APPALACHIAN STATE UNIVERSITY
FACULTY SENATE MINUTES
October 14, 2002 - (approved as amended)
At 3:18 p.m. on October 14, 2002, Chair Gates convened the Faculty Senate meeting in the
University Conference Room (224 Greer Hall).

I. ANNOUNCEMENTS
A. VISITORS. Gates welcomed visitors and asked that they introduce themselves. (See voting
sheet for visitors’ names.)
B. SENATE REPLACEMENT. Gates noted that there still is a one-year Business seat vacancy
on the Senate and asked for solicitations for the seat.
C. AAUP SOCIAL. Gates announced that Appalachian’s chapter of AAUP will be hosting a
social on Friday, November 1, 3:00-5:00 p.m., in the lounge of Family and Consumer Sciences
(L.S. Dougherty).
D. CHANCELLOR ADVISORY MEETINGS. Gates reported that the Chancellor Advisory
meetings for this semester are Tuesday, October 22 and Monday, December 2. Both are at 3:00
p.m. and will be held in the Chancellor’s Conference room, 4th floor of the Administration
Building. He asked senators to let him or Michelle know if they plan to attend either or both of
the meetings. Steve Simon noted that he could attend.
E. FACULTY SENATE OFFICE ASSISTANT. Gates reported that Michelle Hill has been
hired full-time in the Chemistry Department and this will probably be her last meeting.

II. VISITORS
HARRY WILLIAMS. Harry Williams, Associate Vice Chancellor for Diversity, spoke to the
Senate to solicit input and views regarding Appalachian State University’s Proposed Diverse
Faculty Recruitment and Retention Plan. He noted that there are major differences between the
September 11 and October 14 drafts due to input received from the Council of Chairs. Williams
reported the history of desegregated higher education, especially in the state of North Carolina,
can go all the way to 1974 when we had our very first plan of action that originated out of
Adams vs. Richardson. The 1974 plan, which looked at student enrollment in addition to faculty,
was more black/white related. Another plan came along in 1978 by the System which was
revised and eventually we followed in under the consent decree which went into effect in 1981.
These plans have been very successful in regards to black student enrollment, but not in terms of
faculty. Williams hopes that the proposed Plan will address this issue. It is hoped that there will
be a process in place that will assist Appalachian in attaining good representation of faculty here.
Weitz noted that since the definition and goals of diversity are broader than race in the
document, we need to start collecting statistics on the other classes on page two of the document.
Williams said he would check the files but that the original consent decree deals only with
black/white; there was not any other emphasis on other diversity.
Koch noted that there is a disconnect between paragraphs one and two on page two. Paragraph
one talks about diversity and paragraph two talks more about ethnicity than diversity. He thought
this was a problem since paragraph one deals with a much more diverse approach. Koch asked if
there was some way to deal with diversity and not just ethnicity (as the state document suggests).
Williams responded that the Committee struggled with this and the reason they decided to set it
up this way was because in looking at our initial definition, they wanted it to be very broad based
as it relates to diversity. They also wanted to be able to have some specific things that they could


Weitz noted that diversity should be across the board, reflecting the whole gamut of groups and not just targeted groups. She added that she was worried about the emphasis on recruiting faculty and asked what will happen to these faculty once they are here. What will we do to keep them here? Weitz also noted that one thing being overlooked is the role of curriculum in regards to diversity. Williams responded that he supports diversity in the curriculum. Durham noted that he himself may be the reason why curriculum was not in the document because he suggested to Williams to take things one step at a time and asked that the Committee start with recruitment.

Woodworth suggested that the document be worded throughout the document so that it states we want to encourage all areas of diversity in recruitment but currently we want to start targeting this subset. Woodworth also noted that she would like to see the role of the EOA enhanced. Williams replied that these were good suggestions.

Anderson reiterated that the climate issue needs to be addressed—what to do with minority faculty once they get here.

Waring noted a concern about the fact that a lot of the groups that we are focusing on in the document can make a great deal more money at larger universities which are also recruiting these groups. He also noted that because we primarily have a white campus and white departments, those departments build up an academic culture based on what their interests and philosophies are. Minorities might have different interests in their disciplines and those interests may not interact well with the culture in a given department. Thus, since their academic approach does not fit with departmental philosophies, they are not even considered in the hiring process. How can departments be encouraged to reassess their philosophies? Williams responded that it may not be necessary to pay minorities extra; just give them a little extra attention. He added that what we are looking for in the whole spirit of affirmative action is good faith effort.

Moore suggested that on page three, #15, to include private universities in the faculty exchange program with HBCUs.

Rardin suggested that the paragraph on page two dealing with internationals be adjusted to list international appointments a component of diversity that is separate from appointments based on ethnicity.

Williams thanked the Senate for their suggestions and input. The document will be taken back to the deans for their input and then the Provost and Williams will look at it again before it is taken to the Chancellor. Chairs will be given a revised copy also after today’s suggestions.

III. MINUTES

Anderson questioned if the second to the last sentence in the first paragraph on page two was accurate: "It was noted that the rumors are not true going around that if there are going to be faculty salary increases, they will be in the form of merit." Durham then read the memo from Molly Broad regarding the guidelines for faculty salary increases this year. Faculty salary increases will not be based on merit but on marketability and equity.

Simon moved and Allen seconded to approved the minutes as written.

VOTE 1 21 yes 0 no 1 abstain The motion passed.
IV. COMMITTEE REPORTS
A. Welfare and Morale
1. FS02-03/10-01 — Resolution Regarding UNC-G Staff Salary Increases — Marking reported that the Committee is working on the resolution UNC-G came up with regarding staff salary increases and that she has had several email conversations with Ben Ramsey, UNC-G Faculty Senate chair. Len Johnson, Director of Human Resource Services, reported that while the UNC-G resolution had good intentions, many issues have developed. Faculty wanting to contribute to the fund have been told that they cannot because the entity into which they would be providing money does not qualify for a tax exempt status. There are also problems with IRS regulations in terms of who would receive that money; how would it be reported? The fundamental issue is on what basis would it be distributed—would it be a one-time lump sum? If so, would it go to all the SPA staff or would it go proportionately to different staff? Would it go to staff that are below a particular annual salary or to those in a particular pay grade? Johnson noted that there is speculation that the money that has been received will have to be returned to the donors. When asked if the Foundation could handle it, the Foundation responded that it was too complex and something that they could not get into. This issue is being watched carefully by all UNC institutions.

Marking reported that the resolution they were working on is not ready yet. Woodworth reported that she has spoken with Peggy Ellis, Staff Council president, who suggested that someone from the Faculty Senate attend Staff Council meetings, and someone from Staff Council attend Faculty Senate meetings. This would be a good way of communicating with each body.

2. Report on the NY Loft/App House. Yaukey reported that she attends the Off-Campus Advisory Board meetings as a non-voting member. She also reported that since there has been increased advertising, the applicant pool has increased. There was a search to purchase the building in DC, but due to the budget situation that has been shut down. A commitment does exist to purchase and the search will start again as soon as it can. Internship discussions have been started; there was some reservation about students handling money but at least the conversation has begun.

Weitz asked how the Senate’s motion from last is progressing about moving the NY Loft/App House responsibilities from the Instructional Technology Center. Yaukey noted that Mick Kreszock will be attending the November 11 Faculty Senate meeting.

B. AGENDA COMMITTEE
FS02-03/10-02 — Resolution of Support for Appalachian Staff Salary Increases — Gates reported that Woodworth is mainly responsible for the rewording of the resolution (from last month’s meeting). Anderson noted that on one hand she does not have any problem with the resolution, but on the other hand she has mixed feelings about the Faculty Senate dealing with the issue—she wanted to make it clear that staff are the most underutilized, overworked, under-rewarded group on campus. She feels that with discussions she has heard, faculty are being put in a position to take up a collection and take on this issue when faculty have no impact on this issue. The whole issue of faculty receiving salary increases from increased tuition is being used to pit faculty and staff against each other.
Gates noted that the resolution is a gesture of support; it does not call for action on the Senate’s part. Bortz noted that the resolution is not a gesture of support and that it is deceitful. Butts disagreed noting that it is a political issue due to the lack of leadership in the State government. The Faculty Senate in the past has taken on and passed resolutions on issues of public concern relating to the University and the quality of life of students, faculty and staff at the University. Butts added that it is within the Senate’s purview to consider matters affecting the academic quality of the institution and that the quality of life of staff should not be separated from the academic aspect of this institution. If the Senate does not take a stand on this, then they are complicit in the continuing erosion of the financial quality of life of the employees of the state of North Carolina. Moore agreed with Butts but noted that the resolution does not address the true issue—the inequities of salaries.

Arnold noted that the Welfare and Morale Committee has a resolution but had chosen not to bring forward today. After further discussion, Gates withdrew the Agenda Committee’s resolution. Marking moved and Steve Simon seconded to put the Welfare and Morale Committees draft resolution on the table.

VOTE 2. 22 yes 0 no 0 abstain. The motion passed.

Koch moved and Abbott seconded the urging of reclassification of staff job descriptions (as a means for staff to receive salary increases). After some discussion the motion was reworded to read, "The Faculty Senate supports the activity of Appalachian Administration to review job classifications with the intent to raise job classifications where appropriate."

VOTE 3. 21 yes 0 no 0 abstain. The motion passed.

C. COMMITTEE ON COMMITTEES

University Committee recommendations. Butts asked senators to talk to their colleagues about volunteering to serve on University committees, especially from the College of Business. Weitz and Durham noted that in the last couple of years, faculty’s interest in shared governance has declined. Allen noted that when it comes time for promotion, service does not play a role which could be a reason for the lack of participation. A vote was taken on the Committee’s recommendations.

VOTE 4. 19 yes 0 no 0 abstain. The motion passed.

Academic Policies and Procedures Committee
--W. Edward Folts (Sociology/Social Work) for a three-year term to replace Dale Wheeler (Chemistry) representing the College of Arts and Sciences
--Keith Davis (HPC) for a one-year term to replace Thomas Jamison (LES) representing the College of Education
--John Abbott (Library) for a three-year term to replace Elizabeth Williams (Library) representing the Library

Core Curriculum Committee
--Victor Mansure (Music) for a three-year term to replace Randal Outland (Music) representing the School of Music

Graduate Council
--Dennis Grady (Pol Sci/Crim Just) for a one-year term to replace Matt Robinson (Pol Sci/Crim Just) representing the College of Arts and Sciences

Non-Tenure Track Faculty Committee
--John Turner (Sociology/Social Work) for a one-year term to replace William Hutchins (Phil/Rel)

Research Council
--John Craft (Technology) for a one-year term to replace Patricia Mosher (HLES) representing the College of Fine and Applied Arts
--Elizabeth Rose (Music) to replace Maribeth Yoder-White (Music) representing the School of Music.

Pending Appointments — The Committee on Committees is still seeking faculty to fill vacancies on the following:
Academic Policies and Procedures Committee
--A three-year term representing the College of Business

Awards Committee
--A three-year term to replace Lyle Schoenfeldt (Management) representing the College of Business

Faculty Grievance Hearing Committee
--A one-year appointment as an alternate to the Committee
Research Council
A one-year appointment to replace Derek Paulsen (Pol Sci/Crim Just) representing the College of Arts and Sciences

Teaching Enhancement Committee
A one-year replacement for Roxanne Knudsen (Communication) representing the College of Fine and Applied Arts

D. FACULTY HANDBOOK COMMITTEE
Moore noted that the Handbook Committee’s report is on line.

E. CAMPUS PLANNING COMMITTEE
Kathy Simon noted that the Planning Committee’s report is on line. Simon added that in March, graduate students will be reminded that they will have to vacate Raley lot. Discussion followed on the $500 parking fee for the parking deck. Most of the spaces sold in the lot have been by students therefore it has not resolved the issue of parking for faculty and staff. Moore asked about a bridge over Rivers Street and it was noted that the plans for the bridge have been canceled. Moore noted that the parking issue could have a serious morale effect. Waring suggested that the Faculty Senate send a brief newsletter about what the Senate is working on.

F. WELFARE OF STUDENTS COMMITTEE
No report

G. BUDGET COMMITTEE
1. Guidelines for faculty salary increases - Guidelines for faculty salary increases were discussed. The guidelines are marketability, equity, and increased responsibility. The increase will be reflected in the November paychecks and will be retroactive to July.
2. Budget cuts — Durham report that 3.5% of Appalachian’s budget has been cut. He added that three-quarters of Academic Affairs budget is for salaries.

H. ACADEMIC POLICY COMMITTEE
No report.

V. OLD BUSINESS
A. Ad-hoc Committee on Distance Education. Gates noted that volunteers are needed for this ad-hoc committee.
B. Ad-hoc Committee on Academic Governance. Gates noted that volunteers are needed for this ad-hoc committee.
C. Ad-hoc Committee on Deans’ Evaluations. Gates reported that so far, Weitz, Gates, and Bortz have volunteered to serve on this committee.

VI. NEW BUSINESS
A. Motions — Weitz presented three motions to the Senate.
Motion #1:
Search Committees at Appalachian may be permitted to use a more open-ended deadline when advertising for positions. (For example: "Review of applications will begin on January 7th and continue until the position is filled" rather than, "Completed applications must be received by 5 PM on January 7th.")

Rationale:
All other institutions in the UNC system allow this.
This provides more flexibility to search committees in obtaining the best candidate.

Motion #2:
There be a national search for Director of the Equity Office this year,
Filling the position by July 1, 2003.

Rationale:
The Provost appointed the Director of the Equity Office (the person serving as Acting Director) in May without a search (internal or external).
The Provost has not informed the faculty of this appointment.
This is a key position to faculty.
There already exists a credibility problem between this office and the faculty.
The Provost did not support any of the Faculty Senate’s recommendations to change the Equity Office (nor any of the ad hoc committee’s recommendations, whose membership included deans, chairs, and faculty).

Motion #3:
The Faculty Senate Chair form an ad hoc committee comprised of deans and chairs and faculty (and approved by the Faculty Senate) to continue the progress in regard to workload, whose charge is to come up with an academic plan.

Rationale:
A workload document was approved by the Faculty Senate and Council of Chairs in 2001.
A plan to implement this document was approved by the Faculty Senate in 2002.
We are in a budget crisis, most likely necessitating cuts that will affect academic programs.
We have no academic plan to consult when making such cuts.
We need and academic plan appropriate for a comprehensive university.

Due to the lack of quorum, these motions will be presented by the Academic Policy Committee first at the November 11 Faculty Senate meeting.

B. Status of Resolutions — Moore informed senators that the status of resolutions is posted on
the Faculty Senate web site.

C. NC Flex — Johnson urged senators to look at their NC Flex packages and to consider enrolling.

D. Library’s SSCI Searches — Waring noted that two years ago the Library cancelled SSCI searches. Abbott responded that he, Glenn Ellen Starr, and John Boyd are able to do those searches still.

E. Free speech issue — Koch reported to the Senate that there is a new policy regarding Facility Use, Solicitation, Distribution of Printed Materials, Unscheduled Public Speaking Areas, and Peaceful Assembly.

Due to a lack of quorum, the meeting ended at 6:20 p.m.

Respectfully submitted,
Patrick Rardin

**FACULTY PRESENT AND VOTING SHEET**

*October 14, 2002*

voting symbols:  Y = yes      N - no      A = abstain

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VOTE 1: Approve the Sept. 9, 2002 minutes as written
VOTE 2: Motion for the Welfare and Morale Committee draft resolution on the table.
VOTE 3: Vote on FS02-03/10-01 as amended
VOTE 4: Vote on University Committee Recommendations

VISITORS: Harry Williams, Associate Vice Chancellor for Diversity, ASU