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Minutes of the Faculty Senate Meeting
January 14, 1985

The Faculty Senate of Jacksonville State University met on January 14, 1985 at 3:00 p.m. in the University Library. Absent were Beth Hembree, Robert Hymer, Milo Magaw, and Calvin Wingo.

Dr. Nicholson, Senate president, introduced our guest speaker, Dr. James Reaves, Vice-President for Academic Affairs. He began his brief formal remarks by stating that 3 1/2 years ago, when he first addressed the Faculty Senate, an established goal for the university was to decentralize the decision making process. It has required and will continue to require a great deal of time and effort with all concerned. A lot has been accomplished towards reaching that goal, but we still have quite a challenge ahead of us. There is more faculty involvement than ever, but Dr. Reaves says we still have one overriding problem - communication. As the University has grown, communication has been weakened and sometimes gets only as far as clusters among like areas. He asks that we assist him and our peers in trying to improve communication. If we have a problem or concern, Dr. Reaves wants us to discuss it with our department head, dean or Dr. Reaves himself. Solutions may not always be agreed upon, but with proper definition and communication, problems can usually be worked out.

Dr. Reaves brought two announcements before the Senate. First, Dr. Reaves said that Mr. Bob Kennamer of the Board's Search Committee for our new president, wants to assure us that faculty, students, alumni, and trustees will all be involved and represented in the Search Committee. Secondly, Dr. Montgomery received a letter from SACS that states the first follow up from our institutional self-study has been accepted and no further follow-up is needed.

Each Senate member received an agenda for the Council of Deans Workshop to be held Jan. 23 thru 25 at Guntersville State Park. The agenda consists of pending issues of concern at the university. Academic issues, Faculty issues, and Student issues will all be discussed. Faculty Senate Resolutions will be discussed in all three committee areas. Hopefully, appropriate responses to all the resolutions will be approved.

A copy of this agenda is available through the Senate secretary if anyone would like to see one. Dr. Reaves encouraged us to get in touch with the deans concerning issues that we may be concerned with, so they may deal with them more thoroughly at the upcoming workshop.

Dr. Reaves gave Dr. Nicholson a report from an ad hoc Calendar Committee here at JSU that has recommendations that are far reaching. Nicholson will review the recommendations and work with the Senate on appointing a Senate committee that Dr. Reaves will charge with further action concerning the calendar committee recommendations.

Dr. Reaves then opened the floor for questions. John Van Cleave asked if merit pay and steps to full professor will be on the agenda at the upcoming Dean's workshop? Reaves said he wasn't sure if they would be in this report or not. Nevertheless, Dr. Reaves feels there should be a way to reward effective performance. However, there must be proper criteria set up and he feels we're not ready to begin this by the fall of 1985. Concerning steps to full professor, Dr. Reaves said that may be discussed and if so, a major item to deal with concerning full professorship will be money.

Another question was asked if there has been consideration of changing our faculty salary structure to determination by academic rank rather than degree? Dr. Reaves said nothing is totally sacred about the current system and would be willing to try changes if everyone will work towards it.

Dr. Claudia McDade referred to the Annual VPAA report mentioned in the agenda and asked what purposes the report would serve. Dr. Reaves said the major purpose will be information for the President and anyone else who may need the information for such items as writing proposals, decisions for new positions, etc.

Another question was asked seeking what degrees are acceptable and recognized on this campus and what degrees are not? Reaves said that at the collegiate and departmental level, each position should be determined and decided what constitutes the terminal degree for that particular position in that area. This is a widely debated area from other institutions as well.

Dr. Reaves closed by re-emphasizing that we must work to improve communication and asked for any recommendations on how we can informally formalize communication with each other and work with the really important issues at hand.

The regular business meeting of the Faculty Senate began at 3:40 p.m. The first item was an editorial change in the minutes from the last meeting. With that change, the minutes were accepted as written.

Cole Benton asked that the resolution he introduced at the last meeting asking for consideration of an investigation of coercion at JSU be withdrawn. He said that apparently there was little interest in pursuing the resolution, so he decided to ask that it be withdrawn. There being no objection, it was withdrawn.

Next, Gene Blanton asked that the resolution he introduced at the last Senate meeting concerning a call for a vote of no confidence for Dr. Montgomery be withdrawn. Blanton read a statement that essentially states the resolution is no longer necessary and could not be beneficial. There being no objection, the resolution was withdrawn.

The merit pay resolution, introduced by Van Cleave of the Policies Committee, was moved for adoption. There being no discussion, the question was called and the resolution was adopted unanimously.

Next, the resolution for Admissions and Scholarship, introduced by Calvin Wingo was discussed. The resolution deals with requiring LS 101 or other such study skills courses for students found deficient in English and/or Math. There was some concern that the resolution does not include everything it should and more material might be beneficial. A vote was taken and the resolution was returned to committee for more study.

The resolution concerning tenure for non-terminal degree personnel introduced by the Welfare Committee was discussed next. The general feeling of the Committee on Committees is that this is such a complex issue it should be researched more fully. Discussion followed and the resolution was referred back to the Welfare Committee.

A resolution presented to the Committee on Committees has been given to Fred Gant and the Welfare Committee for study. For information purposes it concerns granting full tuition remission for faculty, staff and dependents. It will be formally introduced to the Senate next month.

Dr. Nicholson then asked if there were any reports to be given from the Standing Committees. The only report was from the Policies Committee and they are continuing work on merit pay studies and conducting a survey of the attitude of the faculty towards Faculty Senate members and their effectiveness.

Under New Business, Dr. Hollis introduced a resolution asking that at least 3 faculty representatives selected by an election of the general faculty be included in the Search Committee for a new President at JSU.

A discussion followed and a motion was made and seconded to suspend the rules and vote today, because of the urgency of the request. Dr. Nicholson informed the Senate that he has been asked to serve on the Search Committee and has accepted. No meeting has been set as of now and Nicholson does not know who else is on the committee. More discussion followed and questions were raised as to how to conduct the election for faculty representation on the Search Committee. Hollis stated that we should get approval to have the election before we go any further with plans. A few minor editorial changes were made in the resolution and it came to a vote and passed un-
animously. If necessary, a special meeting of the Faculty Senate may be called if we get approval to conduct an election for the 3 Faculty representatives for the Search Committee before the scheduled February meeting.

There being no further business, the meeting was adjourned at 4:10 p.m.

MINUTES OF THE FACULTY SENATE MEETING
February 11, 1985

The Faculty Senate of Jacksonville State University met on February 11, 1985 at 3:00 p.m. in the University Library. Absent were Veldon Bennett, George Davis, Sally Edwards, Beth Hembree, Dan Hollis, Wilma Vines and Lila Wood.

Dr. Nicholson, Senate president, began the meeting by asking if there were any changes or comments on the minutes from the January Senate meeting. There being none, the minutes were approved. The learning skills resolution that was sent back to the Admissions and Scholarship Committee in January was brought to a vote after the committee did some more work on the resolution and changed some wording. It was passed without discussion. The phrase "or other such courses" was deleted from the last paragraph of the resolution. A follow up resolution from Admissions and Scholarship was presented. It asks that all core requirements be taken within the first 2 years of attendance at JSU. There was discussion and many questions were raised as to how this could be enforced and who decides the type of core curriculum a student has to follow, as well as other potential problems. Dean Hymer was asked if the Dean's Curriculum Committee has studied this proposed core curriculum requirement Hymer said the committee does not initiate curriculum changes; they serve as referees. They have guidelines to make sure the colleges follow except by special order of the Vice-President for Academic Affairs. Curriculum changes should be made at the collegiate level. The deans do not deal with specific curricula. Dr. McCain suggested an amendment to the resolution under the "Be it Therefore Resolved" that stated that core curricula fulfill requirements on the university, college, and departmental levels. The resolution will be brought to a vote at the next full Senate meeting.

Next, Dr. Gant from the Welfare Committee stated that he distributed copies of guidelines for Faculty grievances for our information. He felt that many people were unaware of the guidelines and he wanted everyone to be acquainted with them. Also, Dr. Gant gave everyone a copy of a revised resolution concerning tenure for master's degree faculty. There was a lengthy discussion on the changes in the resolution. Mainly, there were questions regarding years of service required for tenure and the evaluation for tenure by tenured peers in the department. There was an amendment suggested to delete any implementation of the tenure process in the resolution. The amendment would make the resolution simply seek tenure for master's degree faculty without any criteria or an evaluation process. The amendment was voted down, however, so more discussion ensued. Finally, a recommendation was made to refer the resolution back to the Welfare Committee once again for more study. There was a second and it was voted to be sent back to Committee and discussed again next month.

The resolution introduced last month regarding granting full tuition remission for faculty, staff, and their families was brought up for a vote by the Welfare Committee. It passed unanimously.

Next, Dr. Tom Bruer introduced a resolution asking that a tardy policy be included in the Faculty Handbook under "Student Attendance." There was discussion and some question as to whether or not it is feasible and enforceable without repercussions. It will be voted on at the March senate meeting.

From Admissions and Scholarship a resolution was introduced that basically came from Bob Jarman. It concerns changing our 3-point grading system to a 4-point system; with A=4, B=3, C=2, D=1, and F=0 quality points and that all programs based on QPA be changed accordingly. It will be voted on in March.

The Policies Committee has distributed surveys to all faculty members designed to measure the opinion of the faculty concerning the Faculty Senate and its effectiveness. The results will be announced at the March meeting. Also, Dr. Van Cleave introduced a resolution asking that ADE's (Association of Departments of English) guidelines be adopted by JSU. They list recommendations for numbers of students in various English courses and show that the majority of the English faculty at JSU have too many students in their classes and the faculty's work load tends to be too heavy. It will be discussed more fully and voted on at the next meeting.

Next on the agenda was consideration of how to conduct the election for the faculty representative for the Presidential Search Committee. The list of nominations has been completed, but there were several requests for names to be removed.

Nicholson will make sure all the rest of the names on the list were contacted ahead of time and are still willing to serve if elected. There was much discussion and many possible election methods were suggested. It was finally unanimously agreed upon that there will be two separate elections; one to elect the primary representative and a second to elect an alternate. The winner of each must receive a majority vote. Only the winner's name from the primary election will be removed from the list for the alternate election. There will be a run-off among the top 5 vote getters if there is no majority. If there is still no majority after this run-off, there will be another run-off election between the top 2 candidates. The primary election will be held as soon as possible to have the faculty representative elected by the end of February when the first Presidential Search Committee is scheduled to meet. There was a request that the nominees be interviewed

or questioned in some way to ascertain their qualifications or views concerning the Presidential search. To conduct this election, an Elections Committee was set up. John Van Cleave will chair the committee and one representative from each college will serve to make up the rest of the members. This committee will meet and set up the election in the colleges for the faculty representative as soon as possible.

The Calendar Committee that Dr. Reaves asked Dr. Nicholson to appoint has been formed and already received a charge from Dr. Reaves. The committee consists of: Fred Gant, chair; Tom Freeman; Hugh McCain, John Van Cleave; and Patty Walker. They will be studying the results of an Ad Hoc Calendar Committee report.

The consideration of the resolutions studied at the Council of Deans Workshop will be discussed with the Committee on Committees at Dr. Reaves' request. He will present the committee with the reactions to the resolutions along with Bill Meehan, Tom Barker, and Robert Hymer.

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

Minutes of the Faculty Senate Meeting

March 4, 1985

The Faculty Senate of Jacksonville State University met at 3:00 p.m. in the library. Missing were Mike Akin, Carl Anderson, Susan Easterbrooks, Beth Hembree, and Rachel Jones. Minutes of the previous meeting were approved as printed.

The resolution regarding student tardiness which was introduced at the February meeting was reintroduced and discussed. The amendment suggested at the previous meeting was accepted as an editorial change, and the resolution was passed.

The resolution recommending the 3-quality point grading system be changed to a 4-point system which was introduced at the February meeting was reintroduced and passed.

The resolution recommending that Jacksonville State University adopt the Association of Departments of English guidelines regarding the number of students in English classes which was introduced in February was reintroduced and passed.

Dr. Van Cleave, Chairman of the Elections Committee, reported that in the election for the alternate faculty representative on the Presidential Search Committee the top five candidates had received 49, 41, 18, 18, and 7 votes. He asked the advice of the Senate on whether there should be a run-off between all of the five top candidates or just between the top two. After discussion and reading of the announcement preceeding the election that the election of the alternate would follow the same procedures as the election of the faculty representative it was decided that there should be a run-off between the top five then between the top two. The top five candidates in alphabetical order were Ralph Brannen, Louise Clark, Rodney Friery, Jerry Gilbert, and Bill Medley.

Dr. Gant, Chairman of the Welfare Committee, requested the members of the Senate to aid in clearing up misunderstanding of the resolution on tenure. The resolution was not reintroduced.

Another resolution was introduced. There was a move to suspend the rules for the purpose of consideration and voting on the proposed resolution. The rules were suspended, and the resolution was considered and passed unanimously. The resolution was as follows:

BE IT RESOLVED: that when the new telephone system is installed that each faculty member be provided with a phone in his/her office.

In announcements: Dr. Nicholson reported the Committee on Committees had met with the Vice President for Academic Affairs and others to receive responses to the Senate resolutions considered in the dean's workshop. Printed copies of the responses were distributed to the Senate members.

Dr. Nicholson then asked for the advice of the Senators as to the qualifications that the Search Committee should specify for candidates for the Presidency of the University. Discussion included whether the requirements should include the minimum requirements of the earned doctorate. A straw vote showed the faculty favored that requirement. Another point of discussion concerned whether the successful candidate must come from outside the University. The Senate did not choose to specify that requirement. Other suggestions were that the candidate have recent managerial experience and be from academia. Another straw vote showed the senators favoring a nationwide search be conducted.

Dr. Van Cleave gave a quick preliminary report on the survey of functions of the Senate. A written report is to be presented at the next meeting.

The Senate adjourned at 4:20 p.m.

MINUTES OF THE FACULTY SENATE MEETING

April 8, 1985

The Faculty Senate of Jacksonville State University met at 3:00 p.m. in the library. Absent were Mike Akin, Carl Anderson, Tom Bruer, Beth Hembree, Wilma Vines, and Lila Wood. Minutes of the previous meeting were approved as printed. However, there was an omission in the minutes stating that the Polices Committee had introduced a resolution requesting a policy be adopted to allow faculty leave for teaching at other institutions.

Dr. Reaves, Vice-President for Academic Affairs, spoke briefly to the Senate. He read a letter that has been sent to 6 or 8 consulting firms stating what JSU wants to hire them for and inquiries as to their interest and availability as well as their qualifications. Their main mission will be to work on faculty personnel policies. This firm must have a good track record in higher education and will deal with all faculty issues that relate to policy. All faculty will have an opportunity to meet with the consulting firm that is hired and provide input. Dr. Reaves doesn't know exactly what a consulting firm will charge for this service but he estimates \$6,000-\$10,000. When asked about the level of commitment we will follow after the reports are made, Dr. Reaves said we will take their advice and then apply what they recommend to our needs. Their recommendations will not be set in concrete. Revision of the handbook will be discussed and the faculty will be involved in the revision. Some questions Dr. Reaves hopes will be answered are: how to change our letters of employment to a more agreeable contract; how to have even more involvement at collegiate levels; whether or not to continue across the board raises; and, steps in full professorial rank.

Concerning the resolutions that have been forwarded to Dr. Reaves: telephone bids have opened and the cost will soon be known and he guarantees an improvement over the current phone situation for faculty; the resolution concerning the change to a 4.0 grading system has been forwarded to the Council of Deans and Jerry Smith and the resolution asking that the English classes' student attendance be lowered to meet ADE guidelines has been sent to Dean Smith and a response is being prepared. A question was asked about when the Library Committee will be formed and Dr. Reaves said as soon as possible. Another question was asked as to why the chemistry requirement has been dropped for Biology majors. Dr. Reaves said it was a curriculum change that has caused much controversy and more studies will be done on it, as well as some other important issues in the College of Science and Mathematics. A question concerning changing our re-hiring letter was again brought up and Dr. Reaves emphasized that he very much wants it changed and also hopes to send it out earlier than the 1st of March. These and other decisions will be made after the consulting firm has made its recommendations and not before. Dr. Nicholson thanked Dr. Reaves for his time and he then left. Our regular business meeting began immediately afterwards.

Under Unfinished Business, Dr. Nicholson stated that last year's Faculty Senate approved changes to our constitution; but they never went to Administration for approval. Therefore, the old Constitution without by-laws changes will be followed for this years election of new Faculty Senators. Nicholson also stated that concerning the resolution asking for full tuition remission for faculty and staff, Dr. Montgomery feels there is more need to try to improve our salaries than our benefit packages at the present time.

The Faculty Senate Graduation Committee, chaired by Dr. Whitesel, introduced a resolution asking that their recommendations from 1984 be implemented by Administration, mainly the request to have Spring graduation on Saturday in 1986 on a one time trial basis.

On the reports from the Standing Committees, Admissions and Scholarship had no report. The Policies committee, chaired by Dr. Van Cleave had several reports. Van Cleave said the Committee had drawn up a resolution requesting faculty input and SACS recommendations be used by the consulting firm. However, it was not introduced at this meeting because Van Cleave said that Dr. Reaves assured us of that, but the Policies Committee will be watching the progress of the consulting firm as they work. Dr. Blanton of Policies then brought up the resolution that was introduced last month concerning faculty leave to teach at other institutions. This relates to the policy on p. 30 of our Faculty Handbook. There was discussion and a few editorial changes were made and the resolution passed unanimously. Then, Dr. Blanton introduced a resolution asking for a 12 hour teaching load per week for faculty. He presented statistics and the resolution will be acted upon at the next meeting. Also, Blanton introduced a resolution asking that the Council of Deans provide completed minutes of its meetings with the reports of its other business to the Faculty Senate. It will be acted upon next month. The Welfare Committee had no report.

Under New Business, Rachel Jones, who is chairing the Elections Committee for new Faculty Senate members, gave her report. The nominations are being sought until April 12 and the election will be held from April 17-24. She brought up some technical problems that need to be solved. One concerns whether or not Computer Science should be a college and have legitimate faculty senate representation. The Policies Committee has been assigned to look into this. Also, she asked about the status of full time temporary faculty on the Senate. Dr. Nicholson said not to include them this time but asked that the Welfare Committee look into the problem of full time temporary faculty and their status, Miss Jones announced there will be an Elections Committee meeting (made up of the Committee on Committees) Monday, April 15 at 3:00 p.m. in the Library for the purpose of preparing ballots.

Dr. Nicholson has appointed a Nominations Committee as requested by the Committee on Committees. It will be chaired by Ron Akers. The other 2 members are Mary Bevis and Bill Medley. They will meet soon to set up a slate of officers for the Senate to vote on for the coming year.

Next, Dr. Nicholson gave a report of the initial meeting of the Presidential Search and Screening Committee and distributed copies of the ad approved by the committee to be published for the Presidential Search. There was discussion on the wording of the ad, but it will stand as is. The Screening Committee will screen and make recommendations on the applicants they feel meet the established requirements, but the Board of Trustees will make the final decision. Nicholson felt it was a positive meeting and will keep the Senate posted on things as they happen. A question was raised asking why the new Faculty Senate President will not be on the Search Committee. Nicholson said that Bill Medley had been named as the additional faculty member on the Search Committee because he was elected by the entire Faculty. The Search Committee felt this gave more fair representation than having the new Senate President on the Committee. Discussion followed and several Senate members were displeased that the new Senate President is not to be on the Presidential Search Committee and asked the logic in having the new SGA President on the Committee and not the new Faculty Senate President.

Dr. Cole Benton then asked that the Faculty Senate become involved in the curriculum change in the Biology Dept. The dropping of the Chemistry requirement for Biology majors has upset many Faculty members and they feel there was a major break down concerning Dean Boozer and the Curriculum Committee. The Faculty Senate voted unanimously to investigate this incident and it has been assigned to the Admissions and Scholarship Committee for study.

There being no further business, the meeting was adjourned at 5:05 p.m.