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Minutes

Faculty Senate

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2-15-1994

### February 15, 1994

Faculty Senate

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Called to order: by Chair Bill Addison at 2:00 p.m., BOG Room, Booth Library.

Present: W. Addison, J. Allison, G. Aylesworth, D. Carpenter, R. Gholson, M. Goodrich, G. Foster, R. Jorstad, J. Lasky, E. Marlow, G. Mason, J. Miller, J. Simpson, L. Walker, R. Wandling.  
 Visitors: Vice President Hill, Dr. J. Nilsen, Ms. A. Carnes.  
 Minutes: A motion (Aylesworth/Walker) to approve the Minutes of February 8, 1994 as corrected passed (14-0-1).  
 II.C., Senator Gholson noted that excluding directors from voting would be ...

### I. COMMUNICATIONS

- A. From James Orr, Chair of the Super Senate, copy of a letter from Lt. Gov. Bob Kustra, 2/1/94, concerning the future, as yet unscheduled meeting with the Super Senate.
- B. From President Jorns, minutes of the 2/4/94 President's Council meeting. Chair Addison asked about changes in the Travel Policy. Dr. Nilsen explained that anyone leaving campus is supposed to submit travel applications for approval and insurance purposes. The revision allows the President to exempt members of the President's Council and Student Teacher Coordinators since they often leave campus with little notice. Senator Carpenter noted that the Vice Presidents have been asked for recommendations about the problem on accrued/sick leave payouts. Dr. Hill said that this is something that came about because of the IBHE's recommendation, and they were asked how it impacts their areas. Senator Carpenter asked if everyone on campus was being asked. Dr. Hill answered that Dr. Jorns was soliciting input only from the President's Council at this time. She further explained that this is a system-wide and state-wide issue, but that part of it will be decided at the bargaining table. Senator Carpenter stated that many faculty feel that the problem came from administrators, not faculty, getting sick leave. Senator Marlow expressed the concern that one problem was that administrators can take six months or a year off before retirement. Dr. Hill stated that such administrative leave is being phased out.
- C. Memo from Wilma Sutton, Chair of the Trustees, acknowledging receipt of the Senate's letter sent to the BGU Trustees in the interest of cooperation, 2/4/94.
- D. Memo from Ms. Erin Render, Student Teaching, regarding a *Daily Eastern News* quote attributed to Dr. Jorns, 2/10/94. Chair Addison noted Ms. Render's offense to the quote, "I think the people of Charleston treat students with disrespect..." Dr. Nilsen explained that it was taken out of context. Senator Miller agreed and noted that he was at the meeting and was not offended by the context of the discussion.
- F. From the Parking Committee, minutes of 2/2/94 meeting. Chair Addison noted a proposed policy change, increasing the fine for parking in staff lots without a valid permit.
- G. Memo from Dean Joley, College of Education and Professional Studies, regarding the confidential memo sent to him concerning the Leisure Studies Department, 2/10/94.
- H. Chair Addison invited Mr. John Conley, Registrar, to the Senate meeting Feb. 22 to discuss the recording of semester grades.
- I. Chair Addison invited Vice President Hencken to the Senate meeting of March 1 to discuss enrollment management. Drs. Hohengarten and Nilsen might also attend.
- J. Senator Mason stated that Mr. D. Wolf, Admissions, had called and reported that 2 follow-up letters were sent out for incomplete admissions applications.

### II. OLD BUSINESS

#### A. DEPARTMENTAL ADVISORY VOTE IN APPOINTMENT OF CHAIRS

Senator Addison informed the Senate that he and Senator Miller will meet tomorrow with Dr. Hill, Ms. Nichols, Dr. P. Church, and Dean Laible to discuss this issue. He then asked for Senate input. Senators maintained that any person appointed as chair must have at least 51% support of the department. Senator Lasky noted that since deans say they would generally not appoint any chair without such support, they should not object to the Senate proposal. Senators Aylesworth and Allison stated that they had spoken with many of their female colleagues and had heard the concern that a longer term for chairs created less opportunity for women to become department chairpersons, and a three-year term was preferable. In response to the claim that an advisory vote would result in fewer women as chairs, Senator Allison suggested that there is a considerable range of women who would enjoy 51% support, despite the fact that some particular women might not. He also noted that some women colleagues feared that the current proposal might lead to gender-based backlash, particularly if Affirmative Action is perceived as being misused. Further discussion indicated that about 1/3 of all chairs are women and about 1/3 of all faculty are women. Senator Gholson suggested that while we should not be content, perhaps we should celebrate such proportions. However, Senator Mason said that we should look beyond such proportions. She noted that women are not evenly distributed among the faculty, and they may lack support as chairs where they are few in number in departments. Moreover, she noted that the student body is 54% female, and they lack sufficient mentors.

Senator Marlow suggested that such discussion was divisive and unacademic. Senator Gholson said that we should select qualified chairs, regardless of gender, and Senator Carpenter noted that the Senate is merely asking for a voice to review the suitability of fellow faculty for chairships.

#### B. MOTION REGARDING STATUS OF DIRECTORS (JORSTAD/MARLOW)

Senator Carpenter stated that, after consultation with Dr. Hill and Ms. Clayton, he had a proposed solution. Senators Jorstad and Marlow agreed to withdraw their motion made Feb. 8. Senator Carpenter moved (Allison) to add the underlined language to the Faculty Constitution, Article I. Membership, line 2 to read: "...staff teaching no less than half-time during the academic year and holding the rank of Instructor, Assistant Professor, Associate Professor and Professor, or holding appointment as Lecturer or Academic Advisor or Departmental Chair." Discussion suggested that this was a non-substantive change, but the Senate will not vote on the motion until March 1, in order for the Senate to consider any concerns or objections that might be raised by constituencies.

#### C. RESOLUTION IN REGARD TO CHAIRS' SALARIES (LASKY)

Senator Addison distributed a resolution from Senator Lasky. A motion (Lasky/Carpenter) to approve the following resolution passed (13-1-1).

#### RESOLUTION

**Because annual salary increases for department chairs are at the discretion of the administration, the Faculty Senate, in order to provide for equitable compensation for department chairs, urges the administration to award to department chairs at least the same non-discretionary annual salary increase received by all other faculty at the same rank and years of service.**

In discussion, Senator Marlow said that, de facto, this brings chairs into the bargaining unit, and that enhancing chairs' salaries is not a faculty concern. Senator Walker noted that this would defuse the argument that chairs do not receive annual increases. Senator Allison said that the resolution does not help chairs making more, but is a floor for those who risk making less. Senators Marlow and Gholson questioned such equity since chairs do not go through the same processes (DPC/UPC) as faculty and noted the need to evaluate chairs on a regular basis. Following the vote, Senators Simpson and Foster said the action reaffirmed chairs as colleagues and not adversaries.

### III. NEW BUSINESS

#### A. COMMITTEE REPORTS

##### 1. Faculty/Student Relations Subcommittee

Senator Wandling reported that the faculty members (Senators Miller, Aylesworth and Wandling) are scheduled to speak with the Student Senate on Feb. 23.

A motion (Simpson/Allison) was made to adjourn. The meeting adjourned at 3:45 pm. The next meeting will be February 22, 1994, 2:00 pm, BOG Room, Booth Library.

TENTATIVE AGENDA ITEMS: Recording of Grades, BGU Enrollment Management Report, Revisions to Election Procedures, Status of Directors, EIU Enrollment Management.

Respectfully submitted, Gary Foster and Billie Rawlings