 4. Dayton Cole will be giving the Committee within the next week a draft copy of those revisions that do not need to go to the Board of Governors. The new chapter 3 which deals with promotion and tenure requirements mandated by the General Administration will be going to the Board of Trustees this Friday and then will be forwarded to the Board of Governors. The remaining new chapters will be presented to the Board of Trustees in June.

Most of the items that the Senate passed have been approved by Dr. Durham and the Chancellor. Dr. Durham, however, asked for the inclusion of a brief for written statements explaining the reasons for nonrenewal or denial of promotion or tenure. Also, the General Administration insists on the preponderance of the evidence (rather than the clear and convincing evidence as requested by the Senate) as the burden of proof to be used in grievances.

It is hoped that a new Faculty Handbook will be available this fall.

Weitz asked Durham if moving certain sections out of what has been chapters 3 and 4 would reduce the degree to which the changes are binding on the parties. Durham and Parker replied, "no."

V. GUEST SPEAKERS

There were no guest speakers.

VI. NEW BUSINESS

A. GENERAL ELECTIONS. Anderson urged senators to encourage their colleagues to return their ballots for the general elections. The deadline is this Friday (24th).

B. FACULTY CONCERNS

1. Senate term. Edwards noted colleagues' concern that Senate terms are too long; that they would be willing to serve on the Senate if it were 2-year terms.

2. Commercialization of ASU website. Muir added a concern by a colleague who had heard that more ads will be placed on Campus Pipeline. The Welfare of Students Committee will be meeting to look into this. Ward added that he did not think that this was the case--that a compromise has been formed between Appalachian and Campus Pipeline to decrease the number of ads.

3. Senate structure. Bortz commented that the current structure of the Senate makes it difficult to influence policy. He asked that the current officers come up with some ideas to make the next Senate more efficient, since monthly meetings with long agendas are inefficient. One suggestion for consideration by the 2000-2001 Senate is to meet, for example, two times per month for shorter meetings. Weitz noted that the SACs self-study requires agencies like the Faculty Senate to review its role in the institution.

Muir moved to adjourn and Barber seconded.

VOTE # 4 23 yes 0 no 0 abstain The motion passed.

The meeting was adjourned at 5:55 p.m.

Respectfully submitted,
Mike Moore, Secretary
FACULTY PRESENT AND VOTING SHEET
March 20, 2000

VOTING SYMBOLS: Y=yes N=no A=abstain

NAME OF SENATOR 1 2 3 4
Abbott, Richard excused absence
Anderson, Stella y n y y
Arnold, Edwin y y a y
Atkinson, William y y y y
Barber, Bill y y y
Barrett, Kevin y n y y
Bortz, Jeff y n n y
Boyd, John y y y y
Butts, Jeff y y y y
Campbell, Kathleen excused absence
Craft, John y y y y
Craib, Mitchell y y y y
Dobson, Bill y
Edwards, Debra n n y
Gates, Paul y y y y
Giskin, Howard y y y
Gravett, Sandie y y y y
Jamrozy, Ute y y y y
Koch, Andrew y y y y
Long, Betty y y y y
McKinney, Harold y y y y
Moore, Michael y n a y
Muir, Ken y y y y
Rardin, Patrick y y y y
Taylor, Robin y y y
Truett, Carol excused absence
Weitz, Gayle y n y y

VOTE 1: Approve February minutes as written
VOTE 2: Call for the question to vote on Workload Committee’s proposed principles
VOTE 3: Vote on the Workload Committee proposed principles
VOTE 4: Adjournment

Visitors: Clinton Parker, Academic Affairs; Peter Petschauer, History; William Purcell, Public Affairs; and Bill Ward, Academic Affairs.

attachment #1
Statement of Principles - Faculty Workload Ad-hoc Committee
1. Workloads must reflect realistic expectations.
2. What is valued by the university must be reflected in the description of workload.
3. What is valued must be both evaluated and compensated.
4. Evaluation of workload activities must be carried out following clearly articulated criteria.
5. Compensation must reflect the quality and quantity of an employee’s activities, as expressed by the evaluation process.