The September 14 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. ROBERTS’S RULES. Gates reviewed his email to senators regarding limiting Senate debate. The standard procedure according to Robert’s, provides each member the opportunity to speak two times, for ten minutes each time, on each debatable subject per day. A particular speech may be extended by either unanimous consent, or by a motion to extend debate, which requires a 2/3 vote without debate. Should the Senate desire to restrict or enlarge the time for debate (which includes the number of times each could speak), it would be regarded as a change to a parliamentary standing rule. Debate on the change is allowed and requires a 2/3 vote. Butts moved and Campbell seconded to change the length of time that a senator speaks from ten minutes to five minutes.

   Bortz noted his opposition to the motion stating that limiting debate undercuts the efficiency of the Senate and therefore the authority of the Senate. Bortz also noted that some things warrant debate and argument time is needed. Bliss agreed, noting that senators need to make convincing arguments and that Robert’s Rules are non-collegial.

   VOTE 1  14 yes  12 no  0 abstain  The motion did not pass.

   Bliss asked to move an order - that the number of times a senator can speak be abolished. There was no second so the motion died.

   C. PHASED RETIREMENT. Neufeld noted that applications for next year’s Phased Retirement are being accepted and that Bill Ward will be sending letters to those who are meeting the criteria for participation. Information sessions will be held September 23 - 4:00-5:00 p.m., September 24 - 10:00-11:00 a.m., and September 25 - 1:00-2:00 p.m. The deadline for faculty to submit their applications to their department chair is October 6, 1998.

   D. SEARCH COMMITTEE PROCEDURES FOR DEANS. Durham noted that the search committee is composed of faculty, staff, students, and sometimes others, but that the Faculty Handbook calls for the majority of the committee to be faculty. Durham noted that he asks chairs for two names from their department to potentially serve on the committee. Bortz asked if it made a difference whether the chair elects the two names or if the faculty can choose the two. Durham noted that it made no difference to him.

II. MINUTES
   Hearing no corrections, Dobson moved and Moore seconded to approve the minutes as written.
III. GUEST SPEAKERS
   A. ROACHEL LANEY. Laney answered questions that the Senate had:

1) What is your position, as ASU’s Athletic Director, on the possibility of raising the University’s football team to Division I-A - Laney explained that the idea of Appalachian’s football team going Division I-A came about at a Board of Trustees Retreat this summer. At this retreat there was general discussion back and forth between the Board of Trustees and the Chancellor.

   Laney noted that Appalachian is governed by the NCAA and that if we went IA, we would not exist as we are today. Going I-A would mean that Appalachian might not have a conference affiliation and that might involve traveling a long way to play someone else in our conference. He did not think that the SEC and ACC had any desire to allow Appalachian in either one of their conferences. Laney also noted that it would cost an additional $20-30 million annually to have a top level I-A football program.

   The Chancellor is forming a committee that will review the status of football, which includes an expensive consultant’s study. Laney noted that funds for the study will come from Athletics. The study will be a working document of goals and a strategic plan for the future.

   Laney noted that he is in favor of the move, but only at the right time. Biddle asked how long before it could be in place. Laney responded that it was hard to say, but that a 5-year and 10-year plan will be looked at.

2) Could you address the discrepancy between what the Charlotte Observer said in its 1996 article, that we lose $453K/y and the fact that our internal NCAA committee says we break even - Laney explained that Appalachian does not operate on gate receipts only, which is what the Charlotte Observer used as revenue sources, but that contributions from alumni and student fees are included. In 1990, when Laney became Director of Athletics, Appalachian was operating $200,000 in the red. Laney has brought Athletics out of the red and they are currently not allowed to operate in the red.

3) Is there a plan to reduce the $660K being used by Academic Affairs to pay coaches who do not teach down to zero dollars, a time scale to do it, and some sort of long-range plan to bring sports into the black at ASU - Laney explained that nine coaches, who do not teach, are paid out of Academic Affairs funds (four football and five basketball coaches). Laney noted that at one time, all coaches taught, but that in the 1980s, coaches were taken out of the classroom and graduate assistants were used. Laney agreed that using Academic Affairs monies is a problem, but that Athletics did not have the funds to correct it and that he was not sure when the problem would be corrected. At other campuses, student fees are used. At UNC-G, UNC-A, UNC-W, and others, student fees are around the $400 level. At Appalachian, student athletic fees are $191, one of the lowest in the system. Laney noted that he did not think it a good idea to have high student fees here. Neufeld suggested student’s fees be raised $25 per semester to support their athletic program and asked why faculty had to pay for it. Laney responded that so far, two coaches positions (totaling $90,000) have been taken out of Academic Affairs funds. Moore asked what action can be taken to come up with a plan to bring the amount of Academic Affairs monies down to zero dollars. Durham noted that he, the Chancellor, and Neufeld have met, but that no plan has been made. Neufeld assigned this task to the Budget Committee, which will work with Durham, Blimling, and Laney to help them come up with a plan to reduce/eliminate the amount of money used from Academic Affairs for Athletics. Dobson noted that whatever
plan the Budget Committee comes up with should target the people who use that form of recreation, i.e., increase ticket sales.

Gates asked about the dispersal of athletes to other dorms, noting that no more than 50% of student athletes can be housed in the same dorm. Laney responded that he has asked Residence Life to keep him updated on this, but that sometimes walk-on athletes probably increase the ratio.

B. DAVID LARRY. Larry distributed handouts on 1) Patent and Copyright Policies, and 2) Computer and Electronic Document Privacy: Legal and Policy Issues. He then answered questions that the Senate had:

1) Is ASU administration concerned about the increasingly legalistic posture it appears to be taking in explaining and justifying its personnel actions? - Larry agreed that nobody likes the intrusion of law into their lives, but when an employer is confronted with a report of bad conduct or misuse of state property, they immediately have to investigate thoroughly the complaint and take the appropriate response, if any.

2) Explain the policy difference at ASU between the custom of common courtesy and the requirements of law. Are there ways in which the requirements of law obviate common courtesy in investigating and enforcing policy? - Larry noted that doing an investigation in not a pleasant thing, but believes that it can be done in a courteous manner. When asked who performs the investigation, Larry responded that it depended upon the complaint. (For example, if it is a sexual harassment or salary issue, the Equity Office would do the investigation. If it is a drug use complaint, the University Police and possibly others would conduct the investigation.)

When asked, Who is the University that you represent?, Larry noted that he represented the institution.

3) Is it this university’s position that it owns all equipment and materials provided to faculty for teaching, research, and service and therefore has ownership rights in what is created with those materials? - Larry responded to the first part of the question first noting that it was and since it was, it was therefore governed by State Law. The last part of the question falls within the Patent and Copyright laws.

Dobson noted that since copyright lies with the faculty creator of a work, the taking of a hard drive, for instance, can be construed as depriving the owner of his or her property.

Winek observed that all administrative investigations should be conducted in ways that eliminate or reduce harm to faculty and if harm is done, that it be repaired.

The Senate took a break at 4:40 and reconvened at 4:50.

IV. STANDING COMMITTEE REPORTS

A. ACADEMIC POLICY COMMITTEE

Bortz reported that the Committee met on September 4 to discuss items that the Committee should address. Items included were: 1) term limits for chairs; 2) term limits for faculty rank administrators; 3) academic policy regarding faculty salaries; 4) academic policy governing relations between chairs and faculty; 5) academic policy governing definition of course loads; 6) academic policy governing written explanation for annual review, salary, tenure and promotion decisions; and, 7) intellectual property rights.

The Committee asked that the Senate appoint an ad-hoc committee to study this issue (#7). Neufeld asked that this request be delayed because the Faculty Assembly is looking into the same issue. Since numbers 4 and 6 involve legal issues, they will ask for a meeting with the
University Attorney. The Committee will meet with the Provost on issues 1 and 2.

B. AGENDA COMMITTEE
Neufeld noted that the senators should have received a list of faculty concerns assigned to their committees. He noted the addition of two concerns for the Committee on Committees: 1) level of faculty input on the Admissions Committee, and 2) can ex-officios be chairpersons of the Committee? Neufeld noted that the concerns will be put on the Faculty Senate web page.

C. BUDGET COMMITTEE
Neufeld asked the Committee to work with Jane Helm and the Provost to help plan the upcoming budget.

D. CAMPUS PLANNING COMMITTEE
Caton reported that an ad-hoc group formed to look at parking problems on campus. This group will present their findings at the Traffic Management and Safety Committee meeting scheduled for September 28.

E. CHANCELLOR ADVISORY COMMITTEE
Neufeld announced that the Chancellor Advisory Committee meeting dates are: Monday, September 21 at 10:00 a.m. and Monday, November 16 at 2:00 p.m. All meetings are held in the Chancellor’s Conference Room. Eight to nine senators are needed for the meetings.

F. COMMITTEE ON COMMITTEES
The Committee made the following recommendations regarding University Committees' membership:

ACADEMIC POLICIES AND PROCEDURES COMMITTEE
- That Jeff Tiller (Technology) replace Del Bachert, who has left the University. Term will expire 2000.
- That Jeff Hirst (Math) replace Holly Hirst (Math) for one year beginning Fall 1998.

FACULTY GRIEVANCE ASSISTANCE COMMITTEE
- Joan Woodworth (Psychology) - will serve a one year term
- Hugh Hindman (Management) will serve a one year term
- Judith Rothschild (For. Langs. & Lits) - will serve a two-year term
- Sheldon Hanft (History) - will serve a two-year term

FACULTY GRIEVANCE HEARING COMMITTEE
- Recommend Bob Richardson (Math) as a replacement for Bill Bauldry (Math). The term will expire in 2001.
- Recommend Marion Peters (Physics and Astronomy) to replace Stella Anderson (Management) for the Fall 1998 semester. Peters will return to Alternate status for Spring 1999.
- Recommend Richard Haunton (History) to replace Tim Perri (Economics) for the Fall 1998 semester. Haunton will then serve as a backup Alternate for Spring 1999.

FACULTY GRIEVANCE MEDIATION COMMITTEE
- Recommend Edwin Arnold (English) replace Mike Evans (Management) as an alternate. The term will expire in 2001.

PATENT AND COPYRIGHT COMMITTEE
- Recommend that Peter Soule (Geography/Planning) replace Larry Silva (Physics and Astronomy). Term will expire in 2000.

TRAFFIC MANAGEMENT AND SAFETY COMMITTEE
- Recommend Jim Houston (Political Science/Criminal Justice) replace Jerry Fox (Management). Term will expire in 2000.

VOTE 3  26 yes  0 no  0 abstain  The motion passed.

G. WELFARE AND MORALE COMMITTEE
RESOLUTION THAT THE FACULTY SENATE SPONSOR AND ORGANIZE A SYMPOSIUM ON FACULTY UNIONS. Discussion followed and amendments were made to the resolution. Some senators asked that in addition to inviting union organizations, that representatives who oppose unions be included at the symposium so that faculty receive information from both sides to help them make an informed decision. Neufeld noted that the Senate office does not have the funds to pay for this. It was also asked that if speakers agree, that the symposium be video-taped. The Welfare and Morale Committee will look into setting up the date and place of the symposium and inviting the speakers to campus.

VOTE 4  22 yes  1 no  3 abstain  The motion passed.

RESOLUTION THAT THE FACULTY SENATE SPONSOR AND ORGANIZE A SYMPOSIUM ON FACULTY UNIONS -
That the Faculty Senate sponsor and organize a symposium on faculty unions focusing on the costs and benefits (advantages and disadvantages) of unionization at Appalachian State University.
That the purpose of the symposium be purely informational.
That the Faculty Senate invite several union representatives to campus for presentations on an appointed day.
That the symposium take place before Thanksgiving.

H. WELFARE OF STUDENTS COMMITTEE  No report.

V. OLD BUSINESS
A. PROMOTION AND TENURE PAY RAISES. Durham explained the funding formula for promotion and tenure raises: $500 for tenure, $600 from assistant to associate professor, and $800 from associate to full professor. Durham noted that he was concerned with salary inequities being created and asked that we begin with this plan first as opposed to the Senate's initial recommendation of $1,000 for tenure, $1000 from assistant to associate professor, and $2000 from associate to full professor. Durham asked that we go through this once to see how it turns out. Neufeld asked the Budget Committee to work with Durham to develop a promotion/tenure pay raise plan, and continue to work with him, until the plan reaches the formula approved by the Senate last year.

B. AD-HOC COMMITTEE TO STUDY ATHLETICS. Neufeld reported that Lyle Schoenfeldt will be a liaison between this committee and the committee to study going to Division I-A. Neufeld will look into the membership of the ad-hoc committee.

C. PRIVACY RIGHTS AD-HOC COMMITTEE. No report.

D. DPC REPORT ISSUE. Neufeld charged the Academic Policy Committee with seeing how far the Senate has come with this report.
At this point, Dr. Durham spoke on the new procedures for faculty searches. Durham noted that the new policy was distributed by the Equity Office, but it originated from Academic
Affairs. Durham stressed that this document is not set policy, but offered procedures. The Academic Policy Committee was charged with studying the document and making a recommendation of acceptance or revision at the October meeting. Durham asked that the Committee meet with him and Cole to help with the legalistic issues.

E. ACADEMIC INTEGRITY PLEDGE. Neufeld noted that the Senate will keep abreast of the mechanisms used for the pledge.

F. ASSESSMENT. There was concern about the blocking of registration of students who did not participate. Durham noted that Bobby Sharp was open to any suggestions to help improve the process. Durham also noted that this item does not have to come before the Senate to approve before it is implemented. The Welfare of Students was charged with looking into this item. Dobson asked that the Committee look at demographic data.

G. POST-TENURE REVIEW. Durham reported that all the proposals were approved last Friday by the GA and that he would be distributing our copy shortly. Durham also said that he would find out if we needed to begin this process this academic year or next year.

VI. NEW BUSINESS - none

Domermuth moved to adjourn and Bliss seconded.

VOTE 5 19 yes 0 no 0 abstain The motion passed.

The meeting adjourned at 6:00.

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APPALACHIAN STATE UNIVERSITY
FACULTY PRESENT AND VOTING SHEET
September 14, 1998

VOTING SYMBOLS: Y=YES N-NO A=ABSTAIN ABSENCE
NAME OF SENATOR: 1 2 3 4 5 6 7 8
ABBOTT, RICHARD Y Y Y Y Y
ARNHOLT, ALAN Y Y Y Y Y
ARNOLD, EDWIN N Y Y Y Y
BIDDLE, NICK N Y Y Y Y
BLISS, LEN N Y Y Y Y
BORTZ, JEFF N Y Y Y
BOYD, JOHN N Y Y Y Y
BUTTS, JEFF Y Y Y Y Y
CAMPBELL, KATHLEEN N Y Y Y Y
CATON, DAN Y Y Y A Y
DOBSON, BILL Y Y Y A Y
DOMERMUTH, DAVE Y Y Y A Y
EDWARDS, DEBRA Y Y Y N Y
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**VOTE 1:** Motion to change the length of time that a senator speaks from ten minutes to five minutes.

**VOTE 2:** Approve the minutes as written

**VOTE 3:** Committee on Committee recommendations

**VOTE 4:** Resolution that the Faculty Senate Sponsor and Organize a Symposium on Faculty Unions

**VOTE 5:** Adjournment

**VISITORS:** John Abbott, University Libraries; Tripp Andrews, HPC student; Jennifer Best, Watauga Democrat; Rhett Butler, Watauga Democrat; Brenda Delaney, HPC student; Hugh Hindman, AAUP; Roachel Laney, Athletics; David Larry, University Attorney's Office; Jane Nicholson, News Bureau; Gail Raburn, visitor; Robert Robertson, Watauga Democrat; Bill Ward, Academic Affairs; Robert White, International Programs; Suzanne Wise, Library; Shalene Young, HPC student