The October 12 Faculty Senate meeting was called to order by Chair Neufeld, 3:16 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. DISTANCE TECHNOLOGY WORKSHOP. Neufeld noted that he was contacted by a faculty member who felt that the recent Distance Learning program held recently on campus was a promo for IBM and asked if IBM was the sponsor of the program. Jeff Williams' response was that IBM was responsible for setting up the program which was supposed to be information related to distance education and/or use of technology to link students and professors. Williams noted that IBM was responsible for getting the speakers and that Appalachian is not bound to implement any IBM solutions.
   C. FACULTY RECOGNITION. Neufeld noted that at this last Saturday's football game, six faculty members were recognized at half time for their recent teaching awards. Those faculty were: Ed Turner, Debra Edwards, Scott Meister, Fred Webb, John Janowiak, and Ray Larson.
   Neufeld also noted that he would like the Senate to take a moment of silence to recognize those faculty who have passed away this past year: Tom Keefe, Kent Robinson, Ray Derrick, and Jim Jackson. Neufeld stated that at every October meeting, the Senate would take a moment of silence for those faculty who have died during the year.

II. MINUTES
   Hearing no corrections, Dobson moved and Campbell seconded to approve the minutes as written.

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

III. OLD BUSINESS
   AD HOC COMMITTEE TO STUDY ATHLETICS. Neufeld reported that no senators have volunteered yet to serve on this committee. Neufeld asked senators to see him at the break if they would like to serve and also noted that this committee would be an interesting one to serve on.

IV. GUEST SPEAKERS
   A. CHANCELLOR BORKOWSKI. Chancellor Borkowski noted that he had just come from the Harlan Boyles Distinguished Lecture Series. Borkowski remarked he was proud of the
faculty here and that in speaking with students, they continually note the quality of work faculty provide in classrooms. He then answered questions that the Senate had forwarded to him:

1) What is the status of university reorganization? Will there be any reorganization and, if so, when? Borkowski responded by saying that he has met twice with the reorganization committee, which did a very good job sifting through the amount of information they received. He also noted that the committee made five recommendations which have been forwarded to the Provost who will act on them and forward any recommendations to the Chancellor by the end of next week. The Chancellor stated that he did not see any one of the recommendations that he was going to turn down and that the reorganization will not be immediate; further study is needed for some of the recommendations.

2) Because there are too many cars in Boone and on campus, why don't we abolish cars on campus for Freshmen? How could this be accomplished? What role could the University/administration play in getting Boone onto some national bus route? The Chancellor responded that freshmen are allowed to park in the outlying parking areas but not on campus and that he did not think it was a good idea to abolish cars for freshmen. Reasons he noted why freshmen should have cars are: that they needed to travel for weekend work; that some parents are in need of them; minorities need to travel off the mountain for some services; and that it would have a negative effect on our enrollment. The Chancellor reported that every year we add spaces but not necessarily on campus. He noted that trying to find land for a parking deck was difficult—that attempts have been made to purchase the old tobacco warehouse land and the land across the street from Raley, but to no avail.

The Chancellor said Appalachian has made and will continue to make efforts to bring a bus company to Boone. Companies they have spoken to do not see a market that can turn it into a profit. Appalcart has been met with and there is some potential there. The need for an ongoing service is just not there. The need for service to certain major urban areas is there. It is not easy, but efforts will continue to be made for some sort of bus system.

3) Is the Chancellor compelled to set the limitations of enrollment at Appalachian at 12,500 (which some feel is too high)? Is it possible for the Chancellor to make it clear to the people in Raleigh and Chapel Hill that this community cannot bare the burden of any further increases in student population? The Chancellor responded that he has been consistent and direct to the Board of Governors and others that it is not in the best interest of Appalachian and Boone to grow. The Chancellor's preference is 10,000 students; a much more comfortable level. The Chancellor has received comments from students about keeping the classes small and having faculty accessible. He made this pitch very strongly last year but there is no money for maintaining small classes and lowering the number of students would cut into our financial resources. The funding formula is based on enrollment. The new formula has twelve grids in it and is enrollment driven. High cost programs get more money. He thought we could make a case for 12,500 students but Appalachian will have continued pressure to meet the demands of the traditional age student and the increasing older adult student population who want to take advantage of the opportunities here at Appalachian. He noted that it is projected that an additional 40-50,000 traditional students will be enrolled in the UNC system by the year 2007. Charlotte does not want to
expand because they do not have the facilities and Chapel Hill is at their max and are not interested in expanding--this causes a serious problem. There are some campuses in the system who could take more students, but the students do not want to go there. The Board has talked about multiple enrollment--students choose which schools they want to attend and if they are in early enough they get the campus desired and if not, they enroll at another campus in a different part of the state. Because of the projected increase in students, the Chancellor has looked at possibly expanding into the community colleges in the region. There are problems with what we usually define as distance learning. It is for many people, not the optimum learning environment. Enough work is being done that it can be a solid approach to be able to offer courses and to have interaction with students in a variety of distance learning mechanisms. A committee has been established, chaired by Dr. Clinton Parker, to study this and a report will be given to the Chancellor shortly. Then they will look to see where there is interest. There are advances in technology now in ways of doing this that can be exciting. As of this morning, distance learning and off-campus instruction are in the budget. Speakers from other universities have come to talk about what they are doing on their campus in ways of distance learning.

4) Do those who sought and accepted positions here at Appalachian because of its size and location and the families who have lived here for generations not matter or is Appalachian more concerned with the "pie in the sky?" The Chancellor responded that the people do matter and that is why Appalachian is trying to enhance the environment we have and handle the enrollments. That is also why the physical condition of campus is being improved. The challenge is to maintain the core variant that is Appalachian and yet not have our heads buried in the sand and not recognize that there is a lot happening out there in the learning environment. We need to be selective and cognizant of what is available out there and if we have the resources, employ them.

5) What are your plans for bringing Appalachian's faculty salaries at least up to the average for comparable institutions in the UNC system or, better, to the national averages? The Chancellor responded that at the last Board of Governors' meeting, President Broad had a slide presentation on faculty salaries and compensations. The average AAUP faculty salary in 1997-98 for Appalachian is $49,700, $300 less than UNC-W. Other UNC system average salaries are: UNC-CH - $51,400; NC A&T - $51,200; NCCU - $50,900. Then comes Wilmington, Appalachian, Pembroke, WCU, Elizabeth City SU, then Fayetteville. We are in the center of the category IIA according to the Carnegie classification. The Chancellor has pressed for salary increases but when he gets the data, it is tough to make the case with the data being provided. 43.6% of Appalachian faculty are full professors. East Carolina comes next with 22.3% full professors. Appalachian has the highest percentage by a full 20%. The Chancellor is constantly being told that Appalachian has promoted too fast. The Chancellor's argument is that we have good people and we have longevity. We attract them and they want to stay and we want to reward them and they should not be penalized for being here--for longevity. As President Broad's presentation showed, the higher the percentage of full professors at a university, the greater the dollars needed to raise the level of salaries. If the percentage is high, the dollars are spread more thinly within this rank and are diverted from other ranks. The Chancellor feels faculty should be paid better and will continue to make the case on behalf of the faculty.
6) At what point in the process was the determination that this year's bonus must all be distributed according to merit? Was that a legislative determination, a system-wide decision or one made here at Appalachian? The Chancellor responded that the decision was made at the Board of Governors' level in consultation with legislators.

7) What are your plans for bringing Appalachian to the Board of Governors' determination that the "standard teaching load" at UNC comprehensive universities is to be 9 hours per semester (BOG Plan for Rewarding Teaching)? The Chancellor responded that he has had a very strong case made for increasing both part-time and full-time faculty salaries and a strong case for bringing the load down to nine hours, but there is a finite amount of money and there have to be priorities set within the institution. Three years ago, some faculty positions were put into faculty salaries and resulted in the highest salary increase in the system. In order to balance out, the courses that needed to be taught were taught by newly hired part-time faculty, whose salaries were not very generous. We have the responsibility to provide the courses for students to get their degrees in a reasonable period of time. With a finite amount of resources, it has got to be either with the load issue, additional part-timers, or rewarding faculty--it cannot be all of them because the resource base is just not there.

The Chancellor then spoke about the athletic program at Appalachian. He noted that Appalachian athletes have one of the highest graduation and retention rates and that students come here not to play pro, but because of the program. The Chancellor thought that the study now being done will show that it is not economically feasible to be able to move to the I-A level. The stadium would need to be expanded to 30,000 seats and there is no way he is going to put this expansion over more pressing academic needs. There is also the question of where will we find the people to attend the games. Finally, I-A status would require us to play in a conference whose members would be beyond our region, so athletes will have to fly rather than go by bus which is the mode of transportation they use now.

Bliss asked if we will generate FTEs for extension courses. The Chancellor responded that they would, but that they will not be classified right now as residential credit hours, they would be a different classification. This is in the process of being shaken out.

Koch asked if it was right for faculty to be contributing $1,000 per person to the Athletic program to cover the $600,000 currently being taken from Academic Affairs monies and what could be done about it. The Chancellor responded that he did not think that it was right, but reminded senators that when he first came to Appalachian, that amount was $1 million. He thought that there were ways to generate dollars for the athletic program. He uses this statistic as a big axe that has given him substantial leverage for the study being done because he uses it heavily in saying that money is coming from the academic area to support athletics when it should be self-sustained. He will continue to work on decreasing the $600,000 by around $150,000.

Bortz said that the University could address a curricular need of the university without spending money on it. Bortz suggested that the Chancellor write an open letter encouraging faculty participation in interdisciplinary and multidisciplinary teaching outside of their departments. Bortz noted that often departments will not release faculty to teach in interdisciplinary formats, and that such a letter would help smooth the waters for the many areas of terrific interdisciplinary work that is available here for faculty and students. The Chancellor said that that was something he could do.
The Chancellor then noted that Eva Klein will be on campus November 5 and 6. It is hoped that a case can be made while she is here that Appalachian cannot expand its enrollment.

The Senate took a break at 4:40 and reconvened at 4:50. Neufeld reminded senators that the Senate tries to invite the Chancellor at least one per Senate year.

**B. LEN JOHNSON** - Mr. Johnson spoke on the 1999 NC Flex Program brochures that everyone should be receiving. He asked senators to please take the time to read the brochures. It offers a tax-sheltered plan to help defray health care costs. Johnson also noted that the Board of Trustees have provided feedback to the Chancellor on his evaluation. They are now waiting for the General Administration to act then the results will be publicized to faculty, staff, and students.

**V. STANDING COMMITTEE REPORTS**

**A. ACADEMIC POLICY COMMITTEE**

New Procedures for Faculty Searches - Neufeld reported that Dr. Durham has rescinded the new procedures. Neufeld also noted that the Equity Office did write the procedures, but at the direction of Dr. Durham.

Bortz noted that the Committee is looking at the legal issues of the document.

**B. AGENDA COMMITTEE**

Resolution of Annoyance - Neufeld noted that the resolution was a reminder that scheduling is more than student and faculty preferences. After some discussion and a friendly amendment, a vote was taken on whether to approve the amendment.

**VOTE 2**

25 yes 0 no 0 abstain  The motion passed.

A vote was taken on the whole resolution as amended.

**VOTE 3**

24 yes 1 no 0 abstain  The motion passed.

**RESOLUTION OF ANNOYANCE:**

WHEREAS class scheduling is a complex dynamic between student preference and faculty work schedules, and

WHEREAS most faculty work long and hard hours performing their duties of teaching, research and service,

BE IT RESOLVED THAT the Faculty Senate at Appalachian State University takes exception to the inflammatory comments of Eva Klein as reported in the Raleigh News and Observer regarding the scheduling of classes by faculty and her comment that faculty will whine about expanding those schedules. Comments such as these denigrate those dedicated faculty members who are excellent teachers and scholars, and they contribute to the impression by many that faculty do not work hard at their jobs. Ms. Klein should be more judicious in her public statements in the future.

**C. BUDGET COMMITTEE**

Neufeld reported that he, Campbell and Koch met with the Student Government Association and their cabinet regarding raising student athletic fees to cover the $600,000 that currently
comes from Academic Affairs monies to help support the Athletic program. SGA will study the issue, but not solely at raising fees.

D. CAMPUS PLANNING COMMITTEE

Caton reported that the Committee met today to go over the concerns they received. They will meet with Jane Helm to go over them.

E. CHANCELLOR ADVISORY COMMITTEE

Arnold, Campbell, and Domermuth reported on the September 21 meeting. Issues discussed were 9 hour teaching loads, part-time teaching, reorganization, noise levels in academic buildings after 5:00 p.m., and the fact that the University has acquired the old Methodist church but has no funds for renovations.

F. COMMITTEE ON COMMITTEES

Domermuth reported that he spoke with Joe Watts who will speak with the Admissions committee regarding their membership and duties.

G. WELFARE AND MORALE COMMITTEE

Bliss reported that December 4 is the tentative date for the symposium on faculty unions. AAUP and NCNEA have agreed to come. When it was asked who was coming to the symposium that held a contrary view on unions, discussion ensued about the interpretation of the resolution passed at the last meeting; whether or not only unions were to come or if it were union and non-union representatives collectively. Campbell moved and Bliss seconded that the Welfare and Morale Committee organize two meetings dealing with union organization noting that the first meeting be with union organizers so that they can present their case and the second meeting be for persons who have alternative views. Neufeld then called for a vote on Campbell's amendment, noting that if one voted against her amendment, they would be voting to interpret the resolution to mean both the pros and cons of union organization attend the symposium.

VOTE 4 4 yes  18 no  1 abstain  The motion did not pass.

Neufeld noted that a suitable non-union invitee will be sought.

H. WELFARE OF STUDENTS COMMITTEE  No report.

VI. NEW BUSINESS

A. FACULTY CONCERNS

CORE CURRICULUM COUNCIL - it was noted that a concern was brought forth noting that there was no science representative on the Core Curriculum Council. The Committee on Committees will look into this.

TEXTBOOK RENTAL SYSTEM - this concern was given to the Welfare of Students Committee to investigate.

B. CREATION OF BOARDS OF VISITORS FOR APPALACHIAN

Neufeld noted that he would like to see the formation of a Board of Visitors. Comments made by George Wahl (NCSU) will be given to senators.

C. RESOLUTION OPPOSING THE GAO'S PROPOSED INCREASE IN THE STUDENT BODY AT APPALACHIAN STATE UNIVERSITY. The resolution will be put on the senate listserv for comments and amendments.

Moore moved to adjourn and Winkler seconded.
VOTE 5  
20 yes  0 no  0 abstain  
The motion passed.

The meeting adjourned at 5:58.

/msh

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APPALACHIAN STATE UNIVERSITY
FACULTY PRESENT AND VOTING SHEET
October 12, 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  
ARNOLD, EDWIN  Y  Y  Y  N  Y
BIDDLE, NICK  Y  Y  Y  N  Y
BLISS, LEN  Y  Y  Y
BORTZ, JEFF  Y  Y  Y  N
BOYD, JOHN  Y  Y  Y  N  Y
BUTTS, JEFF  Y  Y  Y  N  Y
CAMPBELL, KATHLEEN  Y  Y  Y  Y
CATON, DAN  Y  Y  Y  N
DOBSON, BILL  Y  Y  Y  N  Y
DOMERMUTH, DAVE  Y  Y  N  N  Y
EDWARDS, DEBRA  Y  Y  Y  N  Y
GATES, PAUL  Y  Y  Y  N  Y
GAYNOR, PATRICIA  Y  Y  Y  N  Y
KAENZIG, REBECCA  Y  Y  Y  N  Y  
KOCH, ANDREW  Y  Y  Y  Y  Y
MCGARRY, RICK  Y  Y  Y  N  Y
MCKINNEY, HAROLD  Y  Y  Y  N  Y
MOORE, MIKE  Y  Y  Y  A  Y
NEUFELD, HOWARD  Y  Y  Y  N  Y
SPEER, CHARLIE  Y  Y  Y  N  Y
TRUETT, CAROL  Y  Y  Y  Y
WEITZ, GAYLE  Y  Y  Y  N  Y
WINEK, JON  Y  Y  Y  N  Y
WINKLER, LINDA  Y  Y  Y
WYATT, TONI  Y  Y  Y

VOTE  1: Approve the minutes as written
VOTE  2: Approve the amendment to the Resolution of Annoyance
VOTE  3: Approve the Resolution of Annoyance as amended
VOTE 4: Motion that the Welfare and Morale Committee organize two meetings dealing with union organization
VOTE 5: Adjournment

VISITORS: Linda Coutant, News Bureau; Hugh Hindman, AAUP; Len Johnson, Human Resource Services; A.B. McLeod, Registrar’s Office; Clinton Parker, Academic Affairs; Peter Petschauer, History; Bob Shaffer, Public Affairs; Karen Slough, HPC graduate student; Katrena Smith, HPC graduate student; Bill Ward, Academic Affairs