At 3:20 p.m. on September 11, 2000, Chair Weitz convened the Faculty Senate meeting in the University Conference Room.

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

II. GUEST SPEAKERS
   No guest speakers.

III. MINUTES
   Allen moved to approve the August minutes as written. It was seconded.

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

IV. STANDING COMMITTEE REPORTS
   A. ACADEMIC POLICY COMMITTEE
      The Committee's report (attachment #1) was emailed to senators prior to the meeting. Gates reviewed the report noting that the Committee focused on the grievance policy and that the Committee is in the process of collecting data from other UNC schools regarding their grievance policies. UNC-Charlotte's policy has been received so far and Gates noted that it was a good source. The Academic Policy Committee will work with the Welfare and Morale Committee on this.
      Weitz informed the Committee about a workshop by David Larry regarding 1st amendment rights. Weitz noted that there has been a recent ruling this summer that gave the university the right to academic freedom (as opposed to individual faculty member). Weitz asked the Committee to look into this.
      Weitz asked the Committee to look at the patent and copyrights policy.
      Weitz asked that one member from the Academic Policy Committee and one member from the Welfare and Morale Committee attend a workshop regarding EOAs on DPCs on September 20 from 8:00-9:45 in Edwin Duncan.
   B. AGENDA COMMITTEE
      Weitz reminded Faculty Senate committee chairs to submit their motions with rationales to the Senate office one week prior to the Senate meeting so that it can be placed on the forthcoming electronic version of the Faculty Voice. This will then allow the general faculty to respond to the motion.
   C. BUDGET COMMITTEE
Gravett reviewed the Committee’s motion and opened the floor for discussion. Butts responded that he did not support a tuition increase for faculty salary increases noting that this will cause the general public to link increased tuition to greedy professors. Butts added that there are other state employees on this campus who are poorly paid. He ended by saying that while this appears to be beneficial it will be detrimental in the long run and urged senators not to support the motion.

Barber asked if non-tenure track faculty will be getting a raise. Gravett and Durham replied that $200,000 has been set aside for non-tenure track faculty raises.

When asked why Appalachian is raising tuition for faculty salaries raises, Gravett replied that since five UNC schools last year proposed tuition increases for faculty salaries increases and were supported by the General Administration, other UNC schools have decided to do the same.

Anderson asked Durham when this issue will go before the Appalachian Board of Trustees and Durham responded that it would be the December meeting.

Barber noted that only 40% of the tuition rise will go to faculty salaries, and worried the image of tying salaries to the rise so strongly would be detrimental to faculty.

Durham was asked and confirmed that the percentage distribution of the proposed tuition rise would be 40% for faculty salaries, 40% for student tuition relief, and 20% for technology needs.

Allen expressed concern at the intrusion of market values into university education.

Simon noted that the average family income of those students attending Appalachian is the third highest of the UNC system and that Pell Grants and other financial aid can be used to cover the tuition increase. Durham said money for offsetting the tuition rise for financially needy students would be provided as grants, not loans.

Moore asked Durham whether any thought had been given about how to distribute such faculty pay raises. Durham said there had been no decision made about this.

Fox noted that he felt that this public institution was going towards privatization and that by allowing ourselves to impose an increase in tuition to fund faculty salary increases was not a good thing. The state legislators are not doing their jobs. Bortz argued that such a use of tuition privatizes public education.

A vote was taken on the motion as written.

VOTE # 2 18 yes 5 no 2 abstain The motion passed.

Motion FS00-01/09-01 - Tuition Increase and Faculty Salaries
The faculty senate endorses the plan for a $200 increase in tuition for each of the next two academic years (2001-2002, 2002-2003). We
propose that approximately 40% of the money generated will be set aside for student financial aid. Of the remaining 60%, 66 2/3% will go to bringing existing faculty salaries up to competitive levels and 33 1/3% will be designated for technology and other university needs.

Salary competitiveness will be accomplished through an across the board increase of $1500 per year for the next two years (2001-2002, 2002-2003) to the base salaries of all full-time tenured and tenure-track faculty members. Such increases will be in addition to regular cost-of-living or merit raises and any other equity adjustments.

**RATIONALE:**
The Board of Governors in the UNC System made a historic decision last year by allowing five campuses to raise their tuition independently of any system-wide increases. The General Administration (GA) is open to and expecting similar proposals from the other campuses this year. Although many people would prefer that issues like salary competitiveness be handled on a system-wide basis, that is not the reality in which we are now working. The Administration and the students are ready to go forward on this issue with this proposal.

The $200 tuition increase for the next two years is coming from the Administration and has been discussed in a preliminary way with the students and with the Budget Committee of the faculty senate. Forty percent of all dollars generated must be put aside so that no harm comes to students on financial aid. After that amount is deducted, we can expect approximately $1.5 million per year. The Administration proposal is to put that money toward faculty salaries, technology and a few assorted smaller needs.

The Budget Committee is recommending that two-thirds of the remaining funds go towards salary competitiveness. We are further recommending that this change be made with a $3000 increase per faculty member over the course of the two year period. When compared with the nine Comprehensive IIA universities in the UNC system, Appalachians salaries are 8/9 at the Professor level, 8/9 at the Associate level and tied for last at the Assistant level. In comparison to our chosen nationwide cohort of 15 schools, Appalachian is 7/15 at the Professor level, 7/15 at the Associate level and 7/15 at the Assistant level. These figures vary across departments and ranks, of course. They also do not tell the whole story because they fail to take into account the high cost of living in this area and the limited opportunities for trailing partners and spouses to earn a second income.

A flat increase across all faculty positions would be the best and most fair solution to our salary competitiveness problems. It would pull us into the top quarter for our status across all categories of comparison. It would not involve complicated and subjective judgments about which
colleges, departments and ultimately individuals were the most out of balance since the problems are widespread. It would not institute percentage increases that ultimately favor those making more and disadvantage those making less. It should also be noted that this flat increase would be in addition to other cost of living and merit increases and equity adjustments can still be instituted in cases where significant boosts are needed whether on the college, departmental or individual level.

D. CAMPUS PLANNING COMMITTEE
No report.

E. CHANCELLOR ADVISORY COMMITTEE
Weitz reported that the Senate’s questions will be addressed first at the meeting. Weitz asked senators to submit questions prior to the meeting.

F. COMMITTEE ON COMMITTEES
The Committee submitted its recommendations. Campbell moved to separate the recommendations into two motions: 1) university committees membership recommendations; 2) Graduate School recommendation requesting to be a non-voting ex-officio member of the Patent and Copyright Committee.

VOTE # 3 24 yes 0 no 1 abstain The motion passed.

A vote was taken on the Committee recommendation that:

AP&P - Mike Dotson (Marketing) replace Robin Taylor Byerly (Management) (term expires 2003).
GRADUATE COUNCIL - Sally Atkins (Human Development & Psychological Counseling) to fill the unexpired term of Bill Blanton (term expires 2001).
CORE CURRICULUM COMMITTEE - David Domermuth (Technology) to replace Therese Zemlin (term expires in 2003).
FACULTY GRIEVANCE HEARING COMMITTEE - Eric Reichard (Technology) to replace Polly Trnavsky (term expires 2001).
NON-TENURE TRACK FACULTY COMMITTEE - Diane Sides (Foreign Languages & Literatures) to serve on the Non-Tenure Track Faculty Committee (term expires 2002).

VOTE # 4 23 yes 1 no 1 abstain The motion passed.

Moore read the memo from Dean Domer requesting that the Faculty Senate consider recommending that the Graduate School have a representative serve as a non-voting ex-officio member of the Patent and Copyright Committee. Dobson then spoke about the process of obtaining a patent and how sensitive the issue of non disclosure is in the year before a patent is to be granted. Dobson noted that there are
very few people on campus who know the process of obtaining a patent. Edwards moved and
Campbell seconded to table the vote until
further information was obtained by the Academic Policy Committee and they reported back to
the Senate.

VOTE # 5  17 yes    7 no    1 abstain    The motion passed.

G. WELFARE OF STUDENTS COMMITTEE
No report.

H. WELFARE AND MORALE COMMITTEE
Anderson reported that the Committee will work with the Academic Policy on the
grievance policy. Weitz encouraged members of
the Welfare and Morale Committee and Ad-hoc Committee on Administrators Evaluations to
attend the portion of the chairs workshop in
October on evaluating faculty. Peter Petschauer said faculty were not invited to attend so as to
cultivate trust amongst chairs. Weitz said she
would check on this and senators from those Committees should not attend unless informed
otherwise.

I. AD-HOC COMMITTEE ON ADMINISTRATORS EVALUATION
Butts reported that the faculty members for this Committee are Peter Reichle and Frank
Aycock and the Faculty Senate members are
Debra Edwards and Carol Truett. A Council of Chair member has not yet been determined.

J. AD-HOC COMMITTEE ON FACULTY HANDBOOK CHANGES
Anderson distributed a Summary Report on the final changes to the Faculty Handbook,
brieﬂy reviewed it and noted that a full-text
copy of the proposed changes can be found at:
http://www.appstate.edu/www_docs/depart/facstaff/handbook/index.html

There will be three issues (#s 1, 2, and 3 on the summary report) requiring a vote in the
October meeting. Regarding issue #1 (EOAs on
DPCs and Search Committees), Weitz asked that the Committee check with the other campuses
to see if they have any such policy.
Regarding issue #2 (Faculty and Chair searches/appointments), Anderson noted that the Senate
had voted on this issue in March 1999 and
understood that Dr. Durham supported the change from two or more to all acceptable.
Dr. Durham said that he thought the Senate
wanted the change in order to send forward (recommend) more (e.g., 5) rather than possibly only
1 candidate. Anderson said that the Senate,
especially in terms of the new policy on the periodic reopening of the department chair position,
wanted faculty to have greater say in the recommendation/appointment process. Weitz said that
any policy should conform with past practice in that committees had, in some cases,
recommended only one candidate and that this had been acceptable to Dr. Durham.

Anderson asked senators to review the report prior to the October 9 Faculty Senate meeting
when it will be discussed and voted on. It was
noted that a section may be added regarding personal malice.

K. AD-HOC COMMITTEE ON MERIT PAY
Weitz reported that Bortz has resigned as chair of the Committee. A motion was made and
seconded to rescind the earlier motion to form an ad-hoc committee and to have the Welfare and Morale Committee work on this issue.

VOTE # 6  
12 yes  
13 no  
0 abstain  
The motion failed.

Gravett then moved, which was seconded, to dissolve the ad-hoc committee.

VOTE # 7  
19 yes  
6 no  
0 abstain  
The motion passed.

V. OLD BUSINESS
A. BOARD OF TRUSTEES MINUTES
Weitz reported that starting with the September 15 Board of Trustees meeting, their minutes will be emailed to Michelle who will then link them to the Senate web page.

B. FACULTY ASSEMBLY
Weitz noted that due to the Board of Trustees meeting on the 15th, she was unable to attend the Faculty Assembly meeting and asked if anyone could go in her place. Anderson volunteered to go the Assembly meeting.

C. FAMILY LEAVE FORM
Weitz reported that applications for Family Leave would be available next semester after presumed approval by the Board of Trustees. Until then, queries regarding family leave can be made to chairs, Dr. Durham, or Gayle Weitz. This policy only applies to tenure and tenure-track faculty.

D. STATUS OF RESOLUTIONS
Weitz distributed a copy of the 1999-2000 resolutions and their status.

VI. NEW BUSINESS
A. FACULTY CONCERNS
Weitz reported that she is working on categorizing the faculty concerns received thus far. Each Faculty Senate committee will receive a list of concerns pertaining to them along with a copy of the original concern submitted.

1. SEANC - Weitz reported that she has been informed that the organization State Employees Association of North Carolina (SEANC) played a strong role in getting the pay increases that have been passed by the legislature. A letter will be written to thank them.

2. SENATE REPORTS - Weitz again urged senators to submit their committee reports to Michelle one week prior to the Senate meeting.

3. BUDGET - Moore asked Durham if there was any truth to the rumor that he heard that except for the College of Business, a 5% cut has been given in the area of technology. Durham responded that no budget information has been distributed to deans and therefore, the term cut was inappropriate. However, Durham did say some money has been shifted to support technology assistance in the colleges.

4. REDUCED PARKING FEES - Gravett reported that for those special faculty appointments teaching 6 or fewer hours and temporary
5. THURSDAY NIGHT FOOTBALL GAMES - Gates asked why a football game was scheduled out of town on a Thursday night. That type of scheduling encourages students attending the game not to come back up the mountain to attend Friday classes; to just continue on home from there.

Simon moved and Allen seconded to adjourn the meeting.

VOTE # 8  24 yes  0 no  0 abstain  The motion passed.

The meeting was adjourned at 5:50 p.m.

Respectfully submitted,
Mike Moore, Secretary

FACULTY PRESENT AND VOTING SHEET
September 11, 2000

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

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Weitz, Gayle   y y y y y y y y
Yaukey, Margaret  y n y y n y y y

VOTE  1:  Approve August 14 minutes as written
VOTE  2:  FS 00-01/09-01 Tuition Increase and Faculty Salaries
VOTE  3:  Motion to separate Committee on Committees recommendations into two motion
VOTE  4:  Committee on Committees university committees recommendations
VOTE  5:  Graduate School representative on the Patent and Copyright Committee
VOTE  6:  Motion to rescind the earlier motion to form an ad-hoc committee on merit pay and
        to have the Welfare and Morale Committee
        work on the issue
VOTE  7:  Motion to dissolve the ad-hoc committee on Merit Pay
VOTE  8:  Adjournment

VISITORS:  Beth Glass, HPC graduate student; Clinton Parker, Academic Affairs; Jimmy
          Parker, HPC graduate student; Peter Petschauer,
          History; Bobby Sharp, Institutional Research; Bill Ward, Academic Affairs

September 11, 2000
attachment #1

REPORT OF THE ACADEMIC POLICY COMMITTEE
The Faculty Senate Academic Policy Committee met on Wednesday, August 23 at 1:15 p.m.
Senators at the meeting were Jeff Butts, Paul
Gates and Margaret Yaukey.

As directed by the Senate Chair, the APC's primary focus this year will be on the university's
grievance procedure, and with her assistance we
have begun examining components of the procedure such as the roles of the Equity Office and
outside mediators, the Mediation Committee
and the Grievance Hearing Committee.

At their meeting, members of the Committee discussed the need to determine what procedure
will be used to implement the new chair terms
policy. There are 10 department chairs who, as of July 1, have surpassed the 5-year initial term
and who are affected by the new policy in the
2000-01 academic year. Four chairs will be affected next year.

Shortly after the August Senate meeting the Committee was also assigned the task of examining
the possibility of extending a term policy in
some form to university administrators. The Committee decided that the idea has merit, but the
chair declined to bring the issue to a vote in
the committee until the matter can be brought before the full Senate and the policies of other
universities in the system and the region can be
discovered.

The committee also spent a great deal of time discussing the benefits to Senate morale and the faculty at large of a standing report from the
Provost on the status of all uncleared Senate motions, including a statement on any final
decisions made on motions during the previous
month. A motion on this issue had been recommended to the Committee, but a request to the
Provost for such a report has already been
made and that report will be part of the monthly agenda this year.

This week the committee also received a request that it respond to the proposed code concerning
patents and copyrights.

Respectfully submitted,
Paul Gates, Chair, Academic Policy Committee