

# Faculty Senate Agenda

**September 8, 2003**  
**3:30 p.m.**

## **Call to order**

## **Approval of Minutes**

May 5, 2002

May 5, 2002, Organizational meeting

Report from the President: Senator Glasser

Report from the Executive Committee Chair: Senator Johnson

Report from the Faculty Regent: Senator Schlomann

Report from the COSFL Representative: Senator Siegel

Report from the Provost: Senator Cook

Report from the Student Senate: Kristina O'Brien

Report from the Standing Committees:

Budget Committee:

Rules Committee: Senator M. Yoder

Rights and Responsibilities Committee: Senator Callahan

Elections Committee: Senator Everett

Committee on Committees: Senator Wolf

Welfare Committee: Senator G. Yoder

Report from Ad Hoc Committees:

Plus/Minus Grading:

## **Unfinished Business:**

## **New Business:**

Elections:

Budget Committee (1), to replace Senator Wade

Committee on Committees (1), to replace Senator Koppes

Executive Committee (1), to replace Senator Callahan

Rights & Responsibilities (2), to replace Senator Callahan & Senator Koppes

Report from the Council on Academic Affairs: Senator Cook

Foundation Professor motion

Faculty Welfare Committee motion

## **Adjournment**

## **Faculty Senate Minutes May 5, 2003**

The Faculty Senate of Eastern Kentucky University met on Monday, May 5, 2003, in the South Room of the Keen Johnson Building. Senator Johnson called the ninth meeting of the academic year to order at approximately 3:30 p.m.

The following members were absent:

A. Banks, M. Baxter, D. Carter, J. Dantic, J. Harley, B. Janeway, D. Jones, M. Lifland, P. McGuire, M. Miranda, L. Patterson, J. Payne, and E. Rini.

### **\*Indicates prior notification to the Senate Secretary.**

Visitors to the Senate: Kelli Carmean, Anthropology, Sociology, & Social Work; Jim Conneely, Student Affairs; Nina Coyer, Special Education; Denise Morgan Discepoli, Model; Renee Everett, Communication; Cassandra Kirby, *The Eastern Progress*; Ken Johnston, Finance; Marlow Marchant, Technology; Melinda McNew, Model; Sandra Moore, University Diversity Office; Faye Newsome, Curriculum & Instruction; Kristina O'Brien, Student Government Association; Doris Pierce, Occupational Therapy; Jaleh Rezaie, Computer Science; Freda Sharp, A.D. Nursing; Sharon Shasby, Occupational Therapy; Aaron Thompson, Enrollment Management; Mixon Ware, Family & Consumer Sciences; Elizabeth Wachtel, Academic Affairs; and Doug Whitlock, Administrative Affairs.

### **APPROVAL OF MINUTES:**

The March 3, 2003 minutes were approved as revised.

Senator Schlomann requested that the Regent's report be changed from: "Senator Schlomann discussed the motion on Senate Bill 152 which will be presented later in the meeting" to: "Senator Schlomann discussed concerns surrounding the issue of Senate Bill 152."

### **PRESIDENT'S REPORT:** Senator Glasser.

Senator Glasser expressed her thanks and appreciation to the Senate for all their hard work and many contributions. During the past year many difficult issues were collegially and fairly discussed and debated indicating that this truly has been a year of shared governance.

Senator Glasser stated that great strides were made with the budget this year, particularly considering the many uncertainties. In retrospect, it was fortunate that we prepared for the worst and then received only a minimum budget cut from the state. A great deal of gratitude is owed to the governor and the General Assembly for their continued support of higher education.

Even with the budget crunch, a cost of living increase has been approved for the coming year. In better financial times when sufficient funding becomes available, merit pay increases will again be considered.

A pool of money for salary adjustments and salary inequities has been set aside for the coming year. While the amount is small, it is considerably larger than last year.

Senator Glasser conveyed her appreciation to Senator Koppes and the Strategic Planning Committee members for working tirelessly over the past year to develop a strategic plan for the University. That plan should be available soon.

Further gratitude was given to Shirley O'Brien and her committee members for their work on the graduate task force. In the fall a national search will begin for a new dean of Graduate Education and Research.

Senator Glasser also extended her thanks to the Alcohol Task Force for developing the newly approved alcohol policy which is now in place.

A number of searches were completed this past year. Starting July 1 the permanent Provost will begin his duties. Lyle Cook comes to us from Black Hill State University where he served as Vice President for Academic Affairs. Senator Glasser complimented Dr. Jaleh Rezaie and Gary Cordner for their many hours and hard work on the Provost search.

Senator Glasses recognized Dominick Hart and the search committee members for their many hours and contributions in searching for the new dean of Criminal Justice and Safety. Dr. Allen Ault will begin in that capacity beginning July 1st. He comes to ECU from the Department of Justice where he served as Director for the National Institute of Corrections.

Senator Glasser thanked Senator Fisher for all of his hard work, friendship and support at ECU; and she wished him well in his future endeavors.

Senator Glasser praised Senator Siegel for her wonderful work with COSFL, and for making sure that ECU always has a presence and a voice at COSFL meetings.

Senator Glasser also thanked Senator Schlomann for always being a very strong faculty voice on the Board, and Senator Johnson for his outstanding leadership as Senate chair during the past year.

**EXECUTIVE COMMITTEE CHAIR'S REPORT:** Senator Johnson.

Senator Johnson reported that the Executive Committee met on April 21, 2003 and discussed the agendas for today's meetings, the senate committee vacancies, and approved the senate schedule for 2003-2004.

**FACULTY REGENT'S REPORT:** Senator Schlomann

Senator Schlomann announced that the Board met on April 25, 2003. Senator Schlomann stated there have been concerns after recent activities that the Board members may have difficulty working together. In actuality, there has probably been better dialogue between the Board members than in preceding weeks.

One of the best outcomes of the year was the opportunity to have Board members meet with the Faculty Senate Executive Committee. This is something that has never happened before, but hopefully interaction between the two groups will continue in the future.

**COSFL REPORT:** Senator Siegel

Senator Siegel reported that COSFL met on April 26. Most of the meeting was spent discussing the upcoming joint meeting with AAUP scheduled for Saturday, October 18 in Frankfort. Senator Siegel distributed a flyer regarding the meeting to be taken back to departments and posted. Details and a full program will be posted on the U of L AAUP and COSFL websites (<http://www.louisville.edu/org/aaup> and <http://www.cosfl.eku.edu/>). The meeting is open to all who wish to attend and a \$5 box lunch will be available. Scheduled speakers are Dr. Jane Buck, National AAUP President, and Dr. Tom Layzell, President of the Council on Post-Secondary Education for the Commonwealth of Kentucky.

Lastly, there will be a round table discussion of various faculty leaders from around the state discussing a range of issues. If anyone has a particular issue that they would like to have addressed, please contact Senator Siegel and she will be happy to bring it to COSFL's attention.

Rick Feldhoff, COSFL President, and Richard Freed, EKU's CPE faculty representative, will be participating in the CPE's Institute for Effective Governance. The CPE began this as a training session for incoming trustees and regents and this serves as an excellent opportunity to raise important issues, particularly the issue of shared governance.

**STUDENT GOVERNMENT ASSOCIATION REPORT:** Kristina O'Brien reported for Mary J. Hall

Ms. O'Brien expressed gratitude and appreciation for everyone who worked on the plus/minus committee this year. SGA appreciates the cooperation and action of the committee to look deeper into an issue that may have been decided too quickly. Ms. O'Brien indicated that SGA is looking forward to working with the faculty and administration on future issues, such as the per credit hour tuition policy which will be re-visited again in the near future.

Ms. O'Brien distributed a resolution concerning social security numbers which was passed by the Student Senate earlier this year. She indicated that a Faculty Senate committee is currently reviewing the resolution and offered SGA's support to help the committee in any way possible.

**COMMITTEE REPORTS:**Rules Committee. Senator M. Yoder

Senator M. Yoder reported that Senator Matthews has compiled a list of discrepancies that appeared in the most recent changes in the faculty handbook from the previous handbook and is currently tracking down why those occurred.

The committee has been asked to research the possibility of having a Senate Vice Chair. Senator McKenney researched this and found that most places either have a Vice Chair or similar position. Further study is needed.

The committee is still working on updating the Internal Procedures. The tentative document should be available in the near future on Senator M. Yoder's web site. Upon completion, the Internal Procedures will be moved to the Faculty Senate web site.

Rights and Responsibilities Committee. Senator Callahan reported that a motion on a university ombudsman will be forthcoming in the fall. It will be submitted for the Executive Committee's perusal in the fall.

Senator Callahan again requested the senators to e-mail their comments and suggestions regarding the need to secure the use of social security numbers. Only one senator has responded to date.

Elections Committee. Senator Everett announced that Frank Souther, a part-time faculty member in the Department of Agriculture, will serve as the new part-time representative for the Senate for the next two years.

Committee on Committees. Senator Wolf reported that based on the self-nominations received, the committee has made committee recommendations for the upcoming year.

Faculty Welfare Committee. Senator G. Yoder stated that the committee's major agenda item would be to formulate standard campus-wide procedures to address the problem of salary inequities.

The committee decided the first task should be determining the nature and the scope of the problem. At the suggestion of Senator Wasicsko, the committee began working closely with Gary Barksdale in Human Resources and Karen Carey in Institutional Research in order to gather data and begin the task of making a set of scatter diagrams of faculty salaries across the university. With this information, it should be easy to identify individuals whose salaries are well above department averages or well below market values. Additionally, this data should also clearly indicate those people who are inverted.

#### **AD HOC COMMITTEE REPORTS:**

Plus/Minus Grading. Senator Fisher wished to recognize the members of the committee : Meredith Wells, College of Arts and Sciences; Daniel Thorne, College of Business and Technology; Marty Diebold, College of Education; Dr. James Wells, College of Justice and Safety; Matt Schumacher, Graduate Student; Lance Melching, Undergraduate Student. Two

additional members also served on the committee. David Campbell, an honor student in the Math program, did his thesis on ECU's plus/minus grading experience; and he became an instrumental data source. Also, a grad assistant from the College of Justice and Safety helped with the development of the survey and with entering the data.

The committee has completed the data analysis and are now finalizing their findings and recommendations. Sixteen of our 18 Benchmark institutions along with the other seven Kentucky public universities, 55% of ECU's full-time faculty members and 22% of the 1500 random sampling of ECU's students participated in the study. The findings will answer the seven research questions that were agreed upon by this faculty senate on November 4

1. Do ECU Benchmarks use +/-? If yes, how? If no, why not?
2. Do other KY public universities use +/-? If yes, how? If no, why not?
3. What are the benefits to +/-? (Increased grading resolution, motivating students)
4. What are the drawbacks to +/-? (Recruitment, retention, scholarships)
5. Does +/- significantly minimize grade inflation?
6. What is ECU experience of +/-? (Usage rates, like vs. Dislike)
7. What is ECU's preference--using +/- or not? If yes, which scale?

A draft of the report is under revision by the Ad Hoc Committee and will be submitted to the Executive Committee of the Faculty Senate for their comment. After feedback from the Executive Committee, the Ad Hoc Committee will prepare a final report for the Senate by the October 2003 Senate meeting as charged.

#### **UNFINISHED BUSINESS:**

Lecturer/Part-Time Lecturer. At April's meeting, Senator Wasicsko moved, seconded by Senator Callahan, to recommend the following motion to the President: Senator Johnson ruled the motion substantive and deferred action until today's meeting.

That effective with the fall of 2003 and for a period of two years, we try pilot programs to create and test the concept of "Lectureship" in its broad definition, will be permitted under the following guidelines:

Departments, working in concert with their dean, may develop procedures and guidelines for the use of Lectureships for specific purposes that are unavailable under current faculty regulations. Any such plan will have the approval of the department faculty, chair and dean prior to submitting it for approval to the Provost. The policy and guidelines will specify all conditions under which Lecturers will be employed and will clearly delineate their duties and responsibilities.

Evaluation of the use of Lectureships will be conducted annually and a report will be submitted to the Provost and Senate by the April meeting of each year. By the May meeting of the second year, the Senate will make a recommendation to the President and Provost regarding the continuation of the use of Lectureships.

Senator Farrar moved to amend the motion, seconded by A. Jones, to insert another paragraph after the second paragraph stating:

That under no circumstance shall the percentage of full time and equivalent faculty that are in positions as lectureships, adjuncts, temporary faculty and part time faculty exceed the percentage of those temporary adjunct and part time faculty or the equivalent which currently comprise the teaching at this University.

The majority of the Senate were not in favor of the amendment, and failed for lack of support.

Senator Rahimzadeh moved, seconded by Senator Reed, to include the following statement preceding the motion:

Under the condition that lectureships do not either replace or hinder the development of tenure track positions which are essential to the mission and the integrity of this University, the Faculty Senate recommends the following motion.

The majority of the Senate were in favor and the amendment was approved.

The majority of the Senate were in favor of the **amended motion** and the motion passed. Senator Hart abstained from voting.

Senate Bill 152 Motion. At April's meeting, Senator Siegel moved to approve the Senate Bill 152 motion, seconded by Senator Dunston. The motion was postponed for discussion until today's meeting.

Senator Siegel moved to amend the original motion to the following, seconded by Senator Collins

In light of the turmoil that surrounded SB 152, the Faculty Senate of Eastern Kentucky University hereby makes it known that we support the following:

The Faculty Senate, on behalf of the faculty, expresses appreciation for the tireless efforts over the past 18 months that President Joanne Glasser has demonstrated to further the reputation and image of the University, to support academic and faculty concerns and to place the welfare of students as a top priority. The Senate pledges full support of the President as she moves us into the next phase of the development of the University into a Regional University of Distinction and expresses confidence in her assertion that "the best is yet to come."

Furthermore, the faculty of Eastern Kentucky University, as is true in any higher education institution, takes the issues of governance very seriously. The governance of higher education requires a working partnership among state government, appointed governing boards and the university administration, faculty and staff. The best decisions regarding governance are made with open and honest dialog among all stakeholders. By working together we can make significant strides to advance the goals of higher education in our Commonwealth. The ECU Faculty Senate expresses our concern with any activity that shortcuts or undermines the higher education governance processes. Therefore we...

A. support the action of the ECU Board Of Regents' members and faculty and student leadership who urged the Governor to veto SB 152;

B. encourage the Governor to make university board appointments based on an individual's abilities and commitment to the university and not determined by undue political influence;

C. encourage the Legislature not to further restrict Board members to only those with Kentucky residency;

D. urge the Council on Postsecondary Education, the Council of Presidents, and the Coalition of Senate Faculty Leadership to recommend criteria for appropriate selection of university regents/trustees.

The ECU Faculty Senate expresses hope and belief that all stakeholders can and will work together for the betterment of higher education in Kentucky.

Senator A. Jones moved, seconded by Senator Kelley, to separate the second paragraph as a separate motion. The motion failed with a vote of 22-24.

Senator Siegel's replacement motion was approved by the majority of the Senate.

**NEW BUSINESS:**

Council on Academic Affairs. Senator Wasicsko reported that item 1 on the agenda, the academic load for summer term, was listed as an informational item only and will probably come back to the Senate in the near future for a vote.

Senator Wasicsko moved approval of the act concerning the policy of replacing grades, seconded by Senator Reed. The majority of the Senate were in agreement and the motion was approved.

**ADJOURNMENT:**

Senator Wasicsko moved to adjourn at approximately 5:12 p.m.

**FACULTY SENATE**  
**Organizational Meeting**  
**May 5, 2003**

The Faculty Senate of Eastern Kentucky University met on Monday, May 5, 2003 in the South Room of the Keen Johnson Building. Senator Johnson called the organizational meeting for the 2003-2004 academic year to order at 5:25 p.m.

**ANNOUNCEMENTS:**

Senator Coyer discussed the proper etiquette for when an interpreter is present at the Senate meetings. The Senate Secretary will be responsible for scheduling the interpreter.

**NEW BUSINESS:**

Faculty Senate Chair Election. At the April meeting, Keith Johnson was nominated for the chair's position. The majority of the Senate were in agreement and Senator Johnson was re-appointed chair for the 2003-2004 academic year.

Elections Committee. All five positions were available on the Elections Committee. Five people were nominated and elected by acclamation: Senator DeBolt, Senator Newsome, Senator Everett, Senator Fenton and Senator Harley.

Executive Committee. There were four openings on the Executive Committee. Four individuals were nominated and elected by acclamation: Senator Konkell, Senator Callahan, Senator Flanagan and Senator D. Jackson.

Budget Committee. There were two positions available on the Budget Committee. Three individuals were nominated: Senator Wolf, Senator Fenton and Senator Siegel. Senators Wolf and Siegel were elected.

Rules Committee. There were two positions available on the Rules Committee. Three individuals were nominated: Senator Cooper, Senator M. Yoder and Senator Hubbard. Senators M. Yoder and Hubbard were elected.

Faculty Welfare Committee. There were two positions available on the Faculty Welfare Committee. Five individuals were nominated: Senator Collins, Senator D. Pierce, Senator Rahimzadeh, Senator C. Jackson and Senator Fenton. Senators Collins and Rahimzadeh were elected.

Committee on Committees. Five positions were available and there were six nominees: Senator Shasby, Senator Vance, Senator Coyer, Senator Wolf, Senator Rahimzadeh and Senator Fister. The following five senators were elected: Shasby, Vance, Coyer, Wolf, and Fister.

Faculty Rights and Responsibilities Committee. Three position were available on this committee. Four individuals were nominated: Senator Fister, Senator Coyer, Senator Dunston and Senator D. Pierce. Senators Fister, Dunston and D. Pierce were elected.

COSFL Representative. Senators Siegel and Smith were elected to continue as the COSFL representatives with Senators Flanagan and McKenney elected to serve as alternates.

Faculty Senate Secretary. Pauletta King was elected to continue to serve as Secretary for the Faculty Senate.

**ADJOURNED:**

The meeting was adjourned at approximately 6:10 p.m.

# Foundation Professorships

## Nomination, Evaluation, and Selection Procedures for 2003-2004

Foundation Professorships recognize those faculty members who have demonstrated outstanding performance as teachers and who have been recognized by their colleagues as exemplifying outstanding qualities relating to the University's stated missions in teaching, service, and scholarship. Selection of these professorships shall be based on the criteria listed under Section I.B below.

### I. Nomination

A. All full-time tenured faculty members whose major responsibility is teaching and who have held the rank of Professor for at least five years at ECU are eligible for nomination.

B. Full-time tenured faculty members may nominate any qualified faculty member. Self nominations are not accepted. Nominations will consist of the following items:

1. **Nomination Form:** Include the completed nomination form as the first page of the nomination.
2. **Narrative:** Describe the nominee's extraordinary successes in teaching, service, and scholarship by providing a three- to five-page (double-spaced) narrative that addresses the following criteria:
  - Outstanding teaching skills: using a variety of effective instructional techniques; motivating students to a high level of interest; and guiding students to a high level of learning and achievement;
  - Creativity and resourcefulness in fulfilling teaching responsibilities;
  - Self-motivation and enthusiasm for university teaching;
  - Expertise or distinguished accomplishment in the discipline;
  - Exemplary linking of service and scholarship to excellence in teaching;
  - Recognition by colleagues as making and having made significant contributions for the advancement of the department, college, and university; and
  - Acknowledgment as a leader and mentor for colleagues, students, and individuals in the professional community.
3. **Nominee's Vita:** Provide a current curriculum vita.

C. Nomination materials shall be submitted to the Chair of the Foundation Professor Selection Committee no later than the **last Friday in October**.

### II. Preliminary Selection

The Foundation Professor Selection Committee shall give full consideration to all eligible faculty who are nominated and, based on these nominations, will select up to six candidates for Foundation Professor. Candidates will be notified of the Committee's selection(s) by the **last Friday in November**.

### III. Submission of Additional Information

The Foundation Professor Selection Committee will request additional information, including but not limited to supporting recommendations from the department chair, promotion and tenure committee, and/or dean, for each of the candidates selected in Part II. This material shall be submitted to the Committee no later than the **second Friday in January**.

### IV. Final Selection

The Foundation Professor Selection Committee will review all materials submitted, conduct personal interviews with the candidates, and recommend a finalist or finalists to the Provost/Vice President for Academic Affairs and Research no later than the **third Friday in February**. The Provost will transmit the recommendation, along with his/her own recommendation, to the President, who will notify the successful candidate(s). The Provost will notify the unsuccessful candidates. Announcement of the award(s) to the university community will be made in a timely manner through appropriate university publications and the local news media.

### V. Expectation

The Foundation Professor will serve as an exemplar for the academic community. The unique talents of the recipient(s) will be shared with colleagues, especially junior members of the University faculty. The salary supplement of \$5,000 for a Foundation Professor assumes employment at full salary; the supplement shall be proportionately reduced for Foundation Professors who are not in full-time status at full salary (e.g., leave without pay for a semester or academic year sabbatical at one-half salary). Each successful candidate's department shall receive \$2,000 per annum for two years to be used for enhancing the teaching effectiveness of the department. The Foundation Professor, the chair, and the senior faculty will develop the enhancement plan.

## **The ECU Faculty Senate Welfare Committee's Recommendations for Salary Equity Adjustments**

The Faculty Welfare Committee envisions equity adjustments as an essentially administrative process as opposed to a peer-driven academic process. We think it is also important that the University distinguish between equity adjustment resources and regular annual salary increases. Without a separate basis for funding, the equity adjustment process may very well result in decisions that end up creating a wider sense of inequity among the faculty than the original inequities the process was designed to address.

### **The Welfare Committee recommends the following principles to address faculty salary inequities:**

1. In accordance with the resolution passed by the Faculty Senate at its December 2002 meeting, the Welfare Committee's principal recommendation is that the University consistently provide a pool of money each year to address salary equity issues as part of a campus-wide adjustment program. Further, the Committee recommends that the University commit itself to a program that addresses equity issues within five years.
2. In determining faculty salary adjustments, the Committee recommends that the University consider these principal factors: market indicators for specific discipline, rank, and time-in-rank.
3. To insure that a significant number of faculty receive a reasonable adjustment, the Committee recommends that no single adjustment exceed a maximum value. This value would change annually and would be contingent upon the amount of funds available, the number of faculty needing corrections, and the size of adjustments needed to reach target values. For example, to insure that at least fifty salaries are adjusted, the maximum salary adjustment would be set at 2% of the funds available.
4. Because departmental involvement is crucial to the success of a long-term adjustment program, the Committee recommends that the individual chairs and deans be central to the process of making salary adjustments. Chairs are in a unique position that allows them to make the university aware of other mitigating factors that are otherwise not readily available; such as performance of candidates, candidates with non-terminal degrees or a candidate's previous experience.
5. Finally, an equity appeals process should be available to individual faculty members.

**The Welfare Committee moves that the Faculty Senate adopt these principles as a recommendation to the Provost to address faculty salary inequities.**