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Faculty Senate Minutes & Newsletter | 1984

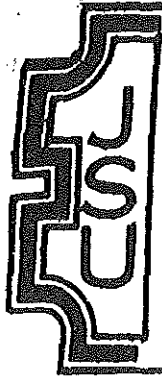
JSU Faculty Senate

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Faculty

NEWSLETTER



January 1984

ART

Mr. Gary Gee has entered his watercolor painting entitled "Organic Pendulums" into the Georgia Water Color Society Exhibition, a national show. The exhibition will tour the state of Georgia throughout the year for educational purposes. One of his students, Barbara Freeman, has also been accepted into the society and has a painting in the show.

Mr. Carter Osterbind assisted in judging the 4-H Photography Contest at the Lenlock Center on December 13th.

Three compositions by Mr. Carter Osterbind were accepted in the "5th Annual Paper in Particular National Exhibition." The exhibition will remain open through January and February. The three paintings are entitled "Sod on Mortal Beach," "Flippers on Mortal Beach," and "Telephone on Mortal Beach."

Dr. Emilie Burn's Soft Assemblages are being shown in a one person exhibit at the Oak Ridge Community Art Center in Oak Ridge, Tennessee through January. Dr. Burns will give a gallery talk on January 28th at the Art Center.

ENGLISH

Dr. Clyde Cox will attend the National Conference for academic chairpersons in Orlando, Florida, on January 25-27, 1984.

Dr. George Richards recently had poems accepted by Earthwise, The New Laurel Review, and Encore.

Dr. Nell Griffin vacationed in Sidney Lanier country last summer, i.e., in Brunswick and St. Simons Island, Georgia. Recently, Nell attended a symposium at the University of Alabama on style in contemporary fiction featuring William Gass, Wright Morris, Doris Betts, Lee Smith, Max Apple, Donald Barthelme, and John Irving. Currently, Nell is serving as consultant on the American Short Story on Film project sponsored by the Alabama Committee for the Humanities.

Mamie B. Herb spent an exciting holiday visiting her critically ill father in Rush Memorial Hospital, Meridian, Mississippi, at Christmas. (Mamie's aside: "There are worse places to be at Christmas time than in a private hospital room, especially if you are not ill.") Mamie's coping with the bitterly cold weather during the Christmas vacation was perhaps more existentially demanding than that experienced by the typical JSU faculty member. I "broke ice with pickaxe for water for twenty dependent-on-me-horses, one bull, two cats, three dogs, seven puppies, numerous gamecocks and hens; also fed them, husband, step-children and families. Managed finally to get out of town over icy roads to New York City for a theater tour. I missed the first show (\$40 gone), On Your Toes. After buffet at Sardi's, I saw Brighton Beach Memoirs (Neil Simon), Zarba, and My One and Only as scheduled. Then I stood in the rain in order to get tickets for the Wednesday matinee of The Real Thing, starring Jeremy Irons, Glenn Close, et al.")

LIBRARY

Dr. Martha Merrill attended the American Library Association Midwinter Meeting in Washington, D.C., January 4-8. She serves on the Legislation Committee for the Association of College and Research Libraries Division and on the Immroth Memorial Award Committee of the Intellectual Freedom Roundtable.

PHYSICS

Dr. Bill Reid attended the Fall Meeting of the Southeastern Section of the American Physical Society in Columbia, S.C. While there, he had the pleasure of attending a session where a paper was delivered by a 1982 physics graduate of JSU, Jitendra Bal Sharma. Jitendra is a doctoral student at the University of Georgia. His paper was entitled, Differential Cross Sections for the Charge Transfer Reaction $He + O^{\rightarrow} He^+ + O^+$ at Low Energies. It is unusual for a graduate student of only one year to have completed sufficient research to speak to this group, and is a reflection upon the educational quality of JSU.

PSYCHOLOGY

Dr. Jerry Wilson and Dr. William Palya attended the National DECUS Symposium in St. Louis, May 22-27. Funds were provided by the Education Improvement Program Title III funds.

Papers recently presented by members of the Psychology Department include:

D.E. Walter and W.L. Palya, "Digital Experiment Controller for Stand Alone Applications or Distributed Processing Networks," presented at Computers in Psychology, San Diego, California on November 16, 1983;

W.L. Palya, "Reinforcing and Eliciting Effectiveness of Reliable and Unreliable Food Predictors, " presented at the Psychonomics Society, San Diego, California, on November 18, 1983.

SOCIOLOGY

On December 14th, the Social Work Advisory Board met in the Faculty-Staff Dining Room of Jack Hopper Cafeteria. Members present were Adelaide Cherry, James Cody, Bess Estis, Cathy Green, Carla Peak, Paul Rilling, and Chairperson Becky Turner.

Dr. James Sewastynowicz's article entitled "Community Power Brokers and National Political Parties in Rural Costa Rica" was published in a recent issue of Anthropological Quarterly. Dr. Sewastynowicz also authored a paper, "Cultural Influences in Migration: Kinship and Friendship in Rural Costa Rica," which was delivered at the 82nd Annual Meeting of the American Anthropological Association, November 17-20, 1983, Chicago, Illinois.

MINUTES OF THE FACULTY SENATE MEETING

January 9, 1984

The Faculty Senate of Jacksonville State University met on January 9, 1984 in the University Library. Absent were Dian Andree, Veldon Bennett, Gail Camp, Jerry Gilbert, Parker Granger, Beth Hembree, Robert Hymer, John Merriman, Tom Padgett, Franklee Whartenby, Lila Wood, and Bill Medley.

Dr. Evelyn McMillan, Senate President, called the meeting to order. Because minutes of the December meeting were not available to all members of the Senate, approval of these minutes will be delayed until the February Senate meeting. Dr. McMillan explained that after conferring with Dr. Reeves, it was decided to delay this address to the Senate until February. Consensus was that this would be more beneficial as it would give both him and the Senate members time to study the final report of the Southern Association of Colleges and Schools which has just arrived. Copies of the final report are available in the offices of the college Deans and in the Library.

Dr. McMillan also read a memorandum from Dr. Reeves concerning resolutions passed at the December Senate meeting.

(MEMO ATTACHED)

In view of this, Dr. McMillan commented that possibly we would like, at a future date to send a resolution commending what had been done concerning secretarial assistance and requesting a continued increase in the number of secretaries available to faculty.

In Old Business:

A resolution concerning nonrenewal notices to probationary faculty was discussed and passed. The resolution is as follows:

WHEREAS the current University date of notice for non-renewal of contracts for probationary faculty is March 1, even after several years of continuous employment, and WHEREAS the JSU policy is not consistent with the best authority and practice in academe of providing a more flexible and equitable notice policy to faculty after the first year of employment. THEREFORE, BE IT RESOLVED that the JSU Faculty Senate recommends that notification of nonrenewal for probationary faculty in their first year of employment be no later than March 1; that notice for those in their second year be not later than December 15 of the second continuous year of employment and that notice for those in their third year or longer be at least twelve months prior to the end of the contract year.

A resolution concerning the time at which Senate standing committees are appointed was discussed, amended, and passed. The resolution is as follows:

WHEREAS the Faculty Senate has relatively few meetings to propose solutions to various problems, and
 WHEREAS Faculty Senate officers are nominated and elected during the last meetings of the academic year, and
 WHEREAS the Faculty Senate committees could also be assigned during the last meeting of the academic year to allow for meetings during the summer.
 THEREFORE, BE IT RESOLVED that Faculty Senate committees be assigned during the month following the last Faculty Senate meeting and that any other members elected later be assigned in the fall.

A resolution concerning faculty involvement in University committees was discussed & returned to the Policies Committee for further research.

A resolution concerning criteria for awarding honorary degrees was discussed, amended, and passed. The resolution is as follows:

WHEREAS the JSU Institutional Self-Study (II-57) recommends that the Board of Trustees (with "faculty, student, and staff input") develop criteria for awarding honorary degrees, and
 WHEREAS SACS visiting team supports the recommendation, and
 WHEREAS the Faculty Senate is the representative assembly for the faculty,
 THEREFORE, BE IT RESOLVED (1) that the Faculty Senate request the Board to develop criteria (see March, 1982 Faculty Newsletter) (2) that the Faculty Senate create a special committee to develop guidelines regarding the awarding of these degrees and to advise the Board at a future date.

A resolution concerning class loading forms was discussed and returned to the Policies Committee for further consideration.

A resolution concerning funding of computer data base searching was discussed, amended, and passed. The resolution is as follows:

WHEREAS the University faculty is becoming more active in research and writing, and
 WHEREAS the searching of literature is a necessary, but time-consuming part of any research, and
 WHEREAS there are many data bases that can be searched and literature citations that can be produced by electronic means, and
 WHEREAS the JSU Institutional Self Study Committee recommended that sufficient funds be budgeted to implement a computer based system in the areas of bibliographic services,
 THEREFORE, BE IT RESOLVED that the Faculty Senate of Jacksonville State University endorses the recommendations of the JSU Institutional Self Study Committee and recommends that sufficient funds be provided to the library and be budgeted to permit the purchase of necessary equipment, the training of operators, the payment of phone line charges, and payment for a reasonable number of data base searches to be provided to faculty members without charge to either the faculty member or to his/her department budget.

A resolution concerning funding of computerized interlibrary loan service was discussed, amended, and passed. The resolution is as follows:

WHEREAS Interlibrary borrowing is a necessary activity associated with research, and
 WHEREAS the University library has the machinery and Personnel to initiate requests for loans of materials by electronic means, and
 WHEREAS there is a charge of approximately \$1.50 per request initiated by such electronic means, and
 WHEREAS the Self-Study Committee recommended that sufficient funds be budgeted to complete the implementation of a computer based system in the area of interlibrary loan service.
 THEREFORE, BE IT RESOLVED that the Faculty Senate of Jacksonville State University endorses the recommendations of the JSU Institutional Self Study Committee and recommends that sufficient funds be provided to the library to permit the initiation of a reasonable number of interlibrary loan requests without the charge being levied on the faculty member or graduate student.

In New Business:

Dr. Van Cleave suggested that, since we had gotten such a good response to written questions which were presented to Dr. Montgomery before his speech to the Senate in October, it would be beneficial to also do this for Dr. Reeves. Dr. McMillan requested that any questions for Dr. Reeves be submitted to her two weeks before the February meeting.

The following announcements were made:

1. Dr. McMillan is on the search committee for finding a new football coach. If anyone has any suggestions on this matter, please see her.
2. In response to a question concerning the status of the Commencement Committee Dr. Whitesel reported that the committee has met with Dr. Reeves and at present questionnaires are being prepared for a faculty survey as well as a survey of University graduates of the last year. Dr. Whitesel commented that we can't expect instantaneous changes but that we can hope to implement some changes in the spring commencement and further changes at later times. (Members of this committee are George Whitesel, Chair, Lee Manners and John Van Cleave.)
3. No election has been held in the College of Commerce and Business Administration to select a substitute for Al Wilson. Maybe this will be done before the February Senate meeting.

There being no further business, the meeting adjourned at 3:50 p.m.

Faculty NEWSLETTER

FEBRUARY 1984

BUSINESS ADMINISTRATION

Richard Cobb and Michael Akin recently conducted a two-night management workshop entitled "New Ideas for All Managers" for the Anniston Area Management Association. The workshop was attended by managers from the Calhoun County area.

Cobb and Akin will also conduct a "Leadership Effectiveness Seminar" for the Calhoun County Chapter of the International Management Council this month. The four-hour seminar will focus on "hands-on" techniques for increasing managerial effectiveness at the first line and middle management levels.

ECONOMICS

Dr. Paul Thompson submits the following press release and political biography of Mike Sharp, a former student of JSU and candidate for U.S. House of Representatives, District 4, Alabama:

Mike Sharp of Gadsden, a conservative Democrat, has announced that he is running for the democratic nomination for the United States House of Representatives in the Fourth Congressional District in the September Primary. He will face Tom Bevill of Jasper.

Sharp is a 35 year-old business consultant with a background in manufacturing. He is a decorated Vietnam veteran and holds a degree in law enforcement from Jacksonville State University.

"I believe," writes Sharp, "that the Fourth Congressional District needs a change in leadership to get the nation and the region back on its feet. Life for the working men and women of the Fourth District is a continuing struggle. The current representation has become isolated from the people and is unable to solve their real problems."

HISTORY

The Alabama Association of Historians met February 10-11 in Anniston under the sponsorship of Jacksonville State University and the City of Anniston. The Association is composed of all teachers of history at the college and university level in the state. Dr. Daniel W. Hollis III participated in a panel discussion on the "Researching and Teaching of British History in Alabama." Local arrangements were made by Dr. Mary Martha Thomas and Dr. Grace Gates of the City of Anniston. In addition to panel discussions on a variety of pedagogical subjects, the Association toured the historic Tyler Hill district and St. Michael's Episcopal Church.

Dr. Phillip E. Koerper and Dr. David T. Childress recently had their article, "The Alabama Volunteers in the Second Seminole War, 1836," published in The Alabama Review, XXXVII, January 1984.

PHYSICS

Dr. Bill Reid attended a meeting of the Alabama Science Teachers Association at Samford University on Saturday, February 4. Dr. Reid, Dr. Marllin Simon of Auburn University, and Fr. Ray Ball of Auburn High School conducted a workshop on "Radioactivity Experiments You Can Afford," attended by secondary school science teachers.

MINUTES OF THE FACULTY SENATE MEETING

FEBRUARY 6, 1984

The Faculty Senate of Jacksonville State University met on February 6, 1984 in the University Library. Absent were Jerald Abercrombie, Gail Camp, Beth Hembree, Lee Manners, and Bill Medley.

Dr. Evelyn McMillan, Senate President, called the meeting to order and welcomed Dr. James A. Reaves, Vice-President for Academic Affairs, who presented his annual address. (The text of the address is attached with editorial footnotes for clarification.)

Following his prepared comments, Dr. Reaves opened the floor for questions. Dr. John Van Cleave remarked that with emphasis on new things when traditional core courses suffer, he wondered if we could reemphasize reduced teacher load, smaller class size, etc. to build back what we used to have. Dr. Reaves remarked that according to recommendation 16 we must deal with this. Dr. Earl Poore asked that as the SACS report recommended increased faculty role in governance of the university, had the administration given any thought to allowing the Faculty Senate to make committee appointments by election. The answer was yes. Dr. Cole Benton asked what was going on concerning a symposium on successful teaching in high schools and what we were doing to support the Superintendent of Education's plea for excellence in education. Dr. Reaves gave one specific example that if teachers within a discipline need assistance, we need a sampling of both high school and college teachers to sit down and discuss needs. He felt we had not listened enough and that work was now being done to correct this oversight. There being no further questions, Dr. Reaves thanked the Senate for their continued support and left.

Minutes of the December and January Senate meetings were approved with corrections.

Under Old Business: Dr. McMillan called for a report of the Graduation Committee. Dr. George Whitesel and Dr. John Van Cleave reported that there were 166 responses to the Faculty Survey and that the Faculty members feel we are doing what we can with what we have. New possible ideas include a joint committee to choose the speaker, a standing committee to deal with commencement issues, and a request for improving the ceremony setting. In addition to the faculty survey, 750 recent graduates are being surveyed, and following evaluation of these forms, recommendations will be made to the faculty. A roundtable discussion will be held in the library at 3:00 p.m. on February 15, 1984 for further faculty input - the Senate Committee on Committees being invited to serve as the basic discussion group.

In New Business: Dr. Franklee Whartenby, chair of the Admissions and Scholarship Committee introduced a resolution dealing with testing of entering freshmen to determine reading competency and providing remediation where needed. Dr. Gene Blanton, chair of the Policies Committee introduced resolutions dealing with:

- 1) faculty involvement in university committees,
- 2) testing requirements for incoming freshmen, and
- 3) improving communication between administration and faculty.

Mike Akin, chair of the Welfare Committee, introduced resolutions concerning:

- 1) faculty salary schedules, and
- 2) teaching loads.

Actions on these resolutions will be taken at the March Senate meeting.

Dr. McMillan reported that she had received a communication from Josephine Ayers requesting appointments of representatives to the JSU Foundation and to the Undesignated Funds Committee. Dr. McMillan appointed the following nominating committee to present at the March Senate meeting a slate of nominees for these positions: Tom Nicholson, Chair, Shirley Seagle, and Ron Attinger.

The Committee on Committees has also appointed the Special Election Committee with representatives from each college - Dan Hollis, Chair, Fred Gant, Tom Nicholson, John Merriman, Gail Camp, Audra Alexander, and Tom Padgett. Dr. McMillan reported that Dr. Reaves had asked that she appoint an ad hoc committee to study the minimester, and the following members were appointed: Veldon Bennett, chair; George Davis, Ron Akers, Mickey Starling, Lila Wood, Hubert Barry, Dian Andree, and Thomas Freeman.

The following announcements were made:

1. Dean Carr, JSU liaison with ACHE, will speak at the March Senate meeting concerning current work being done in that agency.
2. The Committee on Committees, being concerned about problems with special elections to fill Senate vacancies, appointed Virginia Yocum to review the matter and report to the Senate.
3. Dr. McMillan reported that two matters of correspondence were received by her office, one a request by the University of South Alabama for a Faculty Handbook and the other information concerning a crusade to do away with the "Publish or perish" policy.
4. Dr. Shirley Seagle asked for information concerning the status of professional promotion procedures and was referred to the Vice President for Academic Affairs, though the general assumption is that the procedure will be the same as last year.
5. Dr. Thomas Barker is investigating the possibility of computerized ballots for the Senate election.

There being no further business the meeting adjourned at 4:20 p.m.

FACULTY SENATE SPEECH
February 6, 1984

Express appreciation to Senate - Deal with issues and respond to questions -
Postpone being philosophical for another time

I Faculty Committees' now functioning:

- A. Salary - Nicholson
To identify basic issues relative to the current salary schedule including how different disciplines and/or assignments may be properly considered.
- B. Academic Honesty - McCarthy
To review faculty senate past communications and to also include issues such as types of dishonesty, punishment for offenders and the process to be used.
- C. Minimester - Faculty Senate
Purpose; Curriculum that should or should not be included; Application/Feasibility of other uses.
- D. Commencement Procedure - Faculty Senate - Whitesel
Number/type programs, etc.
- E. University Calendar - A. Smith
Length of semesters; number of contact hours; etc.
- F. Communications - Ward - Two External Consultants
100 undergraduate bulletins reviewed
Faculty/VPAA/Including Deans/Faculty/VPAA/Curriculum Committee/VPAA/President
- G. Research Services Possibilities - Carr
Exploration of Ways JSU can identify and use its human resources in assisting outside groups with research needs; Grant proposals.
- H. Science Math Institute - J. Paxton
Upgrade science/math teachers in public schools; possibility of new academic programs.
- I. Faculty Task Force - Horsfield
Individual Colleges are reporting their progress as their evaluation indicates - ascertain common elements - University-wide guidelines ascertained by faculty
- J. Research Committee - Whetstone
13 faculty members were awarded \$20,000 for 83-84;
31 Faculty members have received awards since inception of the Program
- K. Travel Committee - McDade
82 faculty members received travel stipends for 82-83

READ: FACULTY COMMITTEES AND OFFER TO CORRECT THE SENATE RECORD
WITH EITHER OMITTED COMMITTEES AND/OR OTHER CORRECTIONS

FACULTY COMMITTEES

- L. Salary Review:
Dr. Tom Nicholson, Chairman
Dr. Ron White
Dr. Bill Fielding
Dr. Rodney Friery
Dr. Clarence Vinson
Dr. Gary Yunker
Dr. Evelyn McMillian, Ex-Officio
- M. Academic Honesty:
Dr. Bernie McCarthy, Chairman
Dr. Steve Bitgood
Miss Sally Edwards
Dr. Bettye Youngblood
Dr. Rebecca Jane Brown
Mr. DeLeath Rives
Mr. Bill Berry
Ms. Portia Foster
- N. Minimester - To be appointed by Faculty Senate Request of
Dr. Reaves, February 1, 1984
- O. Commencement: (Faculty Senate Committee)
Dr. George Whitesel, Chairman
Mr. Lee Manners
Dr. John Van Cleave
- P. University Calendar:
Dr. Thomas Allen Smith, Chairman
Dr. Robert Felgar
Dr. Steve Bitgood
Dr. Roland Thornburg
Dr. William Carr
- Q. Communications:
Dr. Carlton Ward, Chairman
Mr. John Turner
Dr. Emilie Burn
Ms. Sylvia Malone
Dr. Wayne H. Claeren
Dr. Franklin King
Dr. Charlotte Thornburg
Dr. Fred Grumley

R. Institute on Science and Mathematics:

Dr. Jean Paxton, Chairman
Dr. R. D. Whetstone
Dr. Johnny Smith
Dr. Ralph Parnell
Dr. Tom Padgett
Dr. Barry Cox
Dr. William Reid

S. Task Force on Promotion:

Dr. Chris Horsfield, Chairman
Dr. Glen Browder
Dr. Barry Cox
Dr. William Fielding
Dr. Tom Freeman
Dr. Jerry Gilbert
Dr. Robert Hymer
Ms. Marge Lyons
Dr. Daniel Marsengill
Dr. Claudia McDade
Dr. Margaret Pope
Dr. Harry Rose
Dr. Shelby Starling

T. Faculty Research:

Dr. R. D. Whetstone, Chairman
Dr. Richard Armstrong
Dr. Barry Cox
Dr. Robert Felgar
Dr. William Fielding
Ms. Jane Freeman
Dr. Greg Frith
Dr. Ted Klimasewski
Dr. Bill Palya

U. Travel:

Dr. Claudia McDade, Chairman
Dr. Ted Klimasewski
Dr. Franklin King
Dr. Tom Nicholson
Dr. Margaret Pope
Mr. Mike Akin
Dr. George Richards
Dr. Yolanda Suarez-Crowe
Ms. Doris Ford
Dr. John Merriman

- V. Academic Deans
- Dr. Thomas Barker
 - Dr. Reuben Boozer
 - Dr. William Carr
 - Dr. Robert Hymer
 - Dr. William Loftin
 - Dr. Daniel Marsengill
 - Dr. Alta Millican
 - Dr. Thomas Allen Smith
 - Dr. Roberta Watts

II. Progress Reports

- A. G.P.A. Change - Projected Review of Probation/Suspension policies - Upgrade quality of our Graduates - Hours earned replaced by hours attempted
- B. Expenditure of Funds by Budget Managers
Direct entry into CRT replaces former approval process
- C. University Budget Committee
More closely monitoring budget; Conducts monthly meetings
- D. Math Advisement/Placement - Pilot to be conducted by Faculty - Administered by Math Department - Initial Application to Freshmen of Fall 1984
- E. Six Clerk/Typist Positions Approved for Deans to assign:
Business - one
Science & Mathematics - two
Humanities & Social Sciences - two
Music & Fine Arts - one
- F. Special Needs Grant - Application due this week
 - 1. PREP - Preparation for Responsible Educational Programs
Mentors for students with ACT Scores of 15 or less -
Also Faculty Development
 - 2. Management Development Center - Service to Business Industries, etc.; seminars; workshops; short-term courses.
 - 3. Teaching Learning Center
 - 4. Social Science Center
- G. Challenge Grant - B.O.T.
To add technical specialities by JSU - Computer-Assisted Drafting for 84-85
- H. Meeting with Area Superintendents
To identify ways JSU can offer and extend its services to the secondary school system - W. Teague's recommendations.

I. Continuing Education

1. Auditors' Workshop
2. SBI Program - Increased 1300 percent over last year
3. Surveys such as city of Anniston
4. "Tell Me a Story - Sing Me a Song"
5. Anniston/Bank/JSU(SCODL)...

J. Doctoral Program at Fort McClellan - Now in place

L. English Placement Exam
Working Smoothly

M. Curriculum Changes - (Barker, Chairman)

Explain process

44 changes this year

Curriculum Committees at Collegiate Level

New Minors -

- a. Cultural Studies - Sociology/Geography
- b. Creative Writing
- c. Technical and Business Writing

N. Operations Committee - Council of Deans - Watts, Chair
To review all existing policies/guidelines and to deal
with others as assigned by VPAA

O. Renovations

Ayers

Merrill

Self

Editorial Notes

1. These committees have university-wide significance.
2. Within days the Communications Committee will be submitting a report with recommendations to the individual Deans who will respond and ask faculty members of their colleges to comment when appropriate. These comments and recommendations will be returned to the Communications Committee for review and possible changes and then go back to Dr. Reaves who will review and forward his recommendations to the Council of Deans Curriculum Committee. This committee will in turn review and send recommendations to the Council of Deans for action. Following action by the Council of Deans, the report will be submitted to VPAA and then the President for approval.
3. Computer utilization - T.A. Smith to review more widespread use of computers in campus activities.
4. Current budget procedures require that for every purchase of any amount, request be initiated by an individual then approved in order by the department head, College Dean, VPAA, and President before being forwarded to the Business Office. The new procedure, a great time and paper saving one, allows for direct entry on CRT followed by simple filling of request if money is budgeted and available.

Southern Association Report: A Model Report as Identified by SACS

The Southern Association Report contained thirty-seven [37] recommendations and thirty-five [35] suggestions. The JSU Institutional Report served as the basis for the actions taken by SACS and presented no surprises. The first JSU follow-up report is due by September 1, 1984, and special emphasis must be placed on Recommendations 13 and 15.

Recommendation 13

"It is recommended that the faculty be recognized as an integral part of the University, with stated and known roles and responsibilities, including primary control of the curricula and active participation in decision making, planning, and determining policies and procedures concerned with tenure, promotion, and working conditions. The President and the faculty must develop a trusting and cooperative relationship based on open communication."

Response

The faculty has always been recognized as an integral part of the University; however, all of the concerns identified in this recommendation are being reviewed and the recommendation will be met.

Recommendation 15

"It is recommended that the step salary scale, with its rigid ranges, be modified so that qualified and competent faculty may be attracted into such fields as business, computer science, and nursing."

Response

Steps have already been taken to ensure that this recommendation will be met. A Faculty/Staff/Administration Salary Committee is now reviewing the issue.

After the initial follow-up report has been submitted on September 1, the Commission may ask for further classification or may require additional follow-up reports. However, regardless of the initial follow-up reports, a comprehensive document must be submitted by JSU in five years to convey a response to our actions on all recommendations.

In addition to the two recommendations SACS identified as priority issues, my own opinion is that Recommendations 20, 21, 22, 23, 24, 25, and 26 are priority items. These seven recommendations deal with virtually all aspects of the library; including its organization, staffing, operating procedures, funding, and usage. Adherence to these recommendations will require a monumental effort on our part. Every segment of the academic community and process in one way or the other is affected by our library. I want to state to the Senate that the current Administration of the Library, current Library staff members, other staff, faculty, and administrative staff persons must lend assistance in the identification of strategies to be put in-place and in the ultimate implementation and evaluation of these strategies.

Another recommendation that I shall refer to is Recommendation 16.

Recommendation 16

"It is recommended that an immediate and thorough review be given the relative work loads, class sizes, faculty-student ratios, secretarial and support assistance, courses and curricula and travel, as well as the quality and rewards of teaching, research and service performed by the faculty. Such a review should result in a better system of quality control, better management, a fairer system of compensation matching contributions, and improved faculty morale and sense of security."

Response

This review will be time-consuming and difficult. I am not certain as of today how we will proceed but there are certain commitments I want to make. Faculty ranging from the departmental level to University-wide will

be intricately involved. The involvement will be more than superficial; in fact, we all need all the help we can get.

Issues such as budgetary constraints, unequal and changing enrollment patterns, and the nature of each discipline are all interwoven factors which must be considered in addressing many of the SACS recommendations.

At this point I want to stress that we cannot accomplish all of the recommendations in a single year, perhaps, not even in five years. But I am optimistic that we can deal with them and, as the result, have a better institution each year than in the preceding year.

QUESTIONS REGARDING SELF-STUDY

GENERAL QUESTIONS

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- 2) teaching loads.

Actions on these resolutions will be taken at the March Senate meeting.

Dr. McMillan reported that she had received a communication from Josephine Ayers requesting appointments of representatives to the JSU Foundation and to the Undesignated Funds Committee. Dr. McMillan appointed the following nominating committee to present at the March Senate meeting a slate of nominees for these positions - Tom Nicholson, Chair, Shirley Seagle, and Ron Attinger.

The Committee on Committees has also appointed the Special Election Committee with representatives from each college - Dan Hollis, Chair, Fred Gant, Tom Nicholson, John Merriman, Gail Camp, Audra Alexander, and Tom Padgett. Dr. McMillan reported that Dr. Reaves had asked that she appoint an ad hoc committee to study the minimester, and the following members were appointed: Veldon Bennett, chair; George Davis, Ron Akers, Mickey Starling, Lila Wood, Hubert Barry, Dian Andree, and Thomas Freeman.

The following announcements were made:

1. Dean Carr, JSU liaison with ACHE, will speak at the March Senate meeting concerning current work being done in that agency.
2. The Committee on Committees, being concerned about problems with special elections to fill Senate vacancies, appointed Virginia Yocum to review the matter and report to the Senate.
3. Dr. McMillan reported that two matters of correspondence were received by her office, one a request by the University of South Alabama for a Faculty Handbook and the other information concerning a crusade to do away with the "Publish or perish" policy.
4. Dr. Shirley Seagle asked for information concerning the status of professional promotion procedures and was referred to the Vice President for Academic Affairs, though the general assumption is that the procedure will be the same as last year.
5. Dr. Thomas Barker is investigating the possibility of computerized ballots for the Senate election.

There being no further business the meeting adjourned at 4:20 p.m.

Minutes of the Faculty Senate Meeting

March 5, 1984

The Faculty Senate of Jacksonville State University met on March 5, 1984 in the University Library. Absent were Dian Andree, Dan Hollis, Bill Medley, Tom Padgett, and John Van Cleave.

Dr. Evelyn McMillan, Senate President, called the meeting to order. Approval of the February Senate meeting minutes was postponed pending verification of data. Dr. McMillan then introduced Dr. William Carr who addressed the Senate in his capacity as our institutional liaison with the Alabama Commission on Higher Education (ACHE).

Dr. Carr began by commenting that the timing of the Senate invitation to him could not have been better as ACHE is at a point in its planning process where it is asking a review by member institutions of annual planning statement. Dr. Carr requested any comments we might have on this proposed planning statement. He then gave a brief history of higher educational planning in the state. In 1958 the state legislature appointed an educational study commission to determine what was needed to coordinate higher education programs in Alabama. This commission recommended the formation of a statewide coordinating agency for post secondary education with advisory authority, no regulatory authority whatsoever but advisory in terms of budget recommendations, approval of new programs, and review of existing programs. Also in the creation was a statement giving the commission responsibility for planning. Shortly after the commission became operational it began work on a statewide plan for higher education, and in 1974 the first planning document for this state relative to postsecondary education was issued by the commission under the title "Planning Document Number One for the System of Higher Education in Alabama." The document included in a historical overview, conditions or assumptions for the 70's, finding and 22 recommendations basically in the categories of governances, program review, accessibility, tuition and financial aid, medical and nursing education, and funding. During the 1970's ACHE operated under this document. At the end of that decade it set about planning for 1980's and in 1979 a statewide advisory council of representatives from 2 and 4 year institutions both public and private was created. The progress of that group was shaping up a plan which included sections on goals and objectives, structure, programs, and funding. Governor James, feeling the whole

planning was taking too long, requested that ACHE concentrate on 5 recommendations within the structure section of the document and this was progressing. Then in 1981 the new executive director of the commission, Dr. Sutton, felt that ACHE needed to move from a static five year plan to strategic planning which would be a more dynamic system always being modified and reacting to both internal and external variables. The process of strategic planning calls for a statewide annual planning document to be used as a report to the governor and legislature. This document would include the goals, role, and scope of the various institutions as well as their mission statements. To prepare this document each institution completes a profile which included such categories as student characteristics programs, organization and administration and financing. This profile will delineate the role and scope of the institution.

The role identifies the major activities in instruction, research, and public services. Scope is the extent to which the institution conducts these activities. The commission is now in the process of determining what other elements need to be in the institutions' annual planning statements besides the profile as defined by the attached ACHE Planning Statement under III, Content, and items 1-5 which were determined by the ACHE staff and items 6-15 which were added following the report of the Council of Twenty-One.

Dr. Carr requested reaction from the Senate with respect to the proposed content of the planning statements so that he could use them in the meeting in April of the ACHE advisory panel.

Question: What would be the problem with having a program similar to the state of Georgia with a mandatory remedial program with the university system to eliminate competition between 2 and 4 year colleges?

Answer: This could be addressed through planning process with respect to admission standards as well as in terms of the articulation between the institutions and secondary schools.

Question: With respect to the Council of Twenty-One recommendation of seeking to have national accreditation of programs a goal - can we afford this and are we likely to move forward toward that goal? If so the Faculty Senate had a resolution in 1980 addressing a portion of this.

Answer: The additional contents statements were added to the original planning report for just this reason. This is a significant addition and would be expensive.

Question: When will JSU finish its first planning statement?

Answer: This July, with the April 2, 1984 workshop to explain what to include.

Question: Isn't it one of the main purpose of this statewide planning to avoid program duplications and to weed out weaker programs?

Answer: Yes it is the intent with review of existing programs. At present the review process is not set and probably this will include asking each institution what the process should be and if that is not up to some standards of ACHE then compromise is in order. Generally in the past the process for review of existing programs has been the involvement of out-of-state consultants similar to a visiting team.

Question: What if recommendations from ACHE are not politically expedient - will they be placed on a back burner?

Answer: ACHE is somewhat realistic in the approach in that they are saying to a certain extent that institutions need to do their own planning and the commission is providing a framework for that process, and if institutions are inadequate in their planning that will be made known to the legislature. ACHE is using influence rather than authority.

Question: Do you think it is likely that any institution is going to be willing to discontinue programs or close down a school because of weakness?

Answer: When a program is reviewed and is found weak, institutional people will have to answer questions from the legislature, the commission, and the press. This will be uncomfortable; whether or not this will be sufficient for an institution to discontinue a program remains to be seen.

Question: In relation to the goals (see attached) of Diversity and Accessibility - it seems they would almost be mutually exclusive as one states accessible education and the other implies travel to a location offering a program.

Answer: Yes, this possible - compromises are obviously going to be necessary.

Question: Do you see ACHE reaching a level so that it can take action similar to a Board of Regents (example, Louisiana) which can hand our mandates and requirements?

Answer: I don't know, but the 1979 Act of 1969 reenacted and gave ACHE regulatory authority over new programs but advisory authority over existing programs. I'm not sure this will change; this advisory authority is the reason ACHE leaves the review of programs within institutions.

Question: Has there been any cost analysis on expenses of funding numerous programs for few people.

Answer: No, but this is one good example of attempting to effectively use resources of state without unnecessary duplication.

Question: Has there been any recent progress concerning the Committee under ACHE which is studying library networks?

Answer: NAAL (Network of Alabama Academic Libraries) has requested funding to support the network and really we must wait for this to see how effective this could be, but we do think ACHE will support the report of the committee.

Dr. Carr concluded by saying he needed to put together a report to the commission with respect to the proposed planning elements. He invited anyone with something to share to send a memo to him by March 9 so he could assemble the ideas and pass them on. He agreed before leaving to report again to the Senate on the outcome of the meetings.

UNDER OLD BUSINESS

The following report was given by Dr. Tom Nicholson, chairman of the Ad Hoc Committee to Elect Representatives to the JSU Foundation Board:

(insert report)

After the rules were suspended, the report was accepted and the members elected.

A resolution concerning proxy attendance at Senate meetings was introduced, and after the rules were suspended, passed after discussion as follows:

(insert resolution)

Actions taken on all resolutions introduced at the February meeting. These actions were as follows:

1. A resolution concerning teaching loads was withdrawn for further study by an Ad Hoc Committee to be named by the Senate President

2. A resolution concerning salary schedule availability was withdrawn because action had already been taken informally to alleviate this problem

3. A resolution dealing with communication between faculty and administration was passed. The resolution reads as follows:

(insert resolution)

4. A resolution concerning faculty representation on university committees was discussed and returned to committee for review and future specific recommendations.

5. A resolution concerning ACT test score requirements for incoming freshmen was returned to committee for further study.

6. A resolution dealing with testing and remediation was discussed and passed. The resolution reads as follows:

(insert resolution)

Dr. George Whitesel gave the report of the Committee on Graduation which follows:

(insert report)

In New Business: Resolutions on the following subjects were introduced to be discussed and acted upon at the April Senate meeting:

1. honors for retiring faculty and staff
2. selection of members of Faculty Scholar Advisors
3. annual study of Faculty Scholars program retention
4. transferring of "D" grades
5. excuses for missing tests and exams
6. honesty policy
7. funding for attending professional meetings
8. sabbaticals
9. "mini" term courses and teaching
10. problems of "mini" term

Dr. Tom Nicholson gave the following report concerning the Faculty Salary Review Committee:

(insert report)

The following announcements were made:

1. After receiving questions concerning membership of several ad hoc university committees, Dr. McMillan, with the Senate's consent, will speak to Dr. Reaves about these concerns before any formal actions are considered.

2. Copies of the memo sent to Dr. Reaves and all Deans except Dr. Bill Carr are available to those interested from Dr. Tom Nicholson.

There being no further business, the meeting adjourned at 4:45 p.m.

#1

ALABAMA COMMISSION ON HIGHER EDUCATION
Institutional Annual Planning Statements

I. Purpose

To describe annually institutional priorities for a five-year planning period and to provide a broader and longer-range context for decisions regarding budget requests and programmatic changes.

II. Relation to Institutional Mission and Role

The Annual Planning Statement should be consistent with the established mission and role of the institution. Adequate rationale must be presented for plans which go beyond the established mission and role of the institution.

III. Content

1. Major institutional goals for the planning period. Relate these goals to institutional mission and role and to the statewide goals of higher education adopted by ACHE on February 3, 1984.
2. Five-year schedule for the development of new programs of instruction, research, and service. (Beginning July, 1984)
3. Five-year schedule for the review of existing programs of instruction, research, and public service. (Beginning July, 1984)
4. Report on program reviews conducted during the previous year. (Beginning July, 1985)
5. Report on action taken on the Commission's recommendations on existing programs reviewed the previous year. (Beginning July, 1986)
6. Description of institution-wide general education or "core" requirements along with any changes under consideration for the planning period.
7. Description of plans for achieving, regaining, or reaffirming accreditation(s) or other forms of program recognition.
8. Description of faculty promotion and tenure policies and faculty and staff policies and practices relative to enrollment trends and changing technology.

APPROVED AND FORWARDED:
[Signature]

Date 2/24/84

9. Report average faculty salaries by rank and indicate projected changes for the planning period.
10. Description of current academic scholarship program along with changes under consideration for the planning period.
11. Description of any changes in admission policy and practice proposed for the planning period.
12. Description of career guidance and placement program along with changes under consideration for the planning period.
13. Description of student follow-up procedures along with changes under consideration for the planning period.
14. Description of any plans for strengthening articulation and cooperation with other institutions or sectors of education and/or with business, industry, and government.
15. Other plans such as strengthening continuing and adult education opportunities, strengthening of a particular academic division, upgrading of facilities, equipment, or resources, etc.

Note:

- (1) A specific format is being developed for the Annual Planning Statements. The format and procedures will be discussed at a workshop with the Institutional Planning Liaison Group on April 2,
- (2) Once in place (beginning July, 1984), the Planning Statements will be annually updated.

ALABAMA COMMISSION ON HIGHER EDUCATION
GOALS OF THE SYSTEM OF HIGHER EDUCATION IN ALABAMA

GOAL OF EXCELLENCE

Providing high quality programs of instruction, research, and service by means of:

A continuous process of program review

Adequate financial support to make high quality programs possible

Accreditation or other appropriate recognition of all eligible programs unless convincing rationale is presented in opposition to such accreditation or recognition of a particular program

Application of standards and rigor in the educational process and demonstration of competence of graduates

GOAL OF ACCESSIBILITY

Providing each citizen of Alabama reasonable access to higher education programs most appropriate to his/her needs and abilities by ensuring:

Equality of opportunity for higher education without restrictions related to sex, ethnicity, socio-economic level, cultural background, or handicap

Adequate student financial assistance

GOAL OF DIVERSITY

Ensuring the existence of a system of diverse institutions and programs by:

Encouraging each institution to refine its mission for greater clarity and differentiation, thereby reducing the potential for unnecessary duplication of programs of instruction, research, and service

Encouraging increased cooperation of public institutions with the state's private institutions of higher education and involving them in planning for the entire higher education system

Promoting coordination and articulation between and among the various sectors of education, K-12 through the graduate level /

GOAL OF RESPONSIBILITY

Demonstrating the effective and efficient use of resources by:

- Providing effective management of resources devoted to higher education
- Providing adequate and accurate information about the functions of higher education and its opportunities and achievements
- Providing external audits of all institutions of higher education
- Providing an appropriate amount of institutional "self-generated revenue"
- Reallocating resources of programs no longer serving a sufficiently useful purpose, having quality deficiencies that cannot be efficiently corrected, or representing unnecessary duplication

GOAL OF RESPONSIVENESS

Providing a system of higher education which is responsive to the changing needs of individuals and society by:

- Providing programs of instruction, research, and service appropriate to institutional mission and strengths and adequately responsive to individual and societal needs
- Maintaining programs and services which meet the general education needs of individuals and society by affording them the benefits inherent in liberal education
- Promoting articulation with business, industry, and government in enhancing the quality of life and economic development of the State
- Providing programs and services which contribute to the intellectual, ethical, and social development of individuals to enable them to live in an effective, responsible, and productive manner

100 AND GROWING
JSU

#2



March 2, 1984

MEMORANDUM

S U B J E C T: Report of Ad Hoc Committee to Elect Representatives
to the JSU Foundation Board

F R O M: Dr. Tom Nicholson, Chairman *Tom Nicholson*
Dr. Shirley Seagle
Dr. Ron Attinger

T O: Dr. Evelyn McMillan
President, Faculty Senate

The above committee has met and makes the following recommendations:

1. That three of the five faculty representatives on the Foundation Board be replaced by Senate election as soon as possible, and that they be elected for 3 year terms.
2. That Drs. John VanCleave and Jerry L. Smith be retained as members and that Dr. VanCleave continue to serve as representative to the Undesignated Funds Committee.
3. That the remaining two members (VanCleave and Smith) be replaced by Senate election in the Fall of 1984 so that persons elected will assume duties on January 1, 1985. They should also be elected for 3 year terms with terms expiring December 31, 1987. This will establish staggered terms and provide continuity.
4. That the following persons be entered as nominees for election for three year terms to fill the vacated positions caused by the expiration of the terms of Drs. Johnson, Reid, and Parnell:

Dr. Robert Bohm
Mr. Carl Anderson
Dr. Mary Martha Thomas

These terms would expire on December 31, 1986.

5. That nominations from the Senate floor also be permitted to provide additional nominees for these three positions.
6. That the representative to the Undesignated Fund Committee be selected from and by the five persons serving on the Foundation Board.

3

RESOLUTION

WHEREAS good attendance at Faculty Senate meeting is necessary to conduct Senate meetings, and

WHEREAS Senate members sometimes have conflicts which prevent their attendance at some meetings, and

WHEREAS a system of allowing proxy attendance would alleviate this problem.

LET IT BE RESOLVED that the Faculty Senate amend the By-Laws to include the plan for proxy attendance at Senate meetings, outlined below.

Reference. The 1980 Faculty Handbook, (p. 75) states that

"Vacancies created on the Faculty Senate for any cause shall be filled for the unexpired term by supplementary elections within the college concerned as soon as the vacancy occurs.

Each college is authorized to hold a special election for the purpose of selecting temporary replacements for any Senate member who will not be in residence for three or more consecutive months."

Change:

"Vacancies created on the Faculty Senate for any cause shall be filled for the unexpired term by alternate Senate members from the colleges as soon as the vacancy occurs.

Each college is authorized to elect alternate members during the regular election process. One alternate member may be elected for every three faculty positions held in the Senate. An alternate member may attend meetings and vote in the absence of an elected Senate member. It shall be the responsibility of the Senate member to notify the alternate member in advance of the meeting the alternate member should attend."

#4

JSU Faculty Senate

Passed

February 6, 1984

WHEREAS the SACS report and Institutional Self-Study recommend better communications with the President (see SACS Recommendations 13 and 14) and with the Board of Trustees (see Institutional Self-Study II-36, V-87, no. 7, and XII-2), and

WHEREAS the administration has agreed to publish, in the Faculty Newsletter, the status of Faculty Senate resolutions and other information, and

WHEREAS the Council of Deans has been taking minutes of its meetings since Dr. Reeves became VPAA, and

WHEREAS the JSU Faculty Senate publishes helpful accounts of its meetings,

THEREFORE, BE IT RESOLVED (1) that the President be requested to include details of his meetings with the Faculty Senate officers (see SACS Recommendation and positive response 14), along with any other information of concern to the faculty in the Faculty Newsletter (2) that the Council of Deans be requested to include the minutes of its meetings with the reports of its other business in the Faculty Newsletter (see Institutional Self-Study V-87), and (3) that the Board of Trustees be requested to communicate the minutes of its meetings and copies of its resolutions.

RESOLUTION

#5

WHEREAS with JSU's policy of open admissions, some of our students need considerable remediation if they are to succeed academically, and

WHEREAS the University is to be commended for its success in the testing and remediation program in English and for the proposed testing and remediation program in mathematics, and

WHEREAS the 1982 Self-Study strongly recommends the identification of students with academic weaknesses and the provision of specific remediation for these students (Section III, p. 100, Item 12),

LET IT BE RESOLVED that the University develop a plan for testing all entering freshmen to determine their competence in reading and in reasoning skills, and for providing appropriate remediation in these areas.

Report of the Committee on Graduation

#6

Recommendations

1. That there be faculty representation at all graduation ceremonies.
2. That immediate attention be given to improving the physical setting and atmosphere of the graduation ceremonies in Pete Mathews Coliseum.
3. That the selection of the speaker should involve consultation with a committee formed of faculty, students, and administration.
4. That a standing committee on graduation composed of student, faculty, and administration members be established: its charge to be that of identifying and implementing improvements in graduation exercises at Jacksonville State University.

Suggestions

1. That the number of exercises be a subject of on-going study.
2. That in their ceremonial aspects the summer and winter commencement exercises be brought more nearly in line with the spring commencement.
3. That further study be given to the concept of awarding diplomas at college exercises preceding a general university commencement exercise featuring a speaker.
4. That emeriti faculty march with the faculty.
5. That students march.
6. That ministers serving at Commencement be selected for special service to university students or as representatives of areas of population support for Jacksonville State University.
7. That an official photographer be appointed to take the photographs of graduates receiving their diplomas.
8. That consideration be given to use of facilities other than Pete Mathews Coliseum for summer and winter commencements.
9. That faculty scholars as well as honor graduates be recognized in some suitable manner.

SUBJECT: Fact Sheet, Faculty Salary Review Committee Activities #7

The Institutional Self-Study Committee concluded that there are problems in attracting and retaining qualified faculty in certain disciplines at JSU. This led to a recommendation by the Self-Study Committee that this problem be addressed.

The Southern Association of Colleges and Schools (SACS) visiting team made a similar but more specific recommendation which appears below:

Recommendation 15:

"It is recommended that the step salary scale, with its rigid ranges, be modified so that qualified and competent faculty may be attracted into such fields as business, computer science, and nursing."

The University is required to respond to this recommendation with a "first step follow-up report" by September 1, 1984.

On February 1, 1984, Dr. James Reaves, Vice President for Academic Affairs, appointed the following committee to address this problem:

Dr. Tom Nicholson, Chairman
Dr. Ron White
Dr. Bill Fielding
Dr. Rodney Friery
Dr. Clarence Vinson
Dr. Gary Yunker
Dr. Evelyn McMillan, Ex-Officio Member

The committee met with Dr. Reaves on February 17, 1984, and discussed the charge of the committee. A memo was dispatched to Dr. Reaves and all Deans on February 23, 1984 requesting that faculty members be notified of the study and asked to identify areas in which salaries which are based on the faculty salary schedule are not adequate to attract and retain qualified faculty. This was to identify the scope of the problem and gather other information needed by the committee.

Mr. Gary Dempsey has been asked to obtain data from comparable universities in Alabama and contiguous states to aid the committee in developing recommendations to deal with this problem.

Minutes of the Faculty Senate Meeting
April 2, 1984

The Faculty Senate of Jacksonville State University met on April 2, 1984 in the University Library. Absent were Ron Akers, Ron Attinger, Tom Barker, Gail Camp, Robert Hymer, Milo Magaw, Lee Manners, Tom Padgett, George Whitesel, and Bill Medley.

Dr. McMillan, Senate President, called the meeting to order. Minutes of the February Senate meeting were approved as printed in the Faculty newsletter. Because of a delay in the March newsletter, approval of minutes of the March Senate meeting was postponed until May.

Under Old Business: Actions were taken on a number of resolutions. A resolution concerning transferring "D" grades was discussed and passed. The resolution reads as follows:

WHEREAS JSU's stated mission is to provide "quality education," and

WHEREAS JSU will begin, in the Fall of 1984, computing suspension probation (i.e., a GPA below 1.0) and GPA on hours attempted, and

WHEREAS the grade of "D" is not acceptable for correspondence courses (see Institutional Self-Study IX-10),

THEREFORE, BE IT RESOLVED (1) that Dr. Reaves as VPAA be requested to initiate a "bilateral" agreement with every other Alabama college to eliminate completely the transfer of the grade of "D" and (2) that the grade of "D" should not be transferred to or from JSU.

A resolution concerning excused absences from tests and exams was discussed and defeated.

A resolution concerning the honesty policy was tabled pending the report of the University committee which is studying this matter.

A resolution concerning funds for travel to professional meetings was discussed, amended and passed. The resolution reads as follows:

WHEREAS JSU is relying on diminishing federal funds for the faculty's professional meetings (universities being expected to send professors who deliver papers, federal funds being expected to be spent on the general advancement of knowledge), and

WHEREAS support for professional growth has been an area of weakness at JSU (see Institutional Self-Study V-35-38, 47, 87-88 (no. 11), VI-64 (no. 7)),

THEREFORE, BE IT RESOLVED (1) that Dr. Reaves as VPAA be requested to develop, as a bare minimum, a fund to match the federal funds, (2) that these funds be disbursed in the individual departments, (3) that full expenses be paid for faculty members who present papers or who are officially involved in the program as officers, etc. and (4) that at least half of the expenses be paid for those attending approved professional meetings.

A resolution dealing with a system of sabbaticals was discussed and passed. The resolution reads as follows:

WHEREAS Dr. Reaves as VPAA has expressed an interest in developing a system of sabbaticals, and

WHEREAS our sister institutions that grant sabbaticals provide, after six years, at least one term off with full pay for approved projects,

THEREFORE, BE IT RESOLVED that JSU follow, as a bare minimum, the aforementioned policy of our sister institutions.

A resolution concerning "minimester" was discussed and tabled pending a report from the University committee studying this matter.

A resolution concerning teaching load, class length, overload, and "mini" was tabled pending a report from a Senate ad hoc committee which the President named as follows: Shirley Seagle, chair; Marvin Shaw, George Richards, Bill Medley, Don DesRoches, Beth Hembree, Parker Granger, and Franklin King. It was suggested that data collected on these matters in preparation for the resolution be forwarded to the new committee to assist them in their study.

A resolution concerning honors to retiring faculty members was discussed and passed. The resolution reads as follows:

WHEREAS the faculty and staff members who retire deserve a measure of public recognition, be it resolved that they be seated on stage at the spring graduation ceremony or that they lead the line in the faculty processional and be seated in the first row of chairs for dignitaries.

BE IT FURTHER RESOLVED that each be recognized by rank and/or title and name by either the president or vice president of academic affairs with appropriate brief comment including the total number of years spent in educational service, as well as the years spent at Jacksonville State University if the two differ.

WHEREAS the faculty and staff members who retire deserve a permanent symbol of their service, be it resolved that a tree be planted on campus in honor of each retiree. Be it further resolved that in the event of the untimely death of a faculty or staff member prior to retirement, a tree be planted in memory of said faculty or staff member.

WHEREAS the grounds of the Jacksonville State University campus require constant attention, be it resolved that funds for the aforementioned trees come from the maintenance budget. Be it further resolved that hereafter financing of the aforementioned project be taken into consideration when planning the maintenance budget.

WHEREAS the aforementioned projects involve only tribute to dedicated faculty and staff members whose years of service deserve recognition, be it resolved that both the Faculty Senate, representative of the entire faculty, and the administrative officials act with due dispatch on this resolution so that it may be carried out at the upcoming 1984 spring graduation ceremony.

A resolution dealing with faculty involvement on University Committees was discussed, amended, and passed. The resolution reads as follows:

WHEREAS the Institutional Self-Study advocates increased involvement generally and provides for more democratic procedures in decision-making (see V, 86-90), and

WHEREAS there has been neither much activity nor much real faculty involvement in some University committees in the past and also some recent concern about representation on the University committees appointed in 1984, and

WHEREAS the Institutional Self-Study shows the need for more faculty involvement--especially regarding curriculum--at the college level (See Institutional Self-Study II - 34-35, V- 10 top, and VI-2 last full paragraph), and

WHEREAS the SACS report (p. 11) advocates faculty involvement in the Curriculum Committee of the Council of Deans and "primary control" of curricula for faculty (See SACS Recommendation 13 and positive JSU response),

THEREFORE BE IT RESOLVED that the Faculty Senate Elections Committee conduct elections to choose faculty representatives who will comprise at least fifty percent of University standing and ad hoc committees. (In areas requiring special expertise, faculty members from specialized areas could be voted on.)

Be it further resolved:

See orig. Resolution

BE IT FURTHER RESOLVED that the Faculty Senate President serve in an advisory capacity as a non-voting member of the University Administrative Committee.

A resolution dealing with selection of Faculty Scholars Advisors was discussed and passed. The resolution reads as follows:

WHEREAS the Faculty Scholars is a program that provides scholarships for outstanding high school graduates based on ACT scores and,

WHEREAS this program initiated by former University President Ernest Stone has been ably administered by the Faculty Scholar Advisors Committee since its inception and,

WHEREAS the Faculty Senate is the sponsoring agency for the scholarships and faculty participation in the program and,

WHEREAS there is a need for providing an orderly and effective means for replacing Faculty Scholar Advisors with other dedicated, interested faculty members after a term of service expires, and

WHEREAS the present size of the Advisor Committee is nine(9), and

WHEREAS the traditional and most effective size for the Committee is twelve (12)

BE IT THEREFORE RESOLVED that the Faculty Senate endorses the following plan for selection and rotation of Faculty Scholar Advisors:

That the total membership of the Faculty Scholars Advisors shall be twelve (12) with each member serving a six (6) year term.

That the present membership of the Faculty Scholars Advisors committee will be rotated from the committee with three members retiring in 1985, three more in 1986 and the final three from the current committee in 1987.

That each college (except Graduate Studies) will be represented by at least one member of the College serving on the Faculty Scholars Advisors Committee.

That the remaining positions on the Committee be allocated by the Faculty Scholars Advisors Committee according to the comparative number of Faculty Scholars in the program.

That elections to fill vacancies in the Faculty Scholars Advisor Committee from the colleges be held at the time of Faculty Senate Elections, and

That three members be elected in the Spring of 1984 to replace those advisors who have retired from the Committee in 1983.

A resolution concerning retention of Faculty Scholars was discussed and passed. The resolution reads as follows:

WHEREAS the faculty and administration of Jacksonville State University are concerned with the retention of students, and

WHEREAS those students in the Faculty Scholars program provide a source of students with outstanding academic credentials, and

WHEREAS the retention of Faculty Scholars is valuable to the University community

BE IT THEREFORE RESOLVED that the Faculty Scholars Advisors committee conduct an annual study to determine the number of and causes for the loss of students other than by graduation from the Faculty Scholars program, and

That this study be shared annually with the Faculty Senate along with recommendations for improving retention of Faculty Scholars and the program in general.

Dan Hollis, chair of the Elections Committee reported that the nominations process has begun within each college and he expected elections would be completed before the end of spring semester. The number of new members to be elected from each college is as follows: Commerce and Business Administration, 2; Criminal Justice, none; Education 1; Humanities and Social Science, 3; Instructional Media, 2; Music and Fine Arts, 3; Nursing, 2; Science and Mathematics, none. In addition, because of a Bylaws change alternates will be elected - one alternate for every 3 Senate representatives or fraction thereof. Dr. Hollis also reported that Dean Loftin of Commerce and Business Administration had requested that the computer science department be removed from voting with that college. He had agreed that the computer science department should elect within the department one representative, one representative being subtracted from number elected by the College of Commerce and Business Administration. There being no objection to this from the Senate, the elections committee will carry out this request. Also, it was brought to the attention of the Elections Committee that a Bylaws change in the method of determining the number of representatives per college should be considered in determining the number of representatives to be elected.

In New Business: Dr. McMillan named the nominating committee which will be serving to select officers for the 1984-85 Faculty Senate. Members of the Committee are Ron Attinger, chair, Audra Alexander, and Fred Gant.

Resolutions concerning 1) ACT and GRE test requirements, and 2) attendance policy in classes were introduced to be considered at the May Senate meeting.

The following announcements were made:

1) To aid in continuity within the Senate Committees, committee chairpersons are requested to keep records of committee work and to pass those records to the next chairperson.

2) George Davis will be representative from the College of Commerce and Business Administration on the Elections Committee.

3) Due to commitments Dr. McMillan will not be present at the May Senate meeting - Dr. Yocum, Senate Vice-President will preside. Dr. McMillan commented that while she could not actually say her tenure as Senate President had been enjoyable, it had been educational and worthwhile.

There being no further business, the Senate adjourned at 4:35 p.m.

Minutes of the Faculty Senate Meeting
May 14, 1984

The Faculty Senate of Jacksonville State University met on May 14, 1984 in the University Library. Absent were Jerald Abercrombie, Ron Attinger, Gail Camp, Jerry Gilbert, Parker Granger, Beth Hambree, Robert Hymer, Lee Manners, Bill Medley, Evelyn McMillan, Franklee Whartenby, and John Van Cleave.

The meeting was called to order by Dr. Virginia Yocum, Senate vice-president, in the absence of the president. She welcomed the newly elected members of the 1984-85 Senate. Those present were Carl Anderson, Angela Bell, Cole Benton, Mary Bevis, Thomas Bruer, Susan Easterbrooks, Sally Edwards, Jim Fairleigh, Mary Jane Peters, Wilma Vines, and Calvin Wingo. Dr. Yocum explained that this May meeting would be divided into two sessions, the first to transact the final business of the 1983-84 Senate and the second to elect the officers and committee on committee members of the 1984-85 Senate.

Minutes of the March and April meetings were approved as printed with editorial corrections.

Under Old Business, consideration was given to a resolution concerning election of alternates to the Senate which had been returned by the Vice President for Academic Affairs for clarification. Following discussion the resolution passed. It reads as follows:

WHEREAS good attendance at Faculty Senate meeting is necessary to conduct Senate meetings, and

WHEREAS Senate members sometimes have conflicts which prevent their attendance at some meetings, and

WHEREAS a system of allowing alternate attendance would alleviate this problem

THEREFORE, BE IT RESOLVED that the Faculty Senate amends the by-laws to include the plan for alternate attendance at Senate meetings, outlined below.

Each college is authorized to elect alternate senators to the Faculty Senate during the annual Faculty Senate election process. Each college shall be notified by the Faculty Senate Election Committee of the number of Senate seats held by that college, the number of Senate seats to be filled, and the number of alternate senators to be elected. One alternate senator shall be elected for every three Senate seats, or fraction thereof, held by each college. Nominees for the Faculty Senate who receive the next highest number of votes, after the designated number of Senate seats have been filled, shall be declared alternate senators.

Alternate senators shall serve one year terms. They shall attend meetings and vote, as they see fit, in the absence of faculty senators from the same college. It shall be the responsibility of the senator who will be absent to notify the alternate senator in advance of the meeting to be attended, and also to notify the president of the Faculty Senate of the attendance of the alternate senator. It shall be the responsibility of the alternate senators to notify the secretary of the Faculty Senate of their attendance and give the name of the senators for whom they are alternates.

In New Business, Dan Hollis, chairman of the Election Committee thanked his committee, reported results of the election, welcomed new members and passed out rosters of the 1984-85 Senate (attached). He also reported on recommendations from the committee as follows:

- (1) the Elections Committee should be appointed early in the academic year so that they have ample time to prepare for the spring elections and also to fill any vacancies which may occur during the year
- (2) the new elections committee for 1984-85 should begin immediately to develop a set of written by-laws which should be submitted to and adopted by the full Senate--the need for such by-laws is obvious in many questions about run-off elections, structure of the nominating process, handling the ballots and counting of ballots, etc.
- (3) the new elections committee may wish to consider a more expeditious method of conducting elections to save labor and time--the most common idea has been to prepare computer coded cards which could be processed in the computer center--any changes will require deliberation and planning all of which necessitate an early beginning
- (4) if and when the Senate moves to elect alternate members, the question of the terms of office of such alternates has not yet been addressed by the Senate

A resolution from the Policies Committee concerning requiring students to take ACT and GRE tests was discussed and passed. The resolution reads as follows:

WHEREAS JSU's stated academic mission is to provide "quality education" and

WHEREAS THE SACS report reveals the need for consistency in the policy regarding the ACT (or equivalent) test of incoming JSU Freshmen (see SACS Recommendation 4), and

WHEREAS JSU is currently hand-scoring ACT residual tests for University use, and

WHEREAS the University already requires the GRE for graduate students prior to the completion of 18 semester hours,

THEREFORE, BE IT RESOLVED (1) that, in the interest of consistency and for advisement and remedial purposes, all incoming JSU Freshman be advised, in letters and in the JSU catalogue, to take the ACT (or equivalent) test before registering for any courses, (2) that letters be sent out at the earliest possible time before every term to prospective students, (3) that the ACT residual test be administered the first week in the month during the beginning of the fall, spring, mini, and summer terms, and (4) that students be required to take, if they haven't already, the ACT in the month they enter JSU

BE IT FURTHER RESOLVED (1) that all graduate students be advised, in the Graduate College Bulletin, to take the GRE before registering for any courses and (2) that all graduate students be required to take the GRE the first time it is offered at JSU after their enrollment.

A resolution from the Admissions and Scholarship Committee concerning class attendance was defeated.

There were no further committee reports.

The Committee on Committees being requested to appoint a librarian to the University Research Committee has asked Dr. George Whitesel to serve in that capacity.

The report given on April 27, 1984 to the Board of Trustees from the JSU Administrative officers is attached to these minutes.

There being no further announcements the Senate recessed briefly and was then called back into session for election of officers.

The report of the nominating committee was given by Fred Gant. Nominated were: President: Dr. Tom Nicholson; Vice-President: Dr. George Richards; Secretary: Ms. Audra Alexander. There being no other nominations these officers were elected by acclamation. Members of the Committee on Committees were elected as follows:

Commerce and Business Administration - George Davis
 Criminal Justice - Dr. Mickey Starling
 Education - Dr. Robert Hymer
 Graduate Studies - Dr. John Van Cleave
 Humanities and Social Sciences - Tom Bruer
 Library and Instructional Media - Ms. Rachel Jones
 Nursing - Ms. Lila Wood
 Science and Mathematics - Dr. Jerald Abercrombie

Dr. Mickey Starling expressed thanks for Dr. Evelyn McMillians' efforts in a job well done this year as Senate President.

The meeting adjourned at 3:50 p.m.

Faculty Senate Roster, 1984-85

Commerce and Business Administration

Mike Akin- '85
George Davis- '86
*Angela Bell- '87

*Mary Jane Peters (Computer Science)- '87

Criminal Justice

Tom Nicholson- '86
Mickey Starling- '85

Education

Robert Hymer- '85
Bill Medley- '85
Ron Akers- '86
*Susan Easterbrooks- '87

Graduate Studies

John Van Cleave- '86
*Cole Benton- '87

Humanities and Social Sciences

Gene Blanton- '85
Jerry Gilbert- '85
Hugh McCain- '85
Dan Hollis- '86
Milo Magaw- '86
George Richards- '86
*Tom Bruer- '87
*Veldon Bennett- '87
*Calvin Wingo- '87

Library and Instructional Media

Tom Freeman- '85
Audra Alexander- '86
*Mary Bevis- '87
*Rachel Jones- '87

Music and Fine Arts

John Merriman- '85
Dian Andree- '86
*Carl Anderson- '87
*Sally Edwards- '87
*James Fairleigh- '87

Nursing

Beth Hembree- '86
*Lila Wood- '87
*Wilma Vines- '87

Science and Mathematics

Jerald Abercrombie- '85
Fred Gant- '85
Hubert Barry- '86
Shirley Seagle- '86

cc: Rachel Jones, Library

Minutes of the Faculty Senate Meeting
October 1, 1984

The Faculty Senate of Jacksonville State University met on October 1, 1984 at 3:00 p.m. in the University Library. Absent were Ron Akers, Mike Akin, Jerry Gilbert, Beth Hembree, and Bill Medley.

The meeting was called to order by Dr. Tom Nicholson, Senate president. The guest speaker for the meeting was Ben Kirkland, Chairman of the University Budget Committee. Dr. Nicholson said that this opportunity evolved from an AEA executive committee meeting with the budget committee. He further stated that communication and dialogue are a must for a good understanding of the budgeting process. Dr. Nicholson then introduced Mr. Kirkland and said he had come voluntarily to talk with us and answer our questions about the budgeting process. Also at the meeting, and willing to answer questions, were guests Dr. James Reaves, Bill Meehan, Dr. Roberta Watts, Jack Hopper, Jerry Cole and Gary Dempsey.

Mr. Kirkland thanked us for the opportunity to share with us the budgeting process. He said that on January 1 of this year the University switched over to a new purchasing system and delayed final budget considerations until September 25. The past few weeks have been extremely hectic for the budget committee. This new computerized purchasing system allows departmental access to budgets and direct purchases. New for this fiscal year is delegation from Dr. Montgomery on in-state travel authorization. Now the vice-presidents and deans will act on travel without having to go through Dr. Montgomery.

For the last three years, Dr. Montgomery has appointed a budget committee that has reviewed requests and made recommendations to him, and then he has presented the recommendations to the Board of Trustees for approval. This year's budget committee consisted of Dr. Reaves, Dr. Watts, Dr. Woodward, Dr. Marsengill, Mr. Cole, Mr. Hopper, Mr. Dempsey, Mr. Rowe, and Mr. Kirkland. On this fiscal year's budget committee, Dr. Montgomery has said he will appoint a faculty member. This will provide even more representation from the faculty. The budgeting process began in March when the requests were sent out to the program directors to submit their budget requests. In May, the directors came to the budget committee for review with their requests. There was an awesome amount of requests and all were legitimate and needed, but only so much money was appropriated and was available. For example, one school requested \$700,000 for equipment alone and it was impossible to fulfill that request with limited funds. Needs had to be prioritized. The total that was requested for academics this year was 1.2 million dollars. That amount will be approximately available with revenue coming in. Many other needed items and positions and raises simply could not be funded this year. Mr. Kirkland said the criteria was not very good for evaluation of needs, but they did the best they could. It was difficult to identify and address the most pressing needs. The first priority established was to fill those faculty positions that were an absolute necessity. Salary increases were the next priority. Merit pay was even discussed but decided against for this year. The Faculty Salary Committee and the Personnel Committee reviewed aspects of merit raises for possible implementation at a later date, not this year. After much discussion, the Budget Committee has made a recommendation of a 5% salary increase for everyone and about a 25% increase for adjunct faculty pay. This increase will cost the University about \$133,000 per percent - (5% x \$133,000) and \$75,000 - \$100,00 for adjunct faculty

salary increases. That leaves \$400,000 available for equipment, travel, instructional supplies, and other budget requests. Mr. Kirkland urged faculty members to go to their legislators and request more funds for the University.

The remaining \$400,000 will be allocated to the vice-presidents for their areas to distribute to the needed programs and budgeted items. The 5% requested salary increase is as high as Mr. Kirkland said the University could grant and still remain fiscally responsible. He said that was pretty much what the committee had decided and would recommend.

Mr. Kirkland said the AEA executive committee had asked concerning discretionary funds from earnings and if they could be used for salary increases. He stated that the interest from these funds is to be used strictly for plant fund projects and improvements. Mr. Kirkland then opened the floor for questions. In answer to questions from the floor, he said that for academic operations 68% comes from state funds, 24% from tuition and 8% miscellaneous. 68% of the budget is for personnel, and 32% is for other. 65% of the total budget goes into academic support. That is a 1% increase from last year. 9% goes into student services, 16% into plant operation and maintenance, 9% into institutional support and 1% into scholarships and fellowships. We have a \$24,100,000 budget and \$16,300,000 will be going to personnel. A question was asked concerning zero based budgeting and Mr. Kirkland said it was tried for five years, but didn't work. A question was asked as to why this university's appropriations remained much smaller than others in the state. Mr. Kirkland said we have a small percentage increase because we are close to formula funding, which is what the budgets are based on. According to credit hours we produce, we request funding along with additional requests. AICHE uses this as a guide, as well as the governor's office. Some other schools have received extra funding on the legislative floor with strong political pull. For example, Mr. Kirkland said the University of Alabama got a 4.7 million increase that had nothing to do with formula funding. The Educational Development Center and the Economic Development Center are two line items that received \$350,000 above funding for JSU.

The question was asked if we're looking into ways to cut back on some programs. Mr. Kirkland said there has been some work done in that area, but good criteria is lacking at the present. A sub-committee will be used this year to evaluate programs better, such as credit hours etc. All programs will be evaluated. He pointed out that \$246,000 of the budget will go to academic equipment and administration does not receive special considerations in the equipment area.

A question from the floor was raised concerning upgrading the quality of programs. Mr. Kirkland said the Curriculum committee works on the problems of programs. The Budget committee only recommends funds for programs - it does not approve or disapprove any program. He agrees that there do need to be more adequate assimilations of programs and more complete studies. He again mentioned that budgeting is a trade off of the highest priorities for the total good of the University. There was a question of a loan to the Communications Foundation that operates Channel 40. Mr. Kirkland said a loan of \$300,000 was made to the TV Station from the interest on plant funds. This loan is getting better interest than it was on the plant fund. It is now drawing Prime rate plus 1. The plant fund balance is now around 11 million dollars drawing 11% interest. The interest accrued goes to repairs of the plant as well as improvements. The fund has grown over a million dollars in

the past 3 years. Someone asked why couldn't this interest money go into faculty salary increases? Mr. Kirkland said legally it could, but it would not be fiscally responsible. It is unwise to use non-recurring funds for recurring expenses. 16% of yearly budget allocations go to Plant O and M. There is 80% insurance coverage for fire on buildings and contents on campus but this covers fire only. All other expenses, such as the asbestos problem, have to be paid from university funds.

A question from the floor was referred to Dr. Reaves concerning new faculty positions. He said that Business and Computer Science had to have new positions to maintain student load. He spoke of needs in other departments and mentioned how they change from year to year making it impossible to distribute faculty evenly. Curriculum changes can be positive or negative but have to be made.

A Senate member asked Mr. Kirkland how the faculty may have more input into the budget. Kirkland said to work through channels and our representatives of various areas on the Budget Committee. The questioner from the floor suggested that the proposed budget be sent out to each faculty member for perusal. Mr. Kirkland said that would be fine with him, but it would have to be approved by the President and the Budget Committee.

Mr. Kirkland said he had just been notified that the University has received \$460,000 from the Federal government in Title III funds for this fiscal year.

Since the Faculty Senate needed to have a business meeting and there were no further questions, the meeting concluded with Mr. Kirkland thanking everyone for their interest and attention.

At 4:05 p.m. the regular business meeting of the Faculty Senate was called to order. The minutes of the May 14, 1984 Senate meeting were approved as printed in the Faculty Newsletter.

Under Old Business, Dr. Nicholson asked for reports from the 1983-84 Standing Committees. There was no report of continuing projects or problems on the Welfare Committee. The Policies Committee chair, Gene Blanton, said there were no continuing projects unless some of the tabled resolutions or those not acted on by Administration were brought back to discussion. Audra Alexander from the Admissions and Scholarship Committee said that their committee still had two ongoing projects. One, setting up and getting approved a minimum ACT score for incoming freshmen, and two working on a standard class attendance policy that will be upheld whether it be that a student with 25% absence receives no credit or an alternative.

Dr. Nicholson said that in the Committee on Committees meeting Dr. Starling recommended that we elect new Faculty Scholars Advisors. Dr. Nicholson said this need to be taken care of as soon as possible and has charged the Admissions and Scholarship Committee to take action and co-ordinate elections. Dr. Bill Reid will also work on this project as a contact with the committee.

In New Business, Dr. Nicholson distributed a list of 1984-85 Senate members (See Attached). He asked if there were any errors on the list to please let him know. A list containing membership on Faculty Senate Standing Committees was also distributed. (See Attached). Dr. Nicholson stated that it has been requested that each committee chair be responsible for appointing a vice chair and a secretary. The vice-chair should stand in if the chair cannot attend

Sup

Passul
11/15/85

Whereas, various statements made during the summer months have led to the common belief that the administration is contemplating the use of a "Merit Pay Plan" in the near future; and

Whereas, confusion exists among the Deans of the various colleges as to the parameters involved in the determination of merit and the subsequent awarding of merit pay; and

Whereas, the use of the phrase "MERIT RAISE (CONSIDERATION)" in the recent selective pay increases by the President has further confused the issue of merit pay and

Whereas, no objective measure of performance (and thereby merit) exists on the academic side; and

Whereas, the administration has indicated that no merit pay plan will be instituted without serious study and input by those concerned, therefore

Be it resolved, that we, the DSU Faculty Senate, respectfully request that the Council of Deans and Vice-Presidents for Academic Affairs insure that the matter be given careful study by an appropriate committee which involve faculty input and further, if faculty members are to be named to such a study committee, that the senate be involved in the selection.

a meeting and the secretary should keep a written record of transactions in the committee meetings.

Dr. Nicholson then discussed the correspondence between Dr. Reaves and himself. Dr. Reaves has asked for a list from the Faculty Senate any resolutions to which Administration has not issued a formal response. At virtually the same time, Dr. Nicholson asked Dr. Tom Freeman to be in charge of organizing our old resolutions and determining, which, if any, need to be ongoing resolutions or which have not been issued a formal response from Administration. Dr. Nicholson informed Dr. Reaves of our intentions in this area and stated he hopes a report will be ready in 2-3 weeks.

A schedule of Faculty Senate meetings for 1984-85 academic year was also distributed. (See Attached). Dr. Montgomery will be our guest speaker on November 19 and Dr. Reaves will speak on December 10. Rachel Jones, in charge of the Faculty Newsletter, said that Jerry Harris has agreed to include a Faculty Senate section each month in the JSU Monthly Report that will include a summary of Faculty Senate meetings and news on Faculty activities.

Mickey Starling will be our Parliamentarian for the Senate this year. There is typing support available for the Senate this year. A work-study student will be doing typing in Brewer Hall.

Cole Benton asked why Dr. Montgomery would possibly refuse to answer questions posed by the Faculty, whether written or verbal. Dr. Nicholson said he would ask Dr. Montgomery to answer questions after his presentation, and foresaw no problem. There was a brief discussion concerning questions for Dr. Montgomery and then it was suggested upon and agreed that we postpone any more discussion of Dr. Montgomery's acceptance or refusal to answer questions until we get his response on the Senate's request. There being no further business the meeting adjourned at 4:15 p.m.

FACULTY SENATE ROSTER, 1984-85

Commerce and Business Administration

Mike Akin - '85
George Davis- '86
Angela Bell- '87
Mary Jane Peters (Computer Science)- '87

Criminal Justice

Tom Nicholson- '86
Mickey Starling- '85

Education

Robert Hymer- '85
Bill Medley- '85
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John Merriman- '85
Dian Andree- '86
Carl Anderson- '87
Sally Edwards- '87
James Fairleigh- '87

Nursing

Beth Hembree- '86
Lila Wood- '87
Wilma Vines- '87

Science and Mathematics

Jerald Abercrombie- '85
Fred Gant- '85
Hubert Barry- '86
Shirley Seagle- '86

DATE: October 1, 1984

SUBJECT: Membership on Faculty Senate Standing Committees - 1984-85

ADMISSIONS AND SCHOLARSHIP

Calvin Wingo - Chairman
George Davis
Susan Esterbrooks
Hugh McCain
Wilma Vines
John Merriman
Sally Edwards
Jerald Abercrombie
Shirley Seagle

WELFARE

Fred Gant - Chairman
Mike Akin
Angela Bell
Cole Benton
Jerry Gilbert
Beth Hembree
Tom Freeman
Mary Bevis
Dian Andree
Hubert Barry

POLICIES

John Van Cleave - Chairman
Mary J. Peters
Ron Akers
Gene Blanton
Dan Hollis
Tom Bruer
Lila Wood
Carl Anderson
James Fairleigh

NEWSLETTER

Rachel Jones

PARLIMENTARIAN

Shelby Starling

COMMITTEE ON COMMITTEES

Tom Nicholson - Chairman
Audra Alexander - Secretary
George Richards - Vice President
Robert Hymer - Education
Shelby Starling - Criminal Justice
John Van Cleave - Graduate Studies
Tom Bruer - Humanities and Social Science
Rachel Jones - Library and IM
Lila Wood - Nursing
Jerald Abercrombie - Science and Mathematics
Dian Andree - Music and Fine Arts
George Davis - Business

SUBJECT: Meeting dates for Faculty Senate and Committee on Committees
Academic Year 1984-85

Faculty Senate

Committee on Committees

October 1, 1984 Guest Speaker - Ben Kirkland Chairman, Budget Committee	September 24, 1984
November 19, 1984 Guest Speaker - President Montgomery	November 13, 1984
December 10, 1984 Guest Speaker - Dr. Reaves Vice President for Academic Affairs	December 3, 1984
January 14, 1985	January 7, 1985
February 11, 1985	February 4, 1985
March 11, 1985	March 4, 1985
April 8, 1985	April 1, 1985
May 13, 1985	May 6, 1985

The meeting place for the Faculty Senate will be on the 11th floor of the Houston Cole Library unless otherwise announced.

The meeting place for the Committee on Committees will be in Room 205, Brewer Hall unless otherwise announced.

NOTE: This schedule is subject to final approval by the Committee on Committees.

Minutes of the Faculty Senate Meeting
November 19, 1984

The Faculty Senate of Jacksonville State University met on November 19, 1984 at 3:00 p.m., in the University Library. Absent was Jim Fairleigh.

The meeting was called to order by Dr. Tom Nicholson, Senate president. He then welcomed our guest speaker, Dr. Theron Montgomery, who presented a State of the University address. (the text of the address is attached.)

Following his prepared comments, Dr. Montgomery agreed to take questions. Some of the questions that were submitted in writing prior to the meeting were: (not verbatim)

Question: When will a music recital hall be built and when will an electronic security system be installed in the library?

Answer: When the money becomes available, the recital hall will be built; and if and when the security system is decided upon, then the money for it will be requested from state funds.

Question: Why is there so much in-breeding on this campus?

Answer: I am not aware of an excessive amount of in-breeding, but the question has been referred to Dr. Reaves for study. The quality of JSU graduates is comparable to any other university, so hiring these graduates seems to be a good step if they're competent.

Question: Why did you give a 7% raise to University employees when the Budget Committee only requested 5%?

Answer: I thought our employees deserved more, so an extra 2% from revenue funds was added to the across the board raises.

Question: Why were pay adjustments made on administrative positions when merit pay is not supposed to be given this year?

Answer: Merit pay was not given; discretionary salary adjustments were. A letter of explanation has been sent to Dr. Nicholson of the Senate and the AEA and that should explain everything.

Question: What has been going on with the JSU Communication Foundation?

Answer: The Foundation was created by JSU with non-salaried officers and the station was bought for 2.9 million dollars. The only money from JSU was a loan at Prime plus 1. The TV station has been a good investment.

Question: What do we do with the monies that come to us from investments?

Answer: Improvements on buildings and other needs as approved by the board.

Question: What money from the University went into the TV station this past year?

Answer: There was some \$20,000 that went to WJSU TV from the University for advertising.

Interest money has been approved to renovate Self Hall and the Armory with board approval.

Dr. Montgomery then asked for questions from the floor. Some of the questions asked concerned merit pay and when committee research would begin on it. Dr. Montgomery said it would be studied by several different committees this year. Another question was asked concerning the WJSU TV controversy and Dr. Montgomery said the Board of Trustees had sufficiently investigated it.

A question was posed to Dr. Montgomery inquiring why so many new programs seemed to get priority funds and why established programs were lacking in funds. The president answered that these funding problems should be

reported and worked out with the dean of each respective college. The legislature has been asked for more capital funds and every department has needs that Dr. Montgomery is aware of in general terms.

A question was asked concerning the banking courses that are to be offered in liasion with the Alabama Institute for Banking. Are they credit courses and do they need approval? They are non-credit courses and they can only be counted towards the Banking program. Is there any measure fo quality to this program? The American Council fo Education does have standards that must be met.

Dr. Montgomery closed the meeting by saying we all need to move forward and develop ourselves and the University.

The members of the Faculty Senate then moved across the hall for the business meeting.

Dr. Nicholson began the meeting by handing out several resolutions to be introduced and an agenda as well as some old business

Under Old Business, Dr. Nicholson asked that we discuss the status of past resolutions, stemming from Dr. Reaves' request. Two lists have been developed: (1) a list of all resolutions passed in the Senate from 1972 through 1983-84 session; and (2) a list of resolutions passed by the Senate during 1983 and through the Spring Semester, 1984. The Committee on Committees met and decided to focus in on the last 2 years and recommend action or follow-up on many of the resolutions. Of 24 resolutions 14 were identified as needing follow-up action and they will be discussed with Dr. Reaves. The other list of resolutions (from 1972 to the present) will be sent to the 3 Standing Committees of the Senate for study to see if any resolutions should be re-introduced or become standing resolutions. Hopefully, this will soon clear all resolutions.

Next there was a report from Dr. George Whitesel of the Commencement Committee. He met with Dr. Reaves and has reconvened the committee to do more study at Dr. Reaves' request. The most important item to consider is on which of two dates will graduation be held - Friday, May 3 or Saturday, May 4. The committee suggests that Saturday graduation be tried on a one time basis, with stipulations. Any faculty member should be allowed to fulfill the graduation requirement by attending either the August or December exercise. Second, a follow up study should be done to get reaction for this change. These were the recommend-ations made to the vice-president by the committee. After Dr. Whitesel finished his report, John Van Cleave said that Jerry Smith of the Registrar's Office feels that the ceremony will remain on Friday for the spring graduation. Dr. Nicholson asked the Senate for any comments concerning this proposal from the Commencement Committee. There being none the Faculty Senate supports the recommendation that commencement be on Saturday as an experiment and to allow more parents to attend the ceremony.

Next there was a report from Dr. Calvin Wingo of the Admissions and Scholarship Committee on replacement of Faculty Scholars advisors. The recommendation is that the 9 current members remain on the committee through the Spring and then have 3 rotate off and elect 3 new members. There needs to be an election immediately to elect three more members to bring the number of advisors up to 12, the designated number. The suggestion is that the 3 advisors who need to be elected immediately come from the 3 colleges that are not being represented on the advisory committee at the present time. They are Music and Fine Arts, Library Science and Instructional Media, and Nursing. Dr. Wingo has contacted Senators in these areas to organize elections for the 3 vacancies. The

Under New Business, Dr. Nicholson said that he wanted to report on 3 resolutions to be introduced to the Senate. First, a memo on GPA computations from Robert Jamman in Computer Science and Information Systems was mentioned. It is a request for consideration to change our grading system from a 3-point system to a 4-point system. This memo has been submitted to Calvin Wingo and the Admissions and Scholarship Committee for consideration and possible introduction as a resolution.

Second, a resolution has been received in support of tenure for persons holding masters degrees. According to the Faculty Handbook, persons without a terminal degree are not eligible for tenure. The resolution has come from the JSU chapter of AEA asking that the requirement be changed. This has been referred to Dr. Fred Gant and the Welfare Committee for further study and possibly later introduction to the Senate as a resolution.

Thirdly, another resolution was passed by the JSU chapter of AEA and submitted to us for study. This resolution concerns the "Merit Pay Consideration" that Dr. Montgomery studied and subsequently gave various staff persons raises in addition to the 7% university wide raise. The resolution asks that several questions concerning this incident be answered by Dr. Montgomery. He has responded to this resolution and given a copy of the response to Dr. Nicholson, who in turn gave the Senate copies of the said response. The resolution has been referred to John Van Cleave and the Policies Committee for study. Dr. Montgomery's reply has been forwarded to the committee as well.

Next, Dr. Nicholson informed us that he attended a meeting of past Faculty Senate Presidents, organized by Dr. Earl Poore. He said many of the past Presidents feel that the Faculty Senate is "impotent" and should attempt to become more active and possibly become involved in policy making activities on campus. Nicholson asked for input from the Senate on these suggestions. John Van Cleave suggested that we ask the Administration to come to us more in seeking advice. He said that Administration has a responsibility to turn to us for input. Gene Blanton said that Dr. Reaves has failed to give us status reports on resolutions and should be urged to do so. It was brought out that the SACS report said that the JSU Faculty Senate needs to become more involved with the administration to be a strong and viable faculty body. Dr. Nicholson said a survey is being planned to poll the faculty on directions the Senate should pursue or complaints or dissatisfaction with the Senate as it now operates. The self-study survey concerning the Faculty Senate said that 65% of the faculty said that the Senate did represent the Faculty well. Nicholson said an attempt to go into policy-making would probably cause an unproductive confrontation with the Administration. Dan Hollis suggested we look at constitutions of Faculty Senates from other universities and study the extent of their involvement with their respective university. Cole Benton suggested that Dr. Nicholson write to SACS and ask for an elaboration as to exactly what they recommend our role on campus should be.

Dr. Nicholson then informed the Senate that he did appear before the Board of Trustees concerning the investigation of Dr. Montgomery and his administration. Dr. Nicholson made it quite clear that he spoke strictly as a faculty member. He did not attempt to speak as representative of the Faculty Senate or any other group. According to news reports, the Board will meet again on December 12. This will be a final

meeting to make decisions on what has been presented to them. Nicholson said that several people felt that the media coverage has been all negative and would like some positive support to go to the media. Developing from this, Dr. Starling introduced a resolution supporting the positive aspects of Dr. Montgomery's administration. Dr. Starling asked that we suspend the rules to consider the motion immediately. 22 were in favor to suspend the rules; 9 were opposed. There was a discussion of the resolution and a move was made to postpone action on the resolution until the next faculty meeting on December 10. Many Senate members felt the resolution needs to be discussed with other faculty members of their college before a vote is taken. The vote to postpone action on the resolution was unanimous with the exception of one vote against postponement.

There being no further business, the meeting was adjourned at 4:20 p.m.

NOTE: If anyone would like to see or have a copy of any items that were introduced in the Faculty Senate meeting, contact the Senate secretary, Audra Alexander at ext. 247.

Mr. President, Members of the Senate, Faculty, Staff -

I appreciate your invitation to address you. It is an opportunity to share with you information, ideas and hopes. It is, in some ways, a state of the University "where we are, where we can go and what we can do together to move forward.

This is a good institution with many assets, fine students, a good faculty and a dedicated staff. We have needs that we must identify and prioritize. It is the faculty that must put priorities--on request. In the last three years the budget procedure has been developed for more input. This year added to the academic involvement of the Vice President for Academic Affairs and two deans is a faculty member. The total percentage for academic support of the financial pie has been increased toward 68%.

This year we were able to utilize a part of interest and auxiliary monies to budget for equipment thus enabling us to give a 7% raise instead of the usual 5%. We are asking in our legislative request for 14% for faculty raises, positions and fringes. This would result in approximately 10%.

Some of the information that we are sharing this afternoon may be repetitious but then communications is not always as good as it should be. We of the administration think you know what we know and the faculty thinks that what they have discussed is passed on to us. However, it is our wish that your thoughts, ideas, and desires are known and will be considered.

It has been through faculty involvement and work that JSU was selected for a Chemistry Workshop for secondary teachers. (2) a program to identify weakness in specific areas in certain schools at the schools' request and (3) an agreement with Alabama Institute for Banking as a first step for a Banking Institute at JSU.

A program in the B.O.T. Degree embracing geography, engineering, computer science has become a model in our state and is recognized nationally by a challenge grant award. This area can afford a new major each year for several years - meeting a mid tech area of employment - currently between 90 and 100 majors.

The Nursing Schools with national accreditation has extended its expertise to assisting Jacksonville Hospital in nursing service. This in addition to public service and university image give opportunities for our students to have close at hand a variety of experience.

Working to encourage these many efforts has been a Faculty Development Program governed by faculty that has given more travel funds in the last several years than before--has encouraged and provided for attendance at professional meetings on and off campus.

Faculty Research Funds controlled by a faculty committee has increased faculty research.

The S.B.C. has growth as a result of support and image of the School of Business. A line item \$150,000 is being coordinated by this agency along with \$28,000 from AOD. The likelihood a center of labor information for the state.

A branch of AOD is in Merrill.

The Business Management Center with seminars and programs is bringing industry and business to our campus.

The development with Board approval of Communications Foundation facilitated the purchase of WHMA which now, as you all know, is WJSU. The image of which has given 60+ communications majors in pursuit of an A.B. Degree thus increasing the enrollment in the liberal arts.

Other institutions tell us that this is a wonderful opportunity and wish they

Minutes of the Faculty Senate Meeting
December 10, 1984

The Faculty Senate of Jacksonville State University met on December 10, 1984 at 3:00 p.m. in the University Library. Absent were Dian Andree', Robert Hymer, and Wilma Vines.

The meeting was called to order by Dr. Tom Nicholson, Senate president.

Under Old Business, the minutes from the last two meetings of the Faculty Senate (October 1 and November 19) were approved without objection.

Mickey Starling was then given the floor and asked that the resolution he introduced at the November Faculty Senate meeting be withdrawn. The main reasons he made the request to withdraw were: 1)Publicity wise the resolution had become a moot point; it had been aimed to counteract adverse articles, but none have been printed since the first weekend after the Board met in November 2)Also, Dr. Starling had been assured that the Board of Trustees was receiving adequate input from both sides of the issues, and therefore, he felt the resolution no longer had any vitality or pertinence. As there were no objections to Dr. Starling's request to withdraw the resolution he sponsored, it was so withdrawn.

Dr. Nicholson informed the Senate that the resolutions from the past 3 years that had not been resolved were going to be studied by Dr. Reaves and the Council of Deans. They will be going to a work retreat in January and Dr. Reaves has promised a response to all of the resolutions in question when he returns.

The Ad hoc Committee on commencement made a recommendation to the Administration on graduation, requesting that we hold commencement ceremonies on Saturday on a trial basis. Since the committee was unable to survey the entire faculty, they requested that for the 1985 Saturday graduation, faculty members be excused from the ceremony if they had a conflict, since notification of the change would be only a few months away from graduation. The faculty members that had conflicts could attend an August or December graduation to fulfill their attendance requirement. The response from Dr. Reaves was to have commencement remain status quo for the coming year. The reason for possibly changing the ceremony from Friday to Saturday is to improve the quality and attendance of the program. Administration wants to have all faculty attend the spring ceremony, so the recommendations will be studied again next year with possible implementation in 1986. Graduation will be on Friday evening, May 3rd.

Under New Business, Dr. Nicholson said there had been an impression in the minutes of the last Committee on Committees meeting that was unintended. The inference was that the Committee would serve as a type of screening body for incoming resolutions and actions. That is not the intent. The Committee on Committees simply requests that any action or resolution to be introduced in the Senate be brought to the Committee on Committee first so that it can be coordinated and checked to prevent redundancy or overlap from other Faculty Senate Committees. Also, it would give the Committee on Committees a chance to be more aware of actions before the Senate and allow them to give more input to the Senate as a whole. There will be no restrictions on action or resolutions being brought to the Senate before they have been presented to the Committee on Committees.

Next there was a report from the chairman of the Admissions and Scholarship Committee, Dr. Calvin Wingo. The Faculty Scholars Advisory Committee had no method for rotating advisors, so the committee has established one. Established by drawing names, rotating off in the spring of 1985 will be John Van Cleave, Robert McRae, and Earl Poore. In the spring of '86, William Reid, Ralph Parnell and Shirley Seagle will rotate off, and in the Spring of '87 it will be William Loftin, Mickey Starling and Dan Hollis who rotate off. Elections are in progress for the new Faculty Scholars Advisors and a report will be made when elections are completed. The Committee also introduced a resolution to the Senate for consideration. Dr. Hugh McCain read the resolution and discussion followed. The resolution asks that deficient students in English and/or Math be required to take LS 101, or a similar skills course, within the first 24 semester hours of residence at this University.

The Welfare Committee, chaired by Dr. Fred Gant, also introduced a resolution. The resolution seeks to have the Ph.D. (or terminal degree) requirement dropped from the criteria to be considered for tenure. This is strictly for tenure; it does not concern promotion. A discussion followed and it will be brought to a vote at the next Faculty Senate meeting in January.

Next, John Van Cleave of the Policies Committee introduced a resolution that requests that the Faculty Senate be involved in the selection of faculty members named to a study committee on merit pay. Basically, the committee wants to have input on where the notion of merit pay stands. The vice-president would like to have support of the faculty and Faculty Senate for a merit pay plan. The committee feels that any merit pay proposal needs serious study. It was also stated that we need ^{an objective} a competent method of faculty evaluation before we institute a merit pay plan. There was discussion concerning various aspects of merit pay and its possibilities for changing pay schedules and including market differentials for highly competitive fields. The resolution will be voted on in January.

Nicholson informed the Senate that Van Cleave and the Policies Committee will work on developing a questionnaire to poll the Faculty and find out what they think the role of the Senate should be. There were some suggestions to look up past Senate records and the self-study report to see the responses to the questions that were asked concerning the Senate. Dr. Nicholson expressed the Senate's appreciation to Dr. Tom Freeman for searching and recording all resolutions from the past years of the Senate. Dr. Freeman categorized all of the resolutions and made a second list of past resolutions that were still awaiting action. Nicholson asked that committees bringing resolutions to the Senate please inform us how many members are on the committee, and of those members, what the vote was on the resolution. This will enable the Senate to know what extent the committee backs the resolutions they introduce.

Dr. Gene Blanton introduced a resolution to the Senate asking for a vote of no confidence for Dr. Montgomery. There was discussion and some disagreement as to who the voters would consist of. It was not in written form, so it will be discussed later in greater detail.

Dr. Cole Benton then introduced a resolution asking that an investigative body from the Faculty Senate be established to study rumors of coercion from supervisors to their subordinate faculty or staff. A discussion followed and it was suggested that coercion be defined and that more specific evidence be gathered. Dr. Nicholson suggested that the resolution be referred to the Committee on Committees and then be sent to the proper sub-committee.

There being no further business, the meeting was adjourned at 3:50
p.m.

NOTE: If anyone would like to see or have a copy of any items
that were introduced in the Faculty Senate meeting, contact the
Senate secretary, Audra Alexander at ext. 247.