The December 9 meeting of the Faculty Senate was called to order by Chair Biddle at 3:30 PM in the University Conference Room of I. G. Greer. Biddle asked that discussion be limited to 10 minutes/topic.

I. ANNOUNCEMENTS
   A. VISITORS. Biddle welcomed visitors and asked that they introduce themselves. (See voting sheet for the list of visitors' names.)
   B. TEACHING ENHANCEMENT COMMITTEE CHAIRPERSON. Biddle noted that Roxann Knutson is chairperson of the Teaching Enhancement Committee. All faculty should have received a call for the Governor's Award which had a deadline of December 4. Parker noted that if you still have a nomination to give it to the Committee.
   C. RETENTION SCHEDULE. Biddle noted that Ruth Currie, University Archivist, has reminded him that a retention schedule is needed for the Senate office. He also reminded Senate committee chairs to save their working folders for the year and to turn it into the Senate office at the end of the year.
   D. INSTITUTIONAL NEED RECOMMENDATION. Durham has submitted the recommendation to the Chancellor, but asked the Chancellor to wait until Durham met with the Council of Chairs in January before a decision was made.
   E. REORGANIZATION OF COLLEGES. Biddle reported on the conclusion of informal meetings regarding college reorganization indicating that a recommended process involving an institutional inventory followed by a university conference had been forwarded to Provost Durham. Durham indicated that he would appoint a committee to follow ahead with the process early next semester.
   F. PEER REVIEW OF FACULTY. Tenured faculty peer review will begin Spring 1997.

II. MINUTES
    Neufeld moved to accept the minutes as written and Sirias seconded.

    VOTE 1 yes 17 no 0 abstain 0 The motion passed.

III. GUEST SPEAKERS
    A. NANCY SPANN/JIMMY SMITH - Spann and Smith spoke on the essence of the Summer Readings Program proposal. Discussion followed. It was decided that the Senate would like to preview the list of books Duke University has had for the last four to five years. Parker said he would get that list. The vote was postponed until the January meeting.
    B. LAURA FIELDEN - Fielden, a student representative of B-GLAD, spoke to the Senate on the tunnel paintings on campus. She showed a brief video of the hate messages that are in the tunnel and noted that in his book Hate Crimes, Gregory M. Herek lists necessary measures universities should take to end hate crimes and intolerance on campus. Among these are: support the victims; document anti-gay harassment and discrimination; and build awareness and coalitions. Fielden distributed to the Senators a list of proposals B-GLAD would like to see done
at Appalachian. Bortz motioned that the Senate approve and Sirias seconded. Discussion followed. Amendments were made. There was a call for the question.

VOTE 2  yes  20  no  0  abstain  0  The motion passed.

A vote was taken on the proposal as amended (attachment #1).

VOTE 3  yes  18  no  1  abstain  1  The motion passed.

Neufeld asked that B-GLAD keep the Senate informed on future actions/activities.

IV. OLD BUSINESS

A. REPORT ON RECOMMENDATIONS FOR DPC REFORM. The Welfare and Morale Committee submitted a statement for the Senate to pass regarding DPC reform. It read, "Department Personnel Committees will consist of all the tenured and tenured-track faculty." (The University will make further Handbook changes to implement this rule.) Parker stated that he thought is a good idea to have the faculty vote on this through a referendum. Wilkinson added that the Senate would have to vote on sending the referendum to the faculty instead of voting on the motion.

VOTE 4  yes  20  no  0  abstain  0  The motion passed.

The Academic Policy and Welfare and Morale Committees will work on the verbiage of the referendum, which will be attached to the General Faculty agenda. Durham noted that the Board of Governors would have to approve this proposal.

The Senate took a break at 5:00 and reconvened at 5:05.

V. STANDING COMMITTEE REPORTS

A. WELFARE AND MORALE COMMITTEE

1. Motion to establish an ad-hoc fact finding committee to address harassment and intimidation of faculty at Appalachian. Bortz explained that the Committee took on this difficult concern due to complaints from faculty. He further explained that the purpose would be to strengthen procedures that protect faculty if the committee discovers that the issues are widespread enough to cause a problem in faculty morale. In that case, the committee will report to the Senate so that solutions may be found. Bortz noted that the main purpose of the committee is fact-finding. Discussion followed. Winek called for the question.

VOTE 5  yes  18  no  0  abstain  0  The motion passed.

2. Motion to establish an ad-hoc committee to look at the current grievance hearing and mediation process (given a perception of problems in these processes). Discussion followed. Anderson noted that in speaking with the faculty grievance committees at the beginning of the year, they felt that they do not perform their jobs 100%.
3. Motion for an addition to the Faculty Handbook in section 4.10. The insertion would read, "The department chairperson will provide a written annual statement of evaluations to the individual who will have a chance to respond to the statement in writing." Discussion followed. Winek called for the question.

VOTE 7 yes 18 no 0 abstain 0 The motion passed.

Neufeld asked Durham if he would ask the chairpersons to do this informally until the Board passes this.

B. CHANCELLOR ADVISORY COMMITTEE
December 2 meeting. The following issues were discussed: faculty salaries; Appalachian making a bid on the Methodist Church to make it an artist gallery; the increase in racial crimes on all campuses due to drug and alcohol abuse; the safety of pedestrians walking across Rivers Street; and private North Carolina institutions looking for an increase in State funding received.

C. COMMITTEE ON COMMITTEES
Non-tenure Track Faculty Committee. Emory Maiden is chair of this committee.

D. WELFARE OF STUDENTS COMMITTEE
No report.

E. ACADEMIC POLICY COMMITTEE
SGA proposal regarding Academic Integrity. Zimmerman noted that there was not hurry with this proposal since SGA has already passed it. Wallace tabled the motion until further data on cheating at Appalachian is received.

F. AGENDA COMMITTEE
No report.

G. BUDGET COMMITTEE
Cherry reminded Senators that if they have any questions regarding the budget report, to give him a call.

H. CAMPUS PLANNING COMMITTEE
Brief report. Winsor reported that he attended that last Traffic Management and Safety Committee meeting. TM&SC minutes can now be found on gopher/web.

VI. NEW BUSINESS
A. FACULTY CONCERNS
There were no concerns.

B. FACULTY ASSEMBLY REPORT
Petschauer reported that the Phased in Retirement Plan will be submitted. He also reported that the post-tenure review will be formative instead of summative although the complete process has not yet been decided. The Screening Committee for the UNC President Search will go to work in January to screen the applications and scale them down to around 50.

C. AAUP RESOLUTION
Biddle distributed for the next meeting a resolution from AAUP regarding restoring the position of Assistant to the Provost for Women's Concerns.
Lee moved to adjourn the meeting. Anderson seconded.

VOTE 8 yes 15 no 0 abstain 0 The motion passed.

The meeting adjourned at 6:20 p.m. Submitted by, Dee Parks

attachment #1

Actions Appalachian State University Should Take To End Hate Crimes and Intolerance on Campus
(Submitted by B-GLAD)

I. Crime Awareness - Last year one hate crime was officially filed after the tunnel incident. Though it was legitimate, recognized and legally filed, it was not listed in this semester's Crime Awareness and Campus Security pamphlet. Ignoring intolerance is giving it a silent, affirming nod. Therefore, we propose:
1. that all hate crimes filed will be truthfully published in the semester Crime Awareness pamphlet.
2. that all hate crimes filed will be published in the crime report column of the Appalachian biweekly.

II. Education - Many universities include gay and lesbian programs in their cultural awareness training. At UNC Greensboro, a gay and lesbian panel is a part of mandatory programs in the residence halls. Our Crime Awareness pamphlet promises university sponsored programs related to security practices and crime prevention. Therefore, we propose:
1. that this series include a workshop on intolerance specifically those afflicting Appalachian, those against gays and lesbians and other minorities.
2. that just as Appalachian supports other minorities like women and African-Americans with specific cultural programs, the University support a National Coming Out Week, to take place around October 11, National Coming Out Day. This week should include, but is not limited to, gay and lesbian speakers, forums, workshops, and films. We think both events should include sexuality panels made up of B-GLAD members as we want to give human faces to objective stereotypes. These panels would also be available to classes and organizations throughout the semester. B-GLAD and any other interested groups will organize and facilitate these events.

III. Support - It is vital to protect and educate persons about diversity. It is also necessary to actively show support for diversity. In this effort, we propose:
1. that Safe-Zone stickers advocating support for diversity of sexual orientation, religion, race, etc. be created and made available to faculty and administrators.
2. that the rest of these measures be taken.
We all have a right to feel safe as members of Appalachian State University. We all have a right to be here and be who we are. Intolerance affects every person. Help us to protect the right to be diverse on our campus.