The October 13 Faculty Senate meeting was called to order by Chair Neufeld, 3:17 PM in the University Conference Room, IG Greer.

I. ANNOUNCEMENTS

A. VISITORS

Neufeld welcomed visitors and asked that they introduce themselves. (See voting sheet for visitors' names.)

B. WELCOME NEW SENATOR

Neufeld welcomed Paul Gaskill who will be filling out the remainder of the year for Alex Erwin.

C. FACULTY HANDBOOK CHANGES PROPOSED BY THE ADMINISTRATION

The Academic Affairs office distributed to senators copies of the proposed changes to the Faculty Handbook. Neufeld noted that he made a list of the changes already addressed by the Senate and those that are state or federal mandates. Neufeld proposed that the remaining changes be addressed by an ad-hoc committee before the November 10 Faculty Senate meeting. Senators who will serve on the Ad-hoc committee will be Anderson, McGarry, Moore, and Neufeld. One more senator is needed. Neufeld noted that the committee should get together with Clinton Parker. These changes will go to the Board of Trustees at their December meeting. A copy of the Handbook changes will be put on the Senate Web Page for faculty to preview. Butts suggested that an open forum for faculty be held on any Handbook changes. On Thursday, October 23, such a forum will be held in the I. G. Greer Auditorium.

D. FACULTY HANDBOOK CHANGES PROPOSED BY MICHAEL MOORE

Senator Moore distributed a copy of the proposed Handbook changes emanating from an AAUP subcommittee that he chaired. The Ad-hoc committee established above will include these suggestions in its review.

II. MINUTES

Neufeld noted that the May 1997 minutes will be approved at the November Senate meeting. Dorgan moved to approve the September minutes as written. Toub seconded. The correction noted was that the Science Building will not be completed until 1998, not 1997 as written in the September minutes.

VOTE 1 yes 22 no 0 abstain 0 The motion passed.
III. GUEST SPEAKERS

A. CHANCELLOR BORKOWSKI

The Chancellor addressed questions that were sent to him prior to the meeting. His responses were:

1) Several years ago the ASU: Administration, Faculty Senate, Staff Council, Student Government Association, and Graduate Students Association jointly sponsored an open forum at the Broyhill Center for the ASU Board of Trustees. When UNC-System President Molly Broad visits ASU, as she recently did at UNCC, can the above groups jointly sponsor a similar dialogue between Mrs. Broad and ASU’s faculty, staff, and students? Answer: Yes, an open forum can be held when President Broad visits campus again possibly in January or February. The Chancellor noted that Broad was on campus last week during fall break and a small reception was held for her.

2) Can you outline Appalachian's program to attract and retain minority faculty members and students? Answer: This is already outlined in the Chancellor's Report on Diversity. The Chancellor brought several copies of the report with him. The Chancellor noted that he felt like Appalachian was making strides on this. Appalachian's retention rate is second in the system (next to UNC-CH) for minorities.

3) Since funds for renovating Rankin Science were not obtained from the legislature this year, where in the scheme of things does this issue stand? It is apparent that the GA does not know or understand that to renovate Rankin will take more than just the funds allocated based on state construction formulas. Will the Administration here develop a strategy to deal with what will no doubt be insufficient funds to renovate Rankin for those departments remaining? Perhaps a two-part renovation plan? Answer: Rankin is #1 on the priority list. The Chancellor noted that he did not think that it was feasible to renovate Rankin in one year. It's a $11-12 million dollar project and will probably be done in stages, possibly three.

4) There is a persistent rumor that the state legislature will eventually mandate a minimum teaching load of 12-15 hours per semester for every faculty member on every campus of the UNC system. If this becomes a reality at Appalachian, can we also expect that every administrator who is also a faculty member can be required to teach at least one course per year? Answer: Twelve hours is already the standard work load. He noted that some administrators are already teaching without pay. He did not think that a load change to 15 hours is likely.

5) If the Chancellor is committed to technology, why haven't we been given the necessary resources for technical assistance to insure these machines continue to operate at their optimal level? Mere purchase of a technologically advantageous machine does not result in maximizing its existence without the substrate of technical maintenance. Answer: Deans may appropriate money for machine upkeep. The Chancellor noted that the UNC President will move in the direction of more technology.

6) How committed is the administration to the reorganization process? If a particular
department really wants out of its current college but the rest of the departments are satisfied, will there be any recourse for that department? In other words, will majority rule squelch the very dissatisfied minority? Answer: The University is very committed to the reorganization process and will carefully consider the outcome of the report.

7) How can the administration share the governance of the university with the faculty? Answer: The Chancellor noted that the Board of Governors is ultimately responsible for decision-making, and that he takes recommendations out of the Faculty Senate very seriously.

8) Do you support the Chair of the Faculty Senate having a vote on the Board of Trustees as does the Student Representative? Answer: The Chancellor noted that state law prohibits state employees from voting on the Board of Trustees, otherwise he would be all for it. Under the same law, the Chancellor himself has no vote.

9) You spoke about the post tenure review now in place at the university. Were you speaking about new procedures not yet in place? Answer: The Chancellor noted that the term, "Professional Assessment," would have been a much better title instead of post tenure review. He also noted that Appalachian has been doing post tenure review and will already be in compliance with the mandate.

10) Why has an additional university attorney been hired? Is there a conflict of interest with the attorney being a half-time faculty member? Answer: The University Attorney's workload has increased dramatically since his inception. It is impossible for Dayton Cole to do all the work himself. David Leary has been hired part-time to assist him. Neufeld asked about liability issues. It was noted that up to $11 million can be spent on a faculty member if the University chooses to defend them.

11) Is there any real chance for reorganization of the colleges? see 6 above.

12) Would there be any possibility of new deans? Answer: The average annual cost to run a dean's office is $250,000. Thus the decision to install a new dean would have to be weighed very carefully.

13) Is there any chance of obtaining the Methodist church for a Fine Arts Center or is that dead? Answer: The leader of the Church has written a letter to the University asking if Appalachian is going to buy the Church, otherwise the Church would have to consider other alternatives. The Chancellor feels that it would make a great visual arts center and a good addition to the campus. Vice Chancellors Helm and Herrmann are investigating ways to fund the purchase of the Church. If it is purchased, renovation would be done in phases.

14) Will any of the money from the equity funding go towards equipment or repair needs other than high tech? Answer: It is up to the deans to allocate money towards equipment or repairs.

15) Any chance that the administration will get paid in the future based on merit? Will this include evaluations by the faculty, staff, and students? Answer: Almost all administrators are
already paid based on merit. In the past, evaluations of administrators were done through the Faculty Senate.

16) Why spend $6 million for an additional 400 parking places? Why not use this money to improve alternative transportation? (bike lanes, wider Appalcart routes, etc.) Answer: Three major in-depth surveys indicate the need for a parking deck.

17) Will the university reorganize? What must occur for change to actually take place? see 6 above.

18) Is there enough interest in the upper administration to obtain a Visual Arts Center? see 13 above.

19) Can App Summer be revised to better include all the arts, as well as the faculty and students? Answer: The Appalachian Summer Council has met in a retreat for a couple of days to rethink the structure of the App Summer. They would probably consider increasing student participation.

20) I'd like to know what the stated and documented educational goals are of the Chancellor's "make all students buy IBM laptops" program. Answer: The Chancellor noted that he did not say he was going to make all students buy laptops. He also noted that he, Durham, and Ward will be going to Texas to talk to Dell about providing more computers for students.

21) I would like to know how the equity money is being spent and how that reflects the academic priorities of the university. I actually have a proposed division of that $3.2 million. Answer: Academic Affairs received $1.7 million; Business Affairs received $800,000; Student Development received $450,000; University Advancement received $200,000; and a reserve of $250,000 was held.

The Chancellor then took questions from the floor. Anderson stated that part of the argument used to obtain the equity funds was the need for higher faculty salaries. Durham stated that we cannot change the totality of monies set aside for faculty salaries. For each 16 students we get 1 faculty position that comes with an amount of money attached to it. The Chancellor noted that the equity money is for the Library and equipment. The Chancellor also noted that a new study by the Board of Governors on capital construction has been done and will hopefully result in some more equity money, but that money may not be given to Appalachian because our campus is not as bad as other campuses.

Lee asked about a dance studio. The Chancellor hoped that private money will be used to fund the studio. Caton asked about support for the observatory. The Chancellor responded that the $3.5 million is reoccurring money and hopefully will be used to address the observatory in the future. Campbell noted that the Art Department has specialized needs. Durham responded that Appalachian has gone so long without funds that people have high hopes for the use of the money. The Administration will continue to hear requests.

B. PETER PETSCHAUER
Petschauer reported on the last Faculty Assembly meeting in September. The new UNC President Molly Broad was present and approved a couple of the Assembly's resolutions such as allowing chairs of UNC Senates and Councils be allowed as a non-voting member on the Board of Trustees. Petschauer noted that there are several UNC schools whose Senate chairs are not on the BOT. Broad also approved the replacement of, "teaching, research, and service," to, "teaching, research, and creative activity/service." Broad talked about faculty salaries and was disappointed with the 4% increase. Salary increases will be a high priority for Broad in order for UNC schools to recruit faculty. Another priority is to see that undergraduate tuition increases increase in proportion to the cost of living increases. Petschauer noted that all Faculty Assemblies are on line and have a listserv.

C. SARA ZIMMERMAN

Zimmerman reported to the Senate on a leadership conference for the Board of Trustees held August 3. Zimmerman noted that she felt like there was not enough faculty involvement. Neufeld added that he suggested to the Chancellor that another conference be held to include faculty. Early in January such a conference will again take place, this time with faculty present.

IV. NEW BUSINESS

A. FACULTY CONCERNS

A list of the concerns received from faculty were given to the senators.

B. RESOLUTION REGARDING CLASS SCHEDULES

Dorgan presented the resolution and Parks went over the data to support it. Discussion followed. Anderson suggested comparing the frequencies between 1000 and 2000 level courses and 3000 and 4000 level courses. Neufeld sent the resolution to committee. The Welfare of Students Committee and the Academic Policy Committee will take this on.

C. FORMATION OF A COMPUTER COMMITTEE

Neufeld suggested that a Computer Committee be added to the Faculty Senate to address concerns that arise, work on maintenance and upgrading of the web site, and to look into protocol on voting procedures via e-mail. Caton, Dobson, Parks, and Winek volunteered to serve on this committee.

V. OLD BUSINESS

There was none.

VI. STANDING COMMITTEE REPORTS

A. ACADEMIC POLICY COMMITTEE

1. Final Exams Policy. Anderson noted that about 10-12 responses were received
regarding the new final exams policy. The responses will be forwarded to Brooks McLeod and the Registration and Calendar Committee.

2. DPC Reform. Anderson noted that she, Dobson, Giskin, and Zimmerman have been working on the seven items and these will be distributed for action at the November 10 meeting. Anderson also noted that #3 of the seven items dealing with the composition of DPCs has been set aside.

3. Resolution Regarding Section 4.6.1 of the Faculty Handbook. Anderson reported that now that a response has been received from AAUP, the Committee will draft a letter to the Board of Governors dealing with the process of making Handbook changes, and telling them of the opinion of the AAUP. The Committee will bring the letter to the November meeting.

B. BUDGET COMMITTEE

1. Brief report. Campbell reported that the Committee will be meeting with Jane Helm on Friday.

2. Faculty Raises. Durham reported that funds were made available for an average 4% (all merit) pay raise for faculty retroactive to July 1. Through some creative engineering, the actual average was closer to 5%. The raise will arrive in their October paycheck.

3. Academic portion of Equity Funding. Ward reported on the $1.7 million of equity funds that went to academics. He noted that $407,000 went to new computers for faculty; $311,000 went to basic program support which will raise the current spending per FTE faculty position from about $2600 per FTE faculty position to $3,100; $112,500 went to increase assistantship stipends awarded by the Graduate School; and $325,000 went to the Library to purchase monographs and electronic databases.

C. CAMPUS PLANNING COMMITTEE

1. Renovation Money for Faculty Offices. Winsor spoke to Helm about this. Helm seemed to think that there was no more money left for this, but will look into it.

2. Traffic Management & Safety Committee. Winsor reported that he attended the last meeting. Helm will be sending to faculty, staff, and students information on traffic laws and what violations' consequences will be. Winsor also noted that the State did not approve the current plans for the parking deck because it did not meet specifications for being in a flood plain.

D. CHANCELLOR ADVISORY COMMITTEE

Neufeld proposed that the Committee meet with the Chancellor twice a semester instead of four times and to increase the number of senators who attend to eight.

VOTE 2 yes 15 no 1 abstain 0 The motion passed.
E. COMMITTEE ON COMMITTEES

1. University Committee recommendations. The Committee recommended a slate of faculty to fill vacancies on University committees.

VOTE 3 yes 15 no 0 abstain 0 The motion passed.

2. Post-tenure Review Committee. Domermuth reported that six faculty names were forwarded to the Chancellor to serve on the Post-tenure Review Committee which was adopted by the Board of Governors. Three of the faculty will actually be chosen by the Chancellor to serve on the Committee.

F. WELFARE AND MORALE COMMITTEE

1. Faculty Voice. Cherry reported that Peter Villanova has volunteered to be the new editor of the Faculty Voice. Cherry will invite him to the November 10 Senate meeting to discuss his proposed format and to get ideas from the Senate.

VOTE 4 yes 13 no 0 abstain 0 The motion passed.

2. UNC Phased Retirement Program. Ward distributed to senators a copy of the draft of 9/26/97 on the UNC Phased Retirement Program. The Administration received their copy last week and they have to get it back by next week. Ward asked that if senators had input, to let him know by October 15. He asked that they pay close attention to the 3-year cap on post-retirement teaching, the 20% departmental cap, and the 10% campus-wide cap.

G. WELFARE OF STUDENTS COMMITTEE

Academic Integrity Committee. Dorgan reported that the Committee has met three times, twice with students. The Committee has formed two subcommittees, one for students and one for faculty. The students are working on ways to make the current Academic Integrity Code better known to the student body, and the idea of an academic honor code. The faculty are looking the current code, its processes, and how to make it better known to the faculty and easier to use.

Neufeld noted that due to the time, what remained on the agenda under the Agenda Committee could wait until the November meeting.

Dorgan moved to adjourn the meeting. Domermuth seconded.

VOTE 5 yes 13 no 0 abstain 0 The motion passed.

The meeting adjourned at 6:40 p.m.

/msh Submitted by Dee Parks