At 3:20 p.m. on November 13, 2000, Chair Weitz convened the Faculty Senate meeting in the University Conference Room.

I. ANNOUNCEMENTS

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

B. DISCUSSION. Weitz asked that senators repetition of points during discussion be kept to a minimum.

II. GUEST SPEAKERS

A. CHANCELLOR BORKOWSKI. Weitz introduced Chancellor Borkowski who spoke to the Senate regarding the bond referendum and the proposed tuition increase. The Chancellor thanked all those who voted in favor of the bond and noted that the bond is sending out positive signals all over the country and that he is receiving letters from colleagues in other parts of the country in regards to it. He then listed the projects that were included in the package: central library complex ($47,586,800), completion of labs and academic space in CAP building ($1,260,000), comprehensive renovation of Rankin Science ($11,157,000), academic portion of the Live and Learn Center ($4,000,000), Visual Arts Center ($4,374,700), Smith Wright Hall ($1,600,000), Founders Hall ($1,400,000), Walker Hall ($1,700,000), safety and heating B.B. Dougherty ($781,000), water system improvements ($2,860,000), land acquisition ($829,300), and technology infrastructure expansion ($4,800,000). The total amount of the package is $82,349,700.

The Chancellor then noted that it is going to be a challenge to find companies to complete the projects. He added that planning needs to proceed as soon as possible. Rankin Science is tops on the Chancellor's list even though it was not #1 on the bond's projects list. The Chancellor also noted that he was not sure when the money from the bonds would be released. Weitz asked how much flexibility there was in changing parts of the package and the Chancellor replied that there was no flexibility, then he added that it would probably be very difficult to change this because the package was sold on the basis of the projects from each campus.

Inflationary costs are also going to be a problem. Looking down the road, costs could go up 13% a year so there still may be need for state appropriations for renovations and new construction.

The Chancellor noted that after a six-week delay, the Convocation Center is ready to be opened on Friday.

The Chancellor reported that he attended a Board of Governors meeting last Friday where the budget for the biennium was approved. A copy is in the Faculty Senate office for consultation. The approved Board of Governors budget for the next two years calls for academic salaries to increase 6% for next year and 6% for the following year. The request includes for 2001-2002 $28,500,000 for faculty salary competitiveness. This money is to take each campus to
the upper quartile of its peer institutions. For the year 2002-2003, $164.7 million for faculty salary increases will be requested.

The Chancellor then spoke about the tuition increase. He indicated that he and the Vice Chancellors agreed that the tuition increase was to be put into faculty salaries. He added that the BOG and the President are reluctant to move forward with any campus-based tuition increase. In the approved BOG budget there is a tuition increase of 4% that is mandated by the BOG. That 4% is going strictly towards financial aid for students. The sense is we have just been approved by the voters for $3.1 billion in upgrading of facilities and new capital construction and that campus-initiated tuition increases may be perceived by the public as greedy. The approved BOG budget calls for in the year 2001-2002 $2.87 billion for the UNC system. Appalachian’s position has been to move forward with the campus-based tuition increase to help get faculty salaries to a competitive level, but the Chancellor was not sure whether it would be approved by the BOG. He noted that Appalachian is wrestling at the moment whether to make the request and what the odds would be for its approval.

The Chancellor noted that he is philosophically opposed to the tuition increase, indicating that it is the responsibility of the State to support the public universities. By increasing tuition, it would clearly disenfranchise some students. However, given the increasing demand on the State budget and given the need to compensate faculty adequately, the Chancellor believes that a tuition increase is a reasonable approach. The next Board of Trustees meeting is the first Friday in December and the issue of tuition increase will be decided by the Trustees. If approved, the increase will be submitted at the next Board of Governor’s meeting in February 2001. Weitz asked what the breakdown would be if the tuition increase were to go forward. The Chancellor replied that 60% would go towards faculty salaries and 40% would go towards student financial aid. Anderson asked if the Board of Governors approves the tuition increase or if the legislature approves it. The Chancellor replied that by and large the legislature approves tuition increases but to his knowledge it has never vetoed tuition increases recommended by Board of Governors.

Weitz thanked the Chancellor and expressed her hope that he would push forward with the tuition increase for faculty salaries.

B. GENE BRANON. Weitz reported that Gene Branon would not be speaking today. Branon will be speaking with departments first regarding the new Library Information Commons here at Appalachian State. Weitz suggested that if anyone has any specific needs or concerns regarding the new library to contact Branon.

III. MINUTES

Edwards moved and Allen seconded to approve the minutes as written.

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

Weitz suggested that due to the large number of people in attendance regarding the Welfare of Students report, that the Committee be allowed to go first for Committee reports.

IV. STANDING COMMITTEE REPORTS

A. WELFARE OF STUDENTS COMMITTEE

Rardin reported that all senators should have before them a package which contains a report from the Committee in addition to a new proposed Academic Integrity Code (draft
October 16, 2000) and the Academic Integrity Code approved by the Faculty Senate in April of 1999. Rardin noted that there are some changes in wording between the two documents which the Committee has outlined in their report and underlined in the new draft. Some of the changes are merely trivial wording changes. However, some changes did amount to a difference in meaning. Rardin added that the Committee declined to bring forward a motion so that senators would have time to review the documents but that if it were the Senateís pleasure a vote could be taken. After some discussion it was decided that the Senate would vote on the changes at Decemberís meeting. It was suggested that in addition to SGA members in attendance at todayís meeting that David Larry attend Decemberís meeting and that the current Academic Integrity Code be placed on the Senateís homepage as a link. Weitz charged the Academic Policy Committee to review both documents, also, and be prepared for comments on how it affects faculty.

B. ACADEMIC POLICY COMMITTEE

1. Motion 00-01/10-05 Periodic Reopening of the Department Chair Position. Gates THANKED Weitz for the wording of the motion. Gates noted that the motion is a Faculty Handbook change. After some discussion and a few amendments, there was a call for the question.

   VOTE # 2  22 yes  1 no  1 abstain  The question was agreed.

   A vote was taken on the motion as amended.

   VOTE # 3  22 yes  0 no  2 abstain  The motion passed.

MOTION 00-01/10-05 - Section 4.5.4.4 Periodic Reopening of the Department Chair Position:

A person is appointed as a chair for a period of one year (July 1-June 30). If an individual receives appointment to the position of chair in five consecutive years (including acting or interim chair) from the date of the initial appointment, the position will be reopened for nominations automatically in September of the fifth year of that individualís service as chair and every three years thereafter.

At that designated time, the dean will inform the faculty and the chair that the periodic reopening of the position is taking place. The faculty and staff of the department shall assemble, without the Chairperson, to discuss the future of the department over the next three to five years. At the conclusion of this discussion, faculty (excluding faculty emeriti, adjunct faculty and part-time faculty teaching less than six hours per semester) shall vote by secret ballot on whether to seek candidates for the position of Chairperson or to continue with the current Chairperson for an additional term of three years. A simple majority shall be required.

(a) If the faculty vote to continue with the current chairperson, then he/she may continue as Department Chairperson for an additional term of three years. If the current chairperson does not wish to continue serving as department chairperson, then at this point the procedure for appointing a Department Chairpersons (Section 4.5.4.1) will be followed.

(b) If the faculty vote to consider other candidates, then a second vote will be taken on whether to seek candidates from outside the department or to consider only internal candidates. A simple majority shall be required. At this point, the procedure for appointing a Department Chairperson (Section 4.5.4.1) will be followed.
The departmentís Equal Opportunity Associate (EOA) will chair the meeting and conduct all balloting, and will immediately inform the departmental faculty, staff, Chairperson, and the Dean of the results.

C. AGENDA COMMITTEE
1. AAUP Shared Governance Conference. Weitz reported that Gates, Koch and she attended a conference sponsored by AAUP regarding faculty governance which was very beneficial. There were quite a few items discussed that could help Appalachian, such as a faculty oversight budget committee, faculty workloads, how faculty affect policy-making, etc. These ideas will be brought to the Senate at a later time. Koch added that the conference was co-sponsored by the Association of Academic Deans and was designed to bring administrators and faculty (particularly faculty involved in faculty governance) together and that the next time this conference is held to bring Appalachian administrators along with faculty to engage in the facilitation process.

2. Biennial discussion with UNC-GA representatives. A meeting was held with UNC-GA representatives Gretchen Bataille and Gary Barnes. Barnes brought up a performance program budgeting formula of which 2/3 of the basis of making budgeting decisions comes from a student survey that assesses student satisfaction. The group of faculty that were present at the meeting found it problematic for Appalachian as an institution. Weitz suggested that faculty get together to come up with improvements to the survey and/or other factors that should be weighed when it comes to performance program budgeting; other ways to assess institutional or student satisfaction. Barnes is open to suggestions.

3. Council of Chairs. Weitz reported that they share almost item for item the same concerns as those of the Faculty Senate. Weitz has met with Bill Bauldry, Chair of the Council of Chairs, to try to combine efforts in seeking information and putting forth recommendations. The first thing to be taken on is suggestions requested by Dr. Durham regarding the Equity Office. Another cooperative effort is use of rental texts.

4. Chancellor Advisory meeting. Weitz reported that the next Chancellor Advisory meeting is Wednesday, November 29 at 3:30. Those in attendance will be Weitz, Koch, Gates, R. Abbott, Campbell, Yaukey, and J. Abbot.

D. BUDGET COMMITTEE
No report.

E. CAMPUS PLANNING COMMITTEE
No report.

F. COMMITTEE ON COMMITTEES
No report.

G. WELFARE AND MORALE
No report.

H. AD-HOC COMMITTEE ON ADMINISTRATORS EVALUATION
No report.

I. AD-HOC COMMITTEE ON FACULTY HANDBOOK CHANGES
1. Motion 00-01/11-01 - Section 4.1.2.3 (EOAs). The Committee proposes deleting the sentence that begins with "Equal Opportunity Associates" replacing it with the following: "Every department will elect annually at the beginning of the fall term from among its tenured faculty an Equal Opportunity Associate. This person will represent the University Compliance Programs Office in all departmental personnel affairs."
Moore noted that he spoke with Rick Howe regarding the proposed language and Howe thought the wording was appropriate. The intent of the motion is to have a departmental representative who can meet with faculty and refer questions to Howe's office. Anderson noted that the Committee has come to the conclusion that it is not realistic to foresee an EOA as a watchdog of the activities of DPCs and Search Committees—instead, they can be advocates and sources of information. A vote was taken on the motion as written.

**VOTE # 4** 19 yes 3 no 0 abstain The motion passed.

2. **Motion 00-01/11-02 - Sections 4.1.3.1, 4.5.4.3.3, and 4.5.3.4 (faculty/chair search nominations).** Following "two or more qualified persons to fill the position" the Committee proposes adding, "(except when circumstances make only one candidate acceptable)."

Discussion followed regarding language that tends to put the hiring process in the hands of the faculty or their committees, none of which takes away the Provost's obligation to review the procedures. Allen called for the question and Rardin seconded.

**VOTE # 5** 22 yes 0 no 0 abstain The question was agreed.

A vote was taken on the motion as written.

**VOTE # 6** 20 yes 1 no 1 abstain The motion passed.

3. **Motion 00-01/11-03 - Chapter 5.** With the exception of Section 5.1.2 (Teaching loads), Section 5.1.3.2 (Class Load Equivalents) and Section 5.4 (Office Hours), the Committee supports the proposed changes. Anderson noted that the reason the three sections were excepted is because the Workload Committee is coming close to recommended changes for these three sections. A vote was taken on the motion as written.

**VOTE # 7** 22 yes 0 no 0 abstain The motion passed.

4. **Motion 00-01/11-04 - Chapters 6, 7, 8, and 9.** The Committee supports the proposed changes for these chapters and the Appendices. Anderson and Moore noted that these chapters deal mostly with Board of Governors requirements, Appalachian's hierarchy, etc.

**VOTE # 8** 21 yes 0 no 1 abstain The motion passed.

Weitz, on behalf of the Senate, extended gratitude to Anderson and Moore for their hard work and dedication to the *Handbook* revisions and hoped that it would be in hard copy and on-line and approved all the way up very soon.

**J. AD-HOC COMMITTEE ON WORKLOAD**

1. **Report.** Koch reported that *Faculty Handbook* Section 5.1.2 was left out of the *Handbook* changes because some of the Workload Committee members expressed a desire to look at Section 5.1.2. Koch noted that the currently proposed wording of this section is substantially better language than the old *Handbook*, but the Committee still wanted to discuss it.

Koch reported that the Committee is also working on the course load equivalents document.
They have been trying to seek input from a variety of departments, programs and accrediting agencies.

Koch added that the department chairs have been very supportive and cooperative and agreed with Weitz that the Council of Chairs seems very willing to work with the Committee.

2. Motion 00-01/11-05 - Faculty Office Hours. Koch reported that he thought the motion was a good compromise to the previous motion adding that the new motion acknowledges technologies and new ways to communicate with students. Koch noted that the motion was passed by the Council of Chairs at their meeting last week.

Durham reminded the Senate that at their meeting in November 1999, the Senate passed an office hours motion but deferred action pending completion of the faculty workload study. It was decided that instead of the Committee bringing motions piece-meal, the Committee would bring a full report with motions and therefore withdrew its proposed motion (00-01/11-05).

V. OLD BUSINESS
AD-HOC COMMITTEE ON CHILDCARE

Weitz reported that a chairperson for the Ad-hoc Committee on Childcare was never chosen and asked if any senators were interested or should Weitz try to find someone from outside the Senate. It was decided that Weitz would find someone from outside of the Senate.

VI. NEW BUSINESS
A. MOTION 00-01/11-06 - AD-HOC COMMITTEE ON MERIT.

Weitz reported that the issue of merit is too important not to address. Anderson asked if department chairs would be part of the Committee and Weitz responded that there would be chairs on the Committee. Discussion and a vote on the motion will occur at the December 4 meeting.

B. SUGGESTIONS FOR EQUITY OFFICE/GRIEVANCE PROCESS.

Weitz asked senators to discuss with constituents suggestions for running the Equity Office (things that it does well, things that it does not do well, etc.). She added that this dovetails with the grievance process. Gravett noted that she was chair of the Faculty Grievance Mediation Committee last year and that several cases went through the Equity Office to external mediation even though some faculty had preferred internal mediation. Gravett asked what the process is and why the cases were going to external mediation if we have an internal mediation process from among our peers that is not being utilized. Durham responded that he was aware of some recommendations to an external agency but that it was his understanding that the faculty member involved declined such and it was stopped. Durham added that he was not aware that the case went to an external agency; that there is no policy requiring external mediation; and he assumes that faculty members have the right to stop an external mediation. Gravett responded that she noted confusion among faculty about where they needed to go, what they needed to do, etc. and that clarification is needed. She added that faculty involved felt that they were instructed or compelled to accept a solution that they were not comfortable with. Weitz noted that these are the types of issues that will be looked into in reviewing the Equity Office and the grievance process.

C. FACULTY CONCERNS
Status of concerns. Weitz noted that faculty concerns, and what the Senate set forth as the
agenda for this year, are being bumped forward. She will put out the remaining agenda and asked that the Senate review and prioritize it.

There was a call for a quorum. Not having one, the meeting was adjourned.

The meeting was adjourned at 6:15 p.m.

Respectfully submitted,

Mike Moore, Secretary

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**FACULTY PRESENT AND VOTING SHEET**
November 13, 2000

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

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VOTE 1: Approve October 9 minutes as written
VOTE 2: Call for the question
VOTE 3: Motion FS 00-01/10-05
VOTE 4: Motion FS 00-01/11-01
VOTE 5: Call for the question
VOTE 6: Motion FS 00-01/11-02
VOTE 7: Motion FS 00-01/11-03
VOTE 8: Motion FS 00-01/11-04

VISITORS: Meredith Adams, Academic Integrity Code; Lucas Blanchard, Academic Integrity Code; Kern Campbell, Academic Integrity Code; LesLeigh Downs, Academic Integrity Code; Augusto Enriquez, Academic Integrity Code; Crystal Frick, Academic Integrity Code; Jacqueline Gjurgevich, Academic Integrity Code; Alexander Harrington, Academic Integrity Code; Gretchen Meister, Academic Integrity Code; Peter Petschauer, History; Amanda Privette, Academic Integrity Code; Patrick Sullivan, Academic Integrity Code