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MINUTES OF THE JANUARY 14th MEETING

OF THE FACULTY SENATE

The Jacksonville State University Faculty Senate met at 3:00 p.m. on January 14, 1976, on the eleventh floor of the Houston Cole Library. Twenty-two members were present; absent were Dr. Fred Grumley, Dr. William Reid, Dr. Donald Patterson, Mr. John Alvis, Mr. Hal Smith, Dr. Jim Reynolds, Dr. Charles Walker, Dr. Leon Willman, Mr. John Turner, Mr. Wendell Sowell, and Miss Mary Humenik.

The meeting was called to order at approximately 3:10 p.m. by Senate President, John Van Cleave. The minutes of the December 3rd meeting were accepted without being read.

Old business reported on included the meeting of the Committee on Committees with Walter Merrill; the Faculty Evaluation; the membership of the Executive Advisory Committee; and the Resolution of thanks to the Administration.

In regards to the Faculty Evaluation, Van Cleave brought out that each faculty member will be expected to take a copy of the present instrument and react to it so that the Senate Faculty Evaluation Committee will have some input in revamping the instrument for its use in the future.

The membership of the Executive Advisory Committee has not been cleared up as of the present time. Van Cleave has asked Dr. Stone that Jerry Smith, whose name was omitted from the list of members, be notified that he will be re-added as a member of the committee. Van Cleave also expressed to Dr. Stone the desire that this Committee be called into being on a regular basis. Dr. Stone has indicated that the Committee will be called into action next Tuesday and will be assigned the task of looking into the financial problems that might arise from an expected budget cut for next year. The Committee will be expected to offer input as to where cuts will be taken, if this situation does occur.

In reference to the Resolution commending Dr. Stone and the Administration for bringing the University through the budgetary crisis of the Fall, Van Cleave reported that he has received a memo from the Vice President of Academic Affairs, expressing his appreciation to the Senate for the thoughtfulness shown in this matter.

Van Cleave reported from the Committee on Committees relative to the following points. A recent issue brought up which the Policies Committee is presently working on involves the inconsistencies in off-campus and Saturday graduate classes. Points of interest along this line are: who is doing the work and what are the terms of pay? A topic for the Admissions and Scholarship Committee to investigate deals with the need for an in-depth study of the graduation Certification program and the guides for Department Heads to follow in certifying that a student is ready to graduate.

In reference to Dr. Mason's visit to the Campus last year, the Senate needs to be considering the possibility of inviting another speaker to the

Campus. Dr. Montgomery has indicated that the University will sponsor and pay an acceptable person. The Senate members need to be considering either a particular subject area or a person. One name mentioned already is Richard Miller, a somewhat knowledgeable person in the area of faculty evaluations.

The following points were brought out by Van Cleave pertaining to the meeting of the Committee on Committees and Walter Merrill, which took place on Tuesday 13, 1976, at 6:00 p.m. In relation to the topics dealing with the legal relationship between faculty and students, Mr. Merrill related the following:

Counseling

The catalog indicates that the student has the ultimate responsibility of being sure that he has taken all required courses for his graduation. If a faculty member acts in good faith in counseling a student, he will be backed by the University and Mr. Merrill does not see that there should be any fear of a lawsuit.

Protection of Confidential Information

A faculty member must be very careful not to release grades or other confidential information unless a student has given his permission for such release. Faculty members need also to be careful about student workers who might be in a position to know other students' grades. It should be emphasized to these people that all records are confidential. A faculty member must take "reasonable" means to protect the confidentiality of students' records.

Legal Standing of Grades

If a faculty member has not acted in an arbitrary manner in his grading, he would not be held liable and the grade would not be changed. It was emphasized that careful records should be kept so that if changed, a faculty member could show that he was not acting arbitrarily in assigning grades. Records should be kept a reasonable length of time, and the Handbook should help to indicate the amount of time for keeping these records.

Mr. Merrill made these points relative to the legal relationship between the faculty member and the University:

Tenure

The faculty of Jacksonville State University are either tenured or non-tenured, with no expectation of tenure from those faculty in the probationary period. Every non-tenured person is hired on a year-to-year basis. Mr. Merrill's advice to the Administration is that a non-tenured person who is not to be re-hired for the next year should be given no reason for his release. If no reason is given, the faculty member has no legal grounds, no stigma has been created, for taking the University to court. If, however, a tenured faculty member is to be released, he does have due process. Mr. Merrill agrees that

this treatment of non-tenured faculty is not very ethical or humane, but he sees it as being necessary in order to keep the University out of court.

A discussion followed this report of Mr. Merrill's view of tenure, bringing out such points as the faculty being placed in a position of collective bargaining and the need for legal representation of the faculty, as well as the Administration. It was brought out that Mr. Merrill would probably represent a faculty member if a student brought suit against the faculty member; but in a case where the conflict was between the University and the faculty member, it would require that the faculty member obtain his own legal representation.

Handbook As Part of Contract

Mr. Merrill did imply that the Faculty Handbook should be viewed as part of a contractual agreement, although he did not say so directly.

Disciplinary Procedure

The question asked along this line was, who can make charges against a faculty member? The answer, anybody, regardless of whether or not the person bringing charges is affiliated with Jacksonville State. If the charges brought are not resolved in an informal manner, the matter would go to a Faculty Hearing Committee. This Committee would consist of five "disinterested faculty members"; and it was pointed out that the person being charged has no right to strike any of these five, even if he feels that he will not be given a fair hearing. The ruling of the Faculty Hearing Committee is binding and is not reviewed by any member of the Administration. If, however, the Committee rules to the detriment of the charged faculty member, he can appeal to the Board of Trustees. A decision of this nature is meant to be a peer group decision.

Protection of Confidential Records

The University must take "reasonable" means of protecting faculty records, especially anything which might be derogatory. The term, "reasonable," was not defined, however.

Compulsory Faculty Evaluation

Mr. Merrill is opposed to the use of a compulsory faculty evaluation. His reason for this being that if a supervisor sees the results, a faculty member might accuse the Administration of using this information against him, if he were, for example, released or if he failed to receive a raise, etc.

Questions raised concerning the compulsory evaluation were, how does one enforce this requirement and what happens if a person refuses to participate in the evaluation. There is nothing in the contract that indicates that a faculty member must submit to this.

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Jerry Gilbert from the Welfare Committee reported on his research concerning the tenure policies of other four-year schools as well as some tenure statistics for Jacksonville State. He indicated that once his report is completed, he will present it, in its entirety, to the Senate.

Jimmy Reaves moved for the passing of a Resolution to Dean Miles, who will retire at the end of January, commending him for his many years of service to the University. This motion was seconded by Charles Johnson.

Hazel Hicks then moved for a suspension of the rules so that voting on the Resolution could take place at this meeting. The motion was seconded by Dr. Salisbury and was passed unanimously by the Senate.

The Senate then voted unanimously for the Resolution which is to be written by Senate President Van Cleave and delivered to Dean Miles in the name of the Senate.

There was no other new business transacted and the meeting adjourned at 4:15 p.m.

Respectfully submitted,

Louise J. Clark
Secretary

MINUTES OF THE FEBRUARY 4TH
MEETING OF THE
FACULTY SENATE

The Jacksonville State University Faculty Senate met at 3:00 p.m. on February 4, 1976, on the eleventh floor of the Houston Cole Library. Twenty-three members were present; absent were Dr. Clyde Cox, Dr. Robert Felgar, Dr. Fred Grunley, Mr. Robert MacRae, Dr. Don Patterson, Dr. T. Allen Smith, Dr. James Reynolds, Dr. Charles Walker, Dr. Leon Willman, and Mr. Quinn Head.

The meeting was called to order at 3:05 by Senate President John Van Cleave. The minutes of the January 11th meeting were accepted without being read.

Points of old business discussed were the faculty evaluation instrument; the inviting of Mr. Miller as a speaker; the Executive Advisory Committee; and the Resolution to Dean Miles.

The faculty will be asked to critique the present evaluation instrument and process so that some input will be available to help in the reconstruction of the instrument, as well as, the process. The Vice President for Academic Affairs will have the Deans request this information from the faculty. Hopefully, this procedure will result in a better percentage of participation by the faculty, as well as, some helpful and constructive criticism. The type of critique has not yet been clearly defined.

The Vice President's office is writing Mr. Miller, in the area of faculty evaluations, to determine his cost for a visit to the campus. It was pointed out that possibly he might come for a workshop as well as a lecture to the Senate members and other faculty. Hopefully, Mr. Miller might be able to give us some insight and advice on the evaluation instrument and procedures, as well as, possibly, the trend of faculty evaluations. A decision will be made regarding Mr. Miller's visit once the cost has been determined.

The Executive Advisory Committee met and appointed nine subcommittees, some of which will be headed by Faculty Senate members. There was no other meeting date set, but Dr. Stone indicated that the Committee would meet on call from him.

Van Cleave reported that he has received a letter asking him to express to the Senate Dean Miles's appreciation for the Resolution sent to him commending him for his job and service to the University. The Resolution reads:

WHEREAS, Lawrence R. Miles has so ably served Jacksonville State University as Dean of Admissions for many years; and

WHEREAS, Dean Miles has continually upheld the highest standards of scholastic achievement and moral conduct for the students of Jacksonville State University; and

WHEREAS, his enthusiasm and spirit have been an inspiration to all the faculty and staff who have shared with him the task of educating those who pass this way; and

WHEREAS, Dean Lawrence Miles has announced his retirement from the staff of the University; therefore

BE IT RESOLVED, that Dean Lawrence Miles be commended for his long years of meritorious service to this University, that he be complimented for his untiring spirit and laudatory zeal for life, and that he be extended our best wishes for the years to come.

In the form of new business, the topic of a Faculty Lecture Series was introduced. This Series would include local speakers and would be of a nature that would appeal to students as well as other people outside the University environment. Since an attempt for such a Series was made in 1972 and failed due to lack of interest, it was suggested that a questionnaire be sent from the Senate so as to determine the reactions of the faculty to this type Lecture Series.

A suggestion was made that the Senate invite Paul Hurbert from the AEA to speak in the area of higher education. It was pointed out that the results of the questionnaire sent to the faculty from the AEA would be interesting. A visit of this sort would help to let the faculty know how the AEA feels about them as well as to offer some communications with the AEA. Van Cleave indicated that he would look into this and determine whether or not an invitation would need to be in the form of a resolution.

In reference to the meeting of the Committee on Committees and Walter Merrill, University Attorney; Charles Johnson introduced a Resolution in the area of tenure which proposed that a continuing study for the definition of tenure be conducted. This study would be made by an Ad Hoc Committee made up of three tenured faculty and three non-tenured faculty, as well as, the Vice President for Academic Affairs and the University Attorney. The pros and cons of a set tenure policy were discussed, and it was suggested that the Welfare Committee, in their tenure study, survey the non-tenured faculty members and obtain their feelings on the subject. It was also suggested that the discussion about tenure be postponed until the new Faculty Handbook is distributed since the tenure statement therein will state the present tenure conditions.

There was no other new business and no reports from the standing committees. The chairmen of the committees did, however, indicate that work was being done by their members. The meeting adjourned at approximately 3:50.

Respectfully submitted,

Louise J. Clark

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MINUTES OF THE MARCH 3RD MEETING
OF THE FACULTY SENATE

The Jacksonville State University Faculty Senate met at 3:00 p.m. on March 3, 1976, on the eleventh floor of the Houston Cole Library. Nineteen members were present; absent were Mr. George Teague, Dr. Robert Felgar, Dr. Fred Grumley, Mr. Robert MacRae, Mr. John Alvis, Mr. Hal Smith, Dr. James Reynolds, Dr. Charles Walker, Mr. Quinn Head, Dr. Louise Clark, Mr. John Turner, Dr. Wendell Sowell, Miss Mary Humerik, and Dr. Ralph Parnell.

The meeting was called to order at approximately 3:10 by Senate President, John Van Cleave. A correction of the minutes of the February 4, 1976 meeting was asked for by Mary Martha Thomas, and that being that the complete Resolution regarding tenure introduced at that meeting be included in the minutes.

Points of old business discussed were:

Richard Miller will be coming to the campus to speak to the Senate and general faculty in the area of faculty evaluations. A date has not been decided on, but, hopefully, he will come on a Thursday and stay over on Friday for a workshop, at which time those faculty members involved with the evaluation instrument can talk with him and get some suggestions which might be helpful in the future. An informal luncheon will follow the workshop. It is expected that, possibly, the last week in March or the first week in April will be the time for Mr. Miller's visit.

A report on the results from the questionnaire concerning the Faculty Lecture Series was given by Van Cleave. Out of approximately seventy returns, the indication is that the Series would be supported by the faculty, if the topics are of interest. Quite a few faculty members did indicate that they will be willing to give a lecture and many good topics were suggested. The Committee on Committees will continue to pursue and initiate the Series in the Fall of 1976, after the Bicentennial Series has been completed.

Paul Hurbert from the AEA has agreed to come on April 14, 1976, along with Mary Jane Akel, also from that office. Mr. Hurbert will speak to the questionnaire sent to the faculty from the AEA and give results of that survey. The Senate will publicize this and invite the general faculty to attend Mr. Hurbert's talk.

→ The Resolution concerning tenure which was introduced at the last meeting was reintroduced on the floor for discussion, along with the new tenure statement that is to appear in the Faculty Handbook.

Bill Reid brought out that since the new tenure statement indicates that tenure is not to be expected by anyone at their time of employment with the University, that this might cause the University to lose some good potential faculty members who might look for employment which would offer them more security.

Jimmy Reaves offered an amendment to the Resolution that would remove the first three paragraphs and go right to the point of establishing the Ad Hoc Committee to study tenure, which seemed to be, in his opinion, the real purpose of the Resolution. Hazel Hicks seconded the motion for the amendment. Charles Johnson, who originally introduced the Resolution, was not in agreement with the amendment, stating that he felt that the first three paragraphs were needed to imply the full gist of the situation. Hazel Hicks then offered a suggestion of re-adding a part of the beginning paragraph so as to have a "lead-in" to the amended statement. The Senate voted in favor of this amendment, nine to five.

Due to this action, Johnson decided to withdraw the entire Resolution. In view of this, Bill Reid introduced the idea of a committee being formed within the Senate to study the Resolution and come up with an amended resolution that would be acceptable to all parties.

Jerry Gilbert then offered an amendment to the original amendment which he felt would be agreeable to all and this was to pick up a greater part of the first paragraph as a "lead-in" statement. Charles Johnson found this suggestion acceptable and this amendment was carried by the Senate by a vote of nine to five. The amended Resolution reads as follows:

In view of the recent discussion between the Committee on Committees of the Faculty Senate of Jacksonville State University and Mr. Walter Merrill, the University Attorney, and in view of the admitted complexities involved in the administering of a tenure system which would be equitable to both the University and the individual faculty members concerned and in view of the fact that the present policies and procedures which are now being followed as outlined by Mr. Merrill and the Academic Vice President at the forementioned meeting are admittedly biased in favor of the University's legal position and do not take into full consideration the welfare of the faculty,

Be it resolved that the Faculty Senate recommends to the Academic Vice-president that the Administration form an Ad Hoc Committee, composed of at least three tenured faculty members and three non-tenure faculty members, in addition to the University Attorney and the Academic Vice-president, to evaluate the present policies and to formulate more acceptable ones which would meet the needs

of all parties concerned. It is felt that since tenure, as defined by the University Attorney as the 'granting of property rights' to individual faculty members by the University, faculty members should be involved in any decisions governing the granting of such rights, a fact which seems to be part of the constitutional heritage of this country.

New business introduced dealt with:

A motion by Charles Johnson that the Senate authorize the Committee on Committees to follow up its study in reference to the Faculty Lecture Series and, on the basis of the information which it gathered from the faculty, to make a specific recommendation at the next Senate meeting. The motion was seconded and passed.

Dr. Willman asked if funds would be available for this Series and Van Cleave said that Dr. Montgomery had indicated that money would be available through the Lyceum Committee.

It was pointed out that the Lyceum Committee is composed of administrators and students but no faculty members. Possibly the Senate might want to look into the addition of some faculty members to this Committee.

Van Cleave introduced the idea of sending a memorandum to the Deans outlining the parameters of elections to the Senate which will be coming up in the near future. This memo will serve to remind the Deans of the elections as well as to emphasize that some type of majority elections be conducted.

The Committee on Committees is looking into the possibility of suggesting that the University sponsor an annual Teacher's Excellence Award. Van Cleave reported that he has obtained some information from Clemson University relative to this subject. Charles Johnson pointed out that UAB has a program of this nature and that their budget carries a \$1,000 stipend for the recipient of the award.

Reports were given by all three standing committees. The Admissions and Scholarship Committee reported on three areas of study. Clyde Cox gave the results from his study of the current attendance policy. Approximately forty-five percent of the respondents to his survey indicated that the present attendance policy is satisfactory. It was pointed out, however, that some students were also included in the survey.

Lee Willman reported on academic counseling and graduation requirements. There are, at present, no definite solutions to these problems. Dr. Montgomery has indicated his desire for the Deans and Department Heads to work towards solutions, and an attempt will be made to devise an advisement sheet to be used by students and

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advisors. The possibility of a three-step advisement was introduced; with the Admissions office, the major as well as minor department heads being involved.

Glen Browder reported on his study of the standardization of the clocks on campus. There is no solution to this problem at present but the idea of a television to transmit to each building from a master clock was introduced. Browder pointed out that there is also a student committee working in this area.

Allen Smith from the Policies Committee reported on his Committee's survey of the teaching facilities on campus. All areas studied showed a projected increase in space needed from present to the 1977-78 school year. The University is also doing a utility study of space, and the results of that study may be used by the Policies Committee.

Smith also reported on the Committee's study of off-campus teaching. He related that beginning in the Fall of 1976, the rate for teaching an additional undergraduate course will be \$720 and for a graduate course, \$1,000. Mileage will be paid to those persons going out of Calhoun County to teach, except for the Gadsden CUUP courses. A faculty member may refuse to teach off-campus if the course is in addition to his regular load; or, he may refuse if it is a part of his regular load, if he can fill his academic load with other courses on campus. This policy does not apply to those persons who were hired with the understanding that they would have to go off campus.

The following topics were introduced from the Welfare Committee: leaves of absence, the consideration of years of teaching experience in determining salaries, and a recommendation of a tenure policy. The discussion of these topics was postponed until the next meeting due to time.

The meeting was adjourned at 4:45 p.m.

Respectfully submitted

Louise J. Clark

1976

MINUTES OF THE APRIL 7TH MEETING OF THE
JACKSONVILLE STATE UNIVERSITY
FACULTY SENATE

The Jacksonville State University Faculty Senate met at 3:00 p.m. on April 7, 1976, on the eleventh floor of the Houston Cole Library. Seventeen members were present; absent were Mr. George Teague, Dr. Robert Falgar, Dr. Fred Grumley, Dr. William Reid, Mr. John Alvis, Mrs. Hazel Hicks, Dr. James Reynolds, Dr. Charles Walker, Dr. Leon Willman, Mr. Quinn Head, Mr. Thomas Freeman, Dr. Wendell Sowell, Mrs. Sue Griffith, Dr. James Reaves and Dr. Ralph Parnell.

The meeting was called to order at 3:10 p. m. by Senate President Van Cleave. A couple of corrections to the March 3rd. minutes were asked for by Van Cleave. He indicated that "Teacher's Excellence Award" should be "Teaching Excellence Award" and that his statement concerning money for the Faculty Lecture Series should read, "Dr. Montgomery had indicated that possibly, money would be available through the Lyceum Committee."

Points of old business included the visit of Dr. Richard Miller to the Campus, the up coming visit of Mr. Paul Hubbert to the Campus, the Tenure Resolution for the Ad Hoc Committee, the Teaching Excellence Award, elections for new Senators and two topics from the Welfare Committee -- leaves of absence and years of teaching experience as a consideration in salary determination.

Dr. Richard Miller was on the Campus on March 28th and 29th for a conference with the general faculty and a workshop with those faculty working in the area of faculty evaluations. Dr. Miller did project some good ideas concerning evaluations to the small group who attended his lecture. One major problem which he brought out was the lack of long range planning and projections in the areas of space allocations, faculty, student enrollments, etc. He indicated that the State Legislature would probably be impressed if it appeared that Jacksonville State University was looking ahead relative to these needs for approximately a five year period of time. Dr. Miller did make this suggestion to Dr. Stone and Dr. Montgomery; so hopefully, the Administration will see a need for this type of planning and work in that direction. Charles Johnson indicated that he has a tape of the workshop conducted on March 29th and he will have it transcribed and distribute copies. Dr. Miller's theory is that the evaluation instrument itself is not nearly as important as the use made of the instrument; i. e., who sees the results and who does not, and what benefits the use of the instrument has for the faculty member. He has a one page instrument, containing fourteen questions, that he recommends, which does call for some subjective answers by the students. There are copies of this instrument available from various faculty members attending the workshop. Dr. Miller also indicated that there should be no legal problems with a compulsory evaluation.

At present, the faculty evaluation process seems to be at a standstill. There will be no evaluation this semester and the students do not appear to be upset by this or pushing for a compulsory evaluation at present. A group of faculty and students met with Dr. Montgomery on April 5th relative to the future of the evaluation. Allen Smith will Chair a Committee for the purpose of studying the present instrument and looking into the changes that might be made so that there might be better faculty acceptance of the idea of evaluation. Smith reported on his ideas regarding the development of a more acceptable instrument. He feels that a part of the instrument should adapt to the department and another part to the University as a whole or a Core area of questioning. After this process, he feels that an instrument would be developed that could be used on a compulsory basis, without the faculty member sharing the results with anyone. This would possibly cause the faculty member to feel less threatened by the evaluation and later, might result in the faculty member sharing this information with his department head. Bob MacRae indicated that he did not believe that Dr. Montgomery ever committed himself to the compulsory use of any instrument.

Charles Johnson indicated that he felt that it is somewhat invalid to drop the present instrument and start over, since Dr. Miller did not indicate that the instrument was insufficient. Van Cleave pointed out that the present instrument would not be eliminated but would serve as a starting point for the changes to be made. The main problem, however, does seem to be a lack of willingness on the part of the faculty to be evaluated, and not the instrument itself. The first step is a need to sell the faculty on the evaluation and this might be done by distributing excerpts from Dr. Miller's book as well as from this workshop. The feeling was expressed that the idea of a compulsory evaluation will always be hard to sell to the faculty and therefore that the Administration will have to be the one to do it. It was brought out that possibly Dr. Stone might be somewhat favorable to the ideas concerning evaluations and Van Cleave indicated that he would speak with the President concerning this as well as to see what type of commitment the Vice President will make along this line.

Paul Hubbert will be on Campus on Wednesday, April 14th at 3:30 p.m. in the Round House to speak to the general faculty in the area of higher education and the AEA. He will also give results of the survey conducted by the AEA to institutions of higher education. At 6:30 p.m. in the Student Commons Auditorium, Mr. Hubbert and Miss Akel will meet with those persons who are interested in organizing a post secondary chapter of the AEA on this Campus. This meeting is open to everyone, with no commitment to join.

President Van Cleave has received a letter from Dr. Montgomery relative to the formation of the Ad Hoc Tenure Committee asked for in the Resolution from the last Senate meeting. The Committee has been formed and is made up of three tenured faculty -- Jerry Gilbert, Ralph Brannon, and Allen Smith; three non-tenured faculty -- Franklin King, Chris Devine, and Lynn Brown, in addition to the current officers of the Senate -- John Van Cleave, Charles Johnson, and Louise J. Clark.

Van Cleave will ask that these people, along with the Vice President for Academic Affairs and the University Attorney, be called to meet in the near future.

In reference to a Teaching Excellence Award brought up at the last meeting, Van Cleave reported that he has received information from both Clemson University and UAB relative to their means of determining the recipients of the award, as well as the sources of the monetary award. Student balloting is used at both schools, as well as, other criteria set forth by a selection committee. A weighting system is used to compensate for the variations in department sizes. It was also brought out that possibly, the evaluation instrument might be used as a factor here. The following Resolution was introduced from the Committee on Committees.

Whereas, Jacksonville State University is primarily a teaching institution, as opposed to a research and/or service institution; and

Whereas, no attempt is made to recognize those who excel at teaching; therefore

Be it resolved, that a committee of the Jacksonville State University Faculty Senate, with SGA representation, be appointed to pursue the idea of annual recognition for excellency in teaching, and that this committee be charged with the responsibility of determining criteria for the selection of those to be recognized.

Regarding elections of new Senators, Jimmy Reaves, Dean of the Graduate School, has indicated that their elections will take place after the middle of April so as to allow other schools to elect first. He has also indicated that they will come as close as possible to a majority vote. Mary Martha Thomas raised the question as to the number of seats to be replaced in the Graduate School. The minutes from the May, 1975 meeting will be consulted to determine this. Dean Boozer, Arts and Sciences, has almost committed to a type of majority election. He is considering having a tally committee and possibly a second voting, if needed, so as to approach a majority vote.

The Welfare Committee introduced this proposed leave of absence policy from the last meeting and it was passed unanimously by the Senate.

The Welfare Committee of the Faculty Senate recommends that the University establish a leave with full pay for tenured faculty members of the rank of assistant professor or above for one semester or for a winter and a summer. This leave must be used to render the recipient more useful to the college as a teacher or administrator. Leaves should not be regarded as increased vacation periods or opportunities for increased financial advantage due the faculty member solely for years of service. The leave should be viewed as an investment of University funds designed to increase the effectiveness of the faculty member.

With Pay

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The University should require that detailed plans for the leave be submitted and should be approved by the president, academic vice-president, dean, department head and a faculty sabbatical leave committee.

The Faculty member should be obligated to return for at least one year after such a leave. Upon return the recipient should submit a formal report of activities.

During the leave the faculty member may not engage in remunerative service elsewhere, although he or she may accept fellowships or other research grants.

The University should continue fringe benefits of hospitalization, life insurance, retirement benefits, etc. Promotions in rank and salary should not be delayed by such leaves.

Without Pay

Faculty members should be granted leaves without pay to continue professional development, to attend graduate school, to take advantage of a fellowship or to accept temporary employment in another institution or organization.

Tenured or non-tenured faculty members should be eligible with preference given to those having the greater years of prior service. The leave may be as long as one year in duration.

If a faculty member on leave without pay takes a temporary but full-time appointment at another institution or organization, the appointing institution or organization should assume the cost of contribution to the individual's annuity and group insurance program.

For a non-tenured faculty member of scholarly leave for a year or less, the leave should count as part of the probationary period as if it were prior service at another institution.

It was pointed out that exchange programs are being used at some Universities in place of sabbaticals so as to have faculties exposed to different surroundings.

Also from the Welfare Committee came this proposal for a Resolution concerning the use of years of teaching experience in determining salaries.

Whereas degrees are significant in determining salaries, years of teaching experience should also be considered.

Be it resolved that a formula be devised to award faculty members with salary increases not only for degrees, but also for years of teaching experience.

Charles Johnson pointed out that since this Resolution did not really specify a recommendation that it should be referred back to the Welfare Committee for additional consideration. Bob MacRae seconded Johnson's motion and it carried.

A third topic from the Welfare Committee concerned the study of tenure. A motion carried to take the following proposal to the Ad Hoc Tenure Committee.

The Faculty Senate of the Jacksonville State University proposes for the consideration of the Ad Hoc Tenure Committee the following policy statement on reappointment and tenure.

I. Reappointment and the Awarding of Tenure

The first two years of employment at Jacksonville State University will be in the form of one-year contracts with annual review. There will be no expectancy of reappointment during this period.

Appointment to the third year will be in the form of a single three-year contract with annual review. Each favorable review will result in a one-year extension of the contract. After the initial two annual contracts, three successive favorable reviews will result in appointment to a tenured position. In event of an unfavorable review, the faculty member will be informed of weaknesses and/or problem areas and assisted in removal of deficiencies. Prior to receipt of tenure, two unfavorable reviews during any consecutive three years will result in termination.

Tenure shall not be construed to mean that a faculty member has the right to indefinite employment. Tenured positions may be terminated for: (1) adequate cause, including commission of acts that are gross and criminal in nature, gross, continuous, or willful neglect of duty, and physical or mental incapacity; (2) in the event of bona fide financial exigency; and (3) retirement for age. Tenure does assure the rights of due process before all bodies that pass judgement on an individual's case.

II. Review Procedures

A. Non-tenured positions

The performance of each non-tenured faculty member will be reviewed annually by a committee composed of the appropriate department chairman and the tenured members of the department. This committee will rate the individual being reviewed as favorable or unfavorable, with the rating--subject to acceptance by the appropriate University officials--determining the status of the individual as specified in Section I above.

The reviewing committee may consider, but is not limited to, such indicators as: course syllabi, examinations, student evaluation results, class visitations, and others. At an early stage in the review process a panel of no less than three students, chosen by the review committee from those students who have taken advanced courses under the individual being reviewed, shall be interviewed by the review committee regarding the teaching effectiveness of the individual under review. In addition to teaching effectiveness, the committee should also consider evidence of scholarship in written work, professional activities, potential for professional growth, and University and/or community service.

The individual being reviewed shall be given adequate notice of the review and will be allowed to present supportive evidence in his behalf.

B. The Granting of Tenure

The procedures described in the preceding section will be followed in all cases where a favorable review would be the third consecutive such review and would thus produce a recommendation for tenured status. In such cases, however, an addition to the membership of the review committee will be made. The Vice President for Academic Affairs, the appropriate Dean and the tenured faculty members of the department concerned shall select a member of mutually acceptable tenured faculty members from the university-at-large equal in number to the tenured members of the affected department. The individuals selected shall join the review committee as full voting members.

In the form of new business, Mary Martha Thomas introduced a Resolution to the Council of Deans which species a Student Academic Awards Day, separate from the SGA Awards. The Resolution reads:

In order to further academic excellence at Jacksonville State University and to honor those students whose academic performance is superior,

Be it resolved that the Faculty Senate recommend that the Council of Deans establish an annual awards day for the exclusive recognition of academic excellence and that a renowned scholar be invited to speak for the occasion,

Be it further resolved that this awards day be conducted separately from the various recognitions conferred by the Student Government Association, including Who's Who in American Colleges, Mr. and Miss Jax State, and Mr. and Miss Friendly.

No other new business was introduced and the meeting adjourned at 5:00 p. m.

Respectfully submitted

Louise J. Clark

MINUTES OF THE JACKSONVILLE STATE UNIVERSITY
FACULTY SENATE MEETING OF
MAY 5, 1976

The last regularly scheduled meeting of the Jacksonville State University Faculty Senate for the 1975-76 academic year met at 3:00 p. m. on May 5, 1976 on the eleventh floor of the Houston Cole Library. Twenty-four members attended; absent were Dr. Robert Felgar, Dr. Evelyn McMillian, Dr. Dan Marsengill, Mr. Hal Smith, Dr. Leon Willman, Dr. Wendell Sowell, Miss Mary Humenik, and Dr. Beatrice Salsbury.

Senate President, John Van Cleave called the meeting to order at 3:05 p. m. and reported on the following points of old business; the visit to the campus of Paul Hubbert, the Tenure and Leaves of Absence Resolutions, and the suggestion to the Administration for the need of some long-range planning.

Paul Hubbert did meet with a small group of faculty on April 14th at which time he gave some very enlightening facts concerning the AEA and their stand on higher education. He was a very impressive speaker and did project the AEA as an ally of higher education rather than an adversary. Van Cleave expressed to the Senate his disappointment that neither the President nor the Vice President for Academic Affairs were in attendance at this meeting, due to prior commitments.

The Tenure Resolution and the Leaves of Absence Resolution passed at the last Senate meeting were sent to Dr. Montgomery and the Council of Deans. Van Cleave reported the results of their actions on these Resolutions as outlined in a memorandum from the Vice President's office, which indicated that both Resolutions would be sent to the Ad Hoc Tenure Committee for further study. Van Cleave reacted to this memorandum indicating to Dr. Montgomery that he did not feel that the Senate would be in favor of the Leaves of Absence Resolution going to this Committee, since he viewed this as a separate subject, not coming under the category of tenure. Dr. Montgomery and the Council of Deans felt that the two subjects were related and this was their reasoning for putting the two under the same committee. Dr. Montgomery did indicate to Van Cleave that he would be willing to accept any decision made by the Senate regarding this; i.e., either to establish another committee for the study of leaves of absence or having the Ad Hoc Tenure Committee do the study, as originally outlined. Dr. Montgomery was favorable to the Leaves of Absence Resolution and indicated that he was not trying to postpone a leave policy being established but he does not feel that the time is appropriate for asking the Legislature for the additional funds that would be needed to finance this policy.

The floor was opened to discuss how the Senate felt about what should be done regarding the study of leaves of absence. It was brought ^{out} that possibly some short leaves could be taken within some departments without additional costs; but of course, this would not hold true for all departments. It was pointed out, also, that if the Ad Hoc Tenure Committee were given the responsibility for studying leaves too, that this would tie up both studies for a longer period of time and delay any action on either. A motion was then made by Bill Reid and seconded by Charles Johnson to establish a committee, other than the Ad Hoc Tenure Committee, to study leaves of absence. The Senate voted in favor of this motion.

Dr. Montgomery did react favorably to the suggestion made by the Senate that some long-range planning be done in the areas of future needs for the University; not only for space allocations, but for such things as projected student enrollment, faculty needed, etc. He indicated that something will be done along this line, but made no definite commitments.

A number of other topics were brought up at the meeting of the Committee on Committees on May 3rd, which were introduced by Van Cleave. Some possible areas of study for the Policies Committee during the summer months are; the apparent increase in the failure rate at Jacksonville State, the stated objectives of Jacksonville State University, and problems in the area of campus mail service.

Some departments have experienced a large increase in failures of students. Information needs to be gathered to determine if this is true University wide and if so, what needs to be done to pull the academic level of the students up to the levels where they should be.

It was pointed out that the objectives of the University as stated in the Bulletin are not of a very academic nature and study needs to be made in this area so that some recommendations can be made to the Administration.

Many problems have been evident this year in the campus mail service, one being simply that some mail is never delivered. The main problem with the mail service seems to be that those working in this area fail to see that any problems exist. Again, some study needs to be made in this area by the Policies Committee during the summer so that some specific cases and problems can be presented and hopefully, these can be taken care of by those directly in charge of the distribution of the mail on this campus.

There was no additional discussion on the Teaching Excellence Award Resolution which was introduced at the last Senate meeting and the Senate passed the Resolution unanimously.

There was some discussion concerning the Academic Awards Day Resolution. It was pointed out that the Resolution might be amended such that it stated that those individuals receiving the awards should be notified in advance. No amendment was made, however, since it was brought out that this should be done as a part of the planning for the Awards Day. The Senate again voted unanimously in favor of the Resolution.

Charles Johnson announced that the tape from the seminar with Richard Miller has been transcribed and that copies will be available. Anyone wishing to obtain a copy of this edited transcription should notify Dr. Johnson.

Jimmy Reaves introduced the following Resolution which was seconded by Louise J. Clark.

WHEREAS, John Van Cleave was nominated and by acclamation elected President of the Jacksonville State University Faculty Senate in 1975; and

WHEREAS, John Van Cleave provided the leadership necessary to gain the support and confidence of the Jacksonville State University administration and the faculty in fulfilling the duties of the Faculty Senate presidency; and

WHEREAS, under the leadership of John Van Cleave the Faculty Senate has had an outstanding year and has generated the momentum to continue to be a strong and constructive force in the progress of Jacksonville State University;

BE IT THEREFORE RESOLVED that the Faculty Senate commend John Van Cleave for his outstanding leadership and to express its appreciation to him for the many hours of work and effort he has devoted to successfully fulfilling his role as President of the Faculty Senate in 1975-76.

Hazel Hicks moved for the suspension of the rules so that this Resolution could be voted on at this meeting. Charles Johnson seconded this motion and the Senate voted in favor. Without discussion, the Senate voted unanimously in favor of the Resolution.

The officers for the 1976-77 Faculty Senate were elected and are: President, Bill Reid; Vice President, Allen Smith; and Secretary, Miriam Franklin. The members of the 1976-77 Committee on Committees were also elected and are: School of Arts and Sciences, John Van Cleave; School of Business Administration, Louise J. Clark; School of Education, Leon Willman; School of Library Science and Instructional Media, Franklin King; School of Nursing, Mary Humenik; and Graduate School, Jimmy Reaves. It was decided to postpone the election to this Committee of a member from the School of Law Enforcement, until someone has been named to fill the space left upon the resignation of Malcolm Street.

A final topic of new business came as a Resolution from Allen Smith and seconded by Bill Reid, commending Charles Johnson for his job as editor of the Faculty Senate Newsletter. The Resolution reads:

WHEREAS, Dr. Charles Johnson has expanded the functions of the Jacksonville State University Faculty Newsletter and improved the format of the Newsletter; and

WHEREAS, the Faculty Newsletter has become an informative and reliable mode of faculty communication under the editorship of Professor Johnson;

BE IT THEREFORE RESOLVED that the Faculty Senate commend Dr. Charles Johnson for his dedicated efforts to upgrade the journalistic standards manifest in the Faculty Newsletter during 1975-76.

Hazel Hicks moved for a suspension of the rules so that the Resolution could be voted on at this meeting. Louise J. Clark seconded this motion and the Senate approved it. The Senate voted unanimously for the Resolution.

The meeting adjourned at approximately 4:05.

Respectfully submitted,

Louise J. Clark
Secretary

MINUTES OF THE NOVEMBER 4TH MEETING OF THE FACULTY SENATE

The Faculty Senate of Jacksonville State University met at three-thirty o'clock on November 4, 1976, in the Merrill Building Auditorium. Twenty members were present; absent were Dr. Robert Felgar, Dr. Fred Crumley, Dr. Dan Marsengill, Dr. John Van Cleave, Dr. Earl Poore, Dr. T. Allen Smith, Dr. Quinn Head, Dr. Wendell Sowell, Miss Mary Humenik, Ms. Sue Griffith, Dr. Beatrice Salsbury, and Dr. Norman Dasinger.

The meeting was called to order by President William Reid. The minutes of the October 7th meeting were accepted without being read. Mrs. Hazel Hicks asked that her remarks about certification for graduation at the October meeting be clarified. She had meant to say that when the work was done in Dr. Montgomery's office it was done under very difficult conditions.

President Reid said that Dr. Montgomery announced Wednesday that Jacksonville State University will be open on November 12th. Mrs. Hicks said that the State Legislature had enacted legislation requiring all city, county, and state offices as well as schools be closed November 11th.

Reid read the following memorandum he sent to Dr. Stone.

SUBJECT: Proposed Personal Leave

The Senate of Jacksonville State University met on Thursday, 7 October. Business transacted included selection of a panel of tenured faculty from which a Hearing Committee would be chosen, should the need arise, and passage of a resolution expressing gratitude for the announced salary increase in the face of an institutional budget cut. These will be forwarded to you through the Vice-President when the Secretary's notes are transcribed.

I also announced at that time the request you plan to make of the Board of Trustees for a day of Personal Leave for each full-time faculty member, per regular Semester. The response was enthusiastic, the general feeling being that it indicated recognition of a spirit of professionalism among the majority of the faculty.

There was some question, however, about implementation, the consensus being that there was a distinct risk that the original intent of the Personal Leave policy would become bogged down in red tape as it filtered down the chain of command, with additional provisions being added on the way: "ten days prior notice required", "personal leave must be taken before institutional leave", "the department head's approval is required", "classes must be covered by another faculty member", etc. Any additional regulations of this type would dilute the original intent, and take the decision out of the hand of the classroom teacher, who should be best able to judge how an absence of this type will affect a particular class. Accordingly, I was asked to communicate this feeling to you, in the hope that such impediments are not cast in the way of the new Personal Leave Policy.

Dr. Stone's reply included copies of five resolutions passed by the Board of Trustees at their October meeting. They were:

1. A resolution granting the faculty a five per cent pay raise.

2. Authorization to landscape the area behind Brewer Hall.
3. Authorization to repair and/or replace the air conditioning systems in Leone Cole Auditorium and the Gamecock Cafeteria.
4. Personal Leave for Faculty, which reads as follows:

WHEREAS, the academic faculty of Jacksonville State University is not presently being afforded any personal or annual leave because their teaching schedule is such that they have more days' leave than the administrative staff and other employees of the University; but

WHEREAS, it is customary and often necessary for academic people to have at least one day for each of the regular semesters of the academic year, thereby affording them the opportunity to take such personal leave on a Friday or a Monday thus giving them a longer weekend; and

WHEREAS, this is a common practice among the universities of this country: be it, therefore,

RESOLVED, That the academic faculty of Jacksonville State University is hereby granted one day's personal leave for the fall semester and one day's personal leave for the spring semester and these two days only during the academic year. It is understood that the professor or instructor taking his personal leave has the responsibility of providing for his classes during his absence by cooperative arrangements with his fellow professors or instructors. It is further understood that this personal leave is not accumulative.

5. Formal acceptance of the Advanced Institutional Development Program (AIDP) grant, giving their endorsement and support.

Dr. Stone's letter also listed the five members selected by the Administration from the ten nominated by the Senate for a Faculty Hearing Committee. These are Dr. Hugh Arthur, Dr. Glen Browder, Dr. Barry Cox, Dr. Jackson Selman, and Dr. Jerry Wilson.

Reid was questioned about when the personal leave day would be implemented. He said that he had called Dr. Stone's office, but Dr. Stone was out of town. Mrs. Sawyer said she would ask Dr. Stone and let Dr. Reid know about this. Charles Johnson asked whether or not the leave day had to be on a Friday or Monday. Bill Reid said he did not think so from the way the resolution is worded.

Dr. Montgomery told Dr. Reid that the leave policy for teaching loads for Jacksonville faculty as stated in the Faculty Handbook is now in effect in departments where it can be implemented. As far as Dr. Montgomery is aware, the policy is applicable to nine months employees as well as those on a twelve months basis. When asked if leave was to be rewarded as relief from all duties, the Vice President said he would expect some professional growth during such periods. He would rely on department heads for professional growth programs. Formal reports on such programs would be made to the department heads instead of Dr. Montgomery's office. Dr. Reid pointed out the faculty's concern over implementation of the policy since the minimester schedule is due at this time. Dr. Montgomery

said that he would meet with the deans to clarify the program and will disseminate this information as soon as possible. Dr. Reeves said that the Vice President and the deans will meet all day Monday and the leave policy will be on the agenda.

Reeves said that Dr. Montgomery and the deans will have to consider enrollment needs for the summer sessions in implementing the leave policy. As an example, he pointed out that enrollment in the School of Education is usually much higher in the summer while the opposite is true in the School of Business. Graduate School enrollment usually drops during the minimester. Such factors make it necessary to examine the needs of each school. Charles Johnson said that the two terms in summer for undergraduate as well as graduate students will make it necessary to consider the full twelve months in relationship to teaching loads. The new calendar should provide more flexibility in scheduling. Jerry Gilbert said that last year the Senate passed a resolution introduced by the Welfare Committee which recommended an ad hoc committee to work on the leave policy and he would like to know the status of that committee. Bill Reid said that this committee had been named.

President Reid said that the Committee on Committees had entrusted him with the task of drawing up a proposed structure for a committee on campus security. He distributed a handout showing such a proposed structure. In the discussion about forming such a committee, questions were asked about why this has been brought up and whether it is necessary that the Senate act on this. It was pointed out that the Senate had already asked for such a committee in 1971. Some Senate members questioned whether the University faculty could bring more expertise to such a committee than a group trained in this field, and were reminded that the Campus Security Force is under the direction of the Dean of Men. Some felt that, since the original plan was for a hearing committee on traffic, the new group should be restricted to traffic and not become involved with security. Item four in the proposed structure would broaden the scope of the committee and make it more inclusive than one dealing with traffic. Bill Reid said that when Dr. Montgomery asked him to bring this matter before the Senate, he had suggested that such a committee be broadened from one dealing solely with traffic to an advisory committee on security, and Dr. Montgomery agreed with this suggestion. The question was raised about whether such a committee could initiate action and it was pointed out that the Security Force was created by an act of the State Legislature, and that the status of such a committee would depend on how this act was worded. Charles Johnson said such a committee would give the faculty more voice in matters that affect our working life. President Reid said that if there were no objections, he would place the matter on the agenda for the next Senate meeting. In the meantime he would ask for input from the Administration.

In the way of old business, Reid asked about the resolution from the Policy Committee that was introduced at the last meeting. Don Patterson distributed the attached report from the Policy Committee. After discussing the report, Patterson moved that the resolution introduced at the October meeting be tabled. The motion was seconded and carried.

Dr. Reid announced that the Committee on Committees had voted to enlarge the membership of the Welfare Committee by four non-Senate members at the request of Dr. Gilbert. The four new members are Mary Martha Thomas, Glen Browder, Martha Merrill and Roberta Watts.

Jerry Gilbert distributed a handout which lists topics the Welfare Committee is currently working on. He suggested that Senate members who want to make input on Welfare Committee matters contact any member of the committee. He has met with Dr. Montgomery to discuss what the Welfare Committee is working on. Dr. Montgomery wants the full committee to meet with him and the Council of Deans.

Dr. Gilbert distributed the attached handout drawn up for consideration by the Senate. During the discussion which followed, questions were asked about the manner in which the two term summer session will affect enrollment and the teaching load. Gilbert thought that the enrollment would vary a great deal from department to department. It was suggested that fewer teachers might be needed for the second summer session. More courses will be offered under the new arrangement, which would seem to indicate a need for more teachers. If the decision is made to have a maximum load of six hours in the summer sessions, this will have a lot to do with the number of courses offered. Tom Freeman asked if it would be possible to have registration for both terms at the same time. Jimmy Reeves said that in the summer graduate program many students registered for only one term even though they planned to attend the second. It was generally agreed that the University is working toward a goal of twelve months employment for all faculty members who want to work, with nine months only for those faculty members who specifically don't want to work during the summer. Reeves said he thought enrollment would increase under the new program. President Reid suggested that the Senate defer any further discussion of the Welfare Committee statements until the next Senate meeting when they can be voted on.

Bill Reid said that Dr. Montgomery indicated to the Policy Committee that the Flower Fund was virtually exhausted and he needs to know the will of the faculty. Reid said he was willing to undertake a survey to determine what the faculty wants to do about the Flower Fund. Evelyn McMillan suggested that he get a representative of each department to see that everyone in the department votes, since the last survey had such a poor percentage of response. Charles Johnson moved that the Senate approve the survey. Don Patterson seconded and the motion carried.

The meeting adjourned at approximately 4:30 p.m.

Respectfully submitted,

Miriam B. Franklin

Miriam B. Franklin

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MINUTES OF THE DECEMBER 2ND MEETING OF THE FACULTY SENATE

The Faculty Senate of Jacksonville State University met at three-thirty o'clock on December 2, 1976 in the Merrill Building Auditorium. Sixteen members were present; absent were Dr. Fred Grumley, Dr. Evelyn McMillan, Dr. Dan Marsengill, Dr. Donald Patterson, Dr. Ted Klimasewski, Mrs. Hazel Hicks, Mr. Hal Smith, Dr. Leon Willman, Dr. Bill Dunaway, Mr. John Turner, Mr. Thomas Freeman, Dr. Wendell Sowell, Ms. Sue Griffith, Dr. Beatrice Salsbury, Dr. James Reaves, and Dr. Norman Dasinger.

The meeting was called to order by President William Reid. With two corrections, the minutes of the ~~November 4th~~ meeting were accepted as circulated.

President Reid said that a leave committee has been convened. The members of this committee are Dr. Pat Wingo, chairman, Ms. Mary Humenik, Dr. Jack Selman, Dr. Ralph Parnell, Dr. Frank Fuller, Mrs. Betty Selman, Dr. Elsie Wright, Mrs. Roberta Watts, Dr. John Finley, and Dr. Bill Medley. The committee is now compiling information about leave practices at other institutions of higher education.

Reid said that the Senate had authorized him to circulate a questionnaire about the Flower Fund after Dr. Montgomery asked the Senate to determine whether the faculty wants it continued. The questionnaire has been circulated through the department heads and he hopes to have the answers tabulated prior to the Christmas holidays.

In regard to the questions concerning personal leave, Reid said that the Vice President told him that the only two restrictions he knew of were that classes must be covered and that the absence must be reported to the department head.

Drs. Patterson, Gilbert, and Reid met with the Council of Deans in a discussion of minimester leave utilization. Reid compiled statistics concerning minimester leave utilization and circulated it to Senate members. (See attached) He noted that minimester leave is impossible in some schools. In some cases, faculty members prefer a reduced load during regular semesters in preference to leave during the minimester. Some faculty members have requested classroom duties in preference to unstructured duties.

Points of old business were introduced; the first dealing with the Welfare Committee resolution introduced at the November Senate meeting. Jerry Gilbert moved that the resolution be adopted. The motion was seconded by Miriam Franklin. Allen Smith said he had two questions about the resolution. The wording of the next to last paragraph may cause problems in recruiting new faculty members because it appears to give faculty members already employed preference in the matter of twelve months contracts. The last paragraph suggests that persons employed on a nine months basis would actually be paid more for summer employment than those employed on a twelve months basis. Mrs. Louise Clark said that the present pay for summer employment is fifteen per cent of the regular salary for two courses (six hours). If a faculty member teaches an additional course, they are paid \$750 more. Charles Johnson said that if someone is moved from a nine months contract into a twelve months contract they would shift into the appropriate slot of the pay schedule determined by degree and experience. Earle Poore suggested that the resolution reads as though it applies to persons other than faculty members. Jerry Gilbert gave an example of a person in a pay slot of \$17,145 for nine months who would earn \$20,557 if they had a twelve months contract. If the nine

months person earned fifteen per cent of the nine months pay during the summer, the salary total would be \$19,716, which left a pay differential of \$841. Charles Johnson said that if a twelve months faculty member requests a summer off, the salary deduction is twenty per cent. There was further discussion concerning contracts offered to person with a terminal degree versus those without. It was suggested that the Administration gives persons without a terminal degree nine months contracts in order to encourage them to return to graduate school. Reid called for a vote on the resolution and the Senate voted to accept it. (See attached)

The next item of old business was the proposed Committee on Campus Security. Bill Reid said that, since he had written the proposal at the request of the Committee on Committees, he would like the Senate Vice President, Allen Smith, to preside while the motion was before the Senate. He then moved that the proposal be adopted. Jerry Smith seconded the motion. Reid said that he had sent copies of the proposal to Dr. Stone and Dr. Montgomery and that Dr. Montgomery said he had no objection to the proposal as written. The motion carried.

John Van Cleave said that he was concerned about attendance at Faculty Senate meetings and would like to have the Senate's student assistant call members to remind them of Senate meetings. Bill Reid said that this was already being done. Van Cleave then asked about having attendance requirements for the Faculty Senate similar to those used by the SGA. Reid said he thought this would require a constitutional amendment. Charles Johnson suggested the Senate look into the absentee rate of previous Senates. Mrs. Louise Clark said that the absentee rate last year was approximately thirty per cent. Reid asked Van Cleave to work on a proposed amendment.

Dr. Felgar said that Dr. Hollis had asked him to ask the Senate about certain aspects of the University library. He is concerned about the locked study carrels and the number of books he has observed that were shelved incorrectly. Dr. Reid said that this was the function of the Policy Committee. In the discussion that followed, it was reported that at one time the Senate had offered to help with an inventory of the library. A member of one department said that the department had made an inventory of missing periodical volumes used by the department. It was suggested that the Policy Committee prepare a good questionnaire to determine what faculty members thought about the library. Felgar agreed that this matter should be referred to the Policy Committee.

Harold O'Bryant asked if there was another restriction on personal leave in addition to the two indicated by Dr. Montgomery. He said he understood that personal leave could not be taken during exams. Van Cleave said he did not think this was a restriction, since all exams must be proctored. Bill Reid said he would ask for clarification.

Mrs. Louise Clark asked if the Senate should select the Committee on Campus Security at this meeting. Bill Reid said he thought it should first be approved by the Administration and then brought up at the next Senate meeting.

Earl Poore moved the meeting be adjourned. Mrs. Louise Clark seconded. The motion carried and the meeting was adjourned at approximately 4:30 p.m.

Respectfully submitted,

Miriam B. Franklin

Miriam B. Franklin