

Faculty Senate  
April 13, 1987

The Faculty Senate of Jacksonville State University met on April 13, 1987, at 3:00 p.m., in the University Library. Absent were Angela Bell, Tom Bruer, Rebecca Burt, and Lila Wood.

The meeting was called to order by Senate President Jerry Wilson. The motion was made (Van Cleave) and seconded (Reid) that the minutes be approved as corrected. The motion passed.

Committee Reports

Admissions and Scholarship Committee

(1) Chairperson John Van Cleave highlighted the resolution introduced at the March meeting which addresses studying the possibility of limiting freshman enrollment and providing adequate resources for expanded recruitment activities. These measures would assist in the "best" applicants being enrolled at JSU which would in turn mean enrolling students with a higher overall preparation level. The resolution passed (resolution attached).

Policies Committee

(2) Chairperson Ron Surace distributed copies of a resolution concerning the poor quality of food items available in campus vending machines. The motion was made, seconded, and passed that the rules be suspended in order to consider the resolution at this meeting. After some discussion, the resolution was amended and passed (resolution attached).

Welfare Committee

Chairperson Veldon Bennett commented on the issue of liability insurance. Apparently, the liability insurance for faculty has been canceled but has been maintained for some administrators. This is an issue that the Senate should continue to look into. Specific information needs to be sought, such as what kind of liability insurance we need, the coverage available and the cost. One Senator emphasized the need to point out to the administration that this was poorly handled. Those who were at one time covered were not notified that they were no longer covered. It was also pointed out that liability insurance and attorneys are available through AEA.

Dr. Bennett distributed copies of a letter to Dr. Reaves regarding the decision-making process for hiring the chairperson of the Communication Department.

The motion was made, seconded and passed that the rules be suspended in order for the Senate to vote on this letter at this meeting.

In the discussion that followed, Dr. Wilson mentioned that he had talked with Dr. McGee about the interviewing process. Questions about the hiring freeze and the salary problem were also raised. The motion was made, seconded, and unanimously passed that the letter be sent to Dr. Reaves.

Dr. Bennett reported that the Welfare Committee has not learned anything new about the letters and contracts as they relate to the new summer schedule. It was pointed out that one purpose of the change was to better accommodate students, yet students were not consulted. The question was also raised as to whether or not anything would actually change as a result of the new format.

A motion was made regarding vagueness of the proposed changes in the summer program. The motion was withdrawn. Instead, Dr. Wilson will write a letter requesting clarification.

A letter to Dr. Reaves regarding monies for merit pay was introduced. This letter overrides the resolution from the last meeting on merit raises.

A resolution concerning cost-of-living raises was also introduced. After discussion it was decided that the resolution be returned to the committee so that one resolution could be drafted which would include suggestions about merit pay, cost-of-living raises, raises at other institutions as a result of money returned to universities from the state, and removal of steps from instructional ranks.

Jerry Wilson reported on information he received at the state meeting of Faculty Senate Presidents. Copies are available of results of data gathered on salary and compensation for faculty at universities throughout Alabama. The material is available on the 9th floor of the library.

The Senate discussed the need for clarification about the removal of steps in ranks and the change to ranges in salaries. Dr. Wilson reported that this was a misunderstanding. Dr. Reaves has clarified that he has greater latitude in hiring (within a range) but that this does not have to do with steps in ranks.

A resolution was introduced dealing with evaluation of administrators. Dr. Blanton outlined the resolution, which will be voted on at the May meeting.

Dr. Blanton presented an amended version of this resolution from the March 2 meeting concerning decision-making. Following a small change in wording the amended resolution was passed (resolution attached).

#### Ad Hoc Committee

Rachel Jones presented proposed changes in the Constitution and By-laws. Copies of the proposed changes will be sent to all Senators. There will be an open hearing on these revisions on Wednesday, April 22 at 10:00 a.m. on the eleventh floor of the library. The changes will be subject to a faculty-wide vote at the fall general faculty meeting.

Ballots have been sent out for nominations for Faculty Senate and Faculty Scholars Committee. There was some discussion on the move of the Economics Department from the College of Humanities and Social Sciences to the College of

Commerce and Business. This year names of nominees from Economics will appear on the ballots in the College of Humanities and Social Sciences.

#### New Business

Dr. Gene Blanton introduced a resolution about an elective faculty budget committee to participate on the University Budget Committee in decisions relating to the academic program. This will be voted on at the May meeting.

The meeting was adjourned.

(1)

**ADMISSIONS AND SCHOLARSHIP COMMITTEE**  
Jacksonville State University Faculty Senate

Each year the University enrolls approximately 1200 freshmen, one-half of whom have marginal academic ability based on ACT scores and high school GPA's.

Annually the University experiences high attrition from the freshman class, with estimates running as high as 40%. It is estimated by the Student Affairs Office that 25-28% of our entering freshmen actually earn a degree from Jacksonville State. The net result is that we have to recruit AT LEAST "two-for-one".

The Admissions and Scholarship Committee recommends that study be given to establishing a limited freshman class enrollment and providing adequate resources for expanded recruitment activities so that if the "best" applicants are enrolled, we will experience a higher overall preparation level, while at the same time leaving the door open through "conditional admission" of a small percentage.

(2)

WHEREAS nutrition and physical health should be a primary concern for all members of society; and WHEREAS a university exemplifies and symbolizes a learned and rational way of life for both the body and the mind; and WHEREAS J.S.U. has commercial vending machines in virtually every University building with nutritionally inferior, and possibly harmful-to-health foods; and WHEREAS the profit from food vending sales at J.S.U. is directed toward University development; BE IT RESOLVED that up to 50% of the offerings should be nutritious and wholesome, and that a screening committee of diet and nutrition specialists made-up of J.S.U. faculty members should review all selections.

Amended version  
of March 2  
presented 4-13-87

(4)

April 13, 1987

Whereas the failure to address long-range planning and decentralization, as well as faculty involvement in decision making, have been matters of great concern in a number of recommendations in both the 1972 and 1983 SACS Reports (President McGee giving SACS recommendations a high priority in his first address to the faculty and in his first address to the Faculty Senate), and

Whereas the need for faculty involvement generally has been emphasized in SACS Recommendations 6 ("curriculum control and curriculum administration") and 17 ("evaluation and promotion") but more directly in SACS Recommendations 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.", and

Whereas the President himself has commented in a called faculty meeting on the lack of trust the faculty has in him, and

Whereas there have been some hasty decisions and declarations of hasty intentions in some of the procedures of the administration, and

Whereas Dr. McGee has repeatedly said that he would listen to all parties before making decisions that affect them and that he would give the faculty a genuine role in university governance, and

Whereas Dr. McGee has not done this,

Therefore, Be It Resolved that the administration, in a spirit of true cooperation, give any decision affecting the faculty--such as the decision involving the Summer 1988 schedule--time for study and for faculty input and that, working toward our second year of ~~self-study~~ <sup>task force activity</sup>, the administration assure a clear role for the faculty in decisions that affect them.

Faculty Senate  
May 11, 1987

The Faculty Senate of Jacksonville State University met on May 11, 1987, at 3 p.m. in the University library. Absent were Carol Uline, Tom Bruer, Phil Koerper, Ron Surace, Tracy Tyler, Jim Fairleigh, Jerald Abercrombie, and Wilma Vines.

The meeting was called to order by Senate President Jerry Wilson. The motion was made and seconded that the minutes of the April 13 meeting be approved. The motion passed.

Committee Reports:

Admissions and Scholarship:

Chairman John Van Cleave had no report.

Policies:

The Policies Committee had no report.

Welfare:

(1)  
Chairman Veldon Bennett had no report from his committee. Tom Nicholson distributed copies of a letter to Dr. McGee regarding the hiring freeze. The decision was made that Dr. Jerry Wilson and the new Senate president would meet with Dr. McGee to request he address questions on the hiring freeze at a called Senate meeting. The letter would be sent only if such a meeting could not be arranged.

(2)  
Dr. Blanton outlined a resolution addressing the need for faculty evaluation of administrators. Several questions about this process were discussed. The motion was made (Nicholson) and seconded (Reid) to amend the resolution by rewording item #4 and deleting item #5. The motion passed. The motion was then made (Jones) and seconded (Gant) to change the word "primary" to "significant" in the resolution. The motion was made (Jones) and seconded (Nicholson) that the resolution be accepted. The motion passed.

Ad Hoc Committee:

Chairwoman Rachel Jones presented proposed changes in the constitution and by-laws and recommended that the changes be dealt with article by article. Some articles were accepted unchanged while others were approved as changed. A copy of the changes will be sent to all Senate members. The constitution and by-laws will be presented to the full faculty in the fall.

Old Business:

(3)  
Dr. Blanton outlined a resolution concerning faculty representation on the University Budget Committee. The point was made that the changes just approved in the constitution and by-laws include this issue. The motion to accept the resolution passed.

The question of checking into liability insurance was raised. Next year's Senate will look into this. The request was made that Jerry Wilson again convey our concern about this to Gary Demsey. The cost is apparently so prohibitive that it will not be considered.

New Business:

(4)  
(5)  
John Van Cleave requested that the expertise of the Admissions and scholarship committee be utilized in the awarding of leadership scholarships and that past action of the Senate calling for academic quality be considered. The motion was made to suspend the rules. The motion passed. The motion to accept the request also passed.

A resolution dealing with cost-of-living raises was introduced for vote. The resolution was passed.

A resolution was introduced addressing the need for a faculty survey to determine faculty views concerning merit pay and the role of research and that the survey be instrumental in future administrative decisions. The motion was made (Jones) and seconded (Reid) that the entire issue of merit pay be given top priority by the new Senate and addressed in the fall. The President declared a quorum present. The motion was made (Wingo) and seconded (Blanton) to suspend the rules to consider the original motion which failed to pass.

A motion was made to adjourn the 1986-87 Senate and reconvene as the 1987-88 Senate. Under Old Business President Wilson thanked the Committee on Committees and Sally Edwards for their hard work. He also commended the Senate for its support and offered appreciation for its efforts. New Senate members were introduced. The following officers were elected:

President - Bernie McCarthy  
Vice-President - Rachel Jones  
Secretary - Carol Uline

It was suggested that, because of the late hour, the Committee on Committees be elected at a called meeting of the Senate or as the first item on the fall Senate agenda.

The meeting adjourned at 4:55 p.m.



FACULTY SENATE  
Jacksonville State University

Minutes of October 1, 1987

The Senate met at 3:00 p.m. in the Library. The agenda was adopted. President McGee addressed the Senate and answered questions from persons present.(copy of address attached).

Responding to a question about the personnel cost, he said personnel cost as a percentage of the total University budget is being reduced, though the dollar amount is increasing. He also reported the University has just been notified it is no longer qualified to receive Title III funds.

Responding to a question on leadership scholarships, he reported the Board of Trustees approved the investment of \$3,000,000, the proceeds from which will be used for scholarships to recruit scholars based on talent--not need or grades. He also reported on a Federal program to match locally raised funds on a 2 to 1 basis to establish a fund for investments from which proceedings would be used as scholarships. He further mentioned his efforts toward the preparation of alumni for a major monetary campaign, the proceeds from which could benefit the scholarship fund.

Responding to a question about Governor Hunt's plan for higher education, he reviewed the status of the Grenier committee's work and options they might recommend, but said he had seen no major support in the legislature for any of the options.

Responding to a question about changing admission standards, he reported no expectation that the judge under whose court order the University is now operating would approve a change in admissions standards, particularly in a time when enrollment at the University seems to be declining.

Responding to a question on salaries, he reported an additional step would be added to the schedule for full professors. Money for this step would be outside that to be provided in the 5% pool to be divided among the personnel in each department or unit. The dean, department head or other unit head will decide how the 5% pool will be divided and there will not be an appeal of the salary decisions, other than the normal appeal procedures. Salary adjustments cannot be across-the-board, and increases this year will become part of the base pay of the recipient.

On what would prevent a unit head from awarding increases in the 4.9% to 5.1% range, he said unit heads would be themselves be evaluated and held responsible and since they serve "at the pleasure of", he expected no such effort..

On evaluations across the campus, his hopes were that there would be parity, though the evaluations would be different for different specialties. He expressed his expectation that teachers and other personnel could be and would be evaluated across the activities in which they engage.

On whether the target date of January for having a new VPAA is realistic, he said January is a target, not a deadline.

He spoke of the need for the University to produce more credit hours, the need to recruit more freshmen and decrease the attrition rate of students, the need to grow in the number of students enrolled in order to sustain the tenure and promotion of faculty, and the need to put more effort into the advisement of students. He said that new scholarships will be available for upper classmen.

He gave a very brief outline of his views on a projected new governance pattern for the University. This pattern involves a University Council, commissions, strong academic involvement, and with a stronger role for committees.

On a question about whether some eminent scholars funds or other funds could be used during this year to bring in persons for short times, possibly as a preliminary to their being brought as the next year's eminent scholar, the answer was that it was already being done by the English Department, Southern Studies, and possibly other departments.

On questions about whether decisions had been made on changes before task force reports came in, this was denied and an example was given that the physical education-recreation area improvement recommendations had been received from three different task forces, the problem and the available area for usage had been given to an architect and the architect had recommended the arrangement of the area to satisfy the requested facilities. Further information on this subject was that the bids for construction were too high so the changes would be phased in.

President McGhee and several visitors left, the Senate took a short break then reassembled. The minutes of the September meeting were approved as published.

President McCarthy discussed the resolution concerning the removal of the track that had been passed at that September meeting. The information furnished at that meeting had been inaccurate. He had written a letter to VPAA Reaves expressing the Senate's concern about the planned removal of the track. There was a motion to rescind the resolution. The motion passed. A second issue asked about was whether the resolution concerning a cost of living raise was the same as one previously passed and presented to the president from the AEA chapter. No one expressed awareness of this.

It was reported that the Senate's secretary had resigned. Thomas Freeman was nominated and elected to fill that position.

A routine for handling resolutions was considered and adopted. The routine is that a resolution would be presented, routed through the Committee on Committees, be referred to a standing committee then returned to the floor for passage.

The time for meetings of the Senate was set for the second Monday of the month at 3:00 p.m.

A form was presented for use in presenting resolutions and amendments.

Committee assignments were read and ad-hoc chairmen were named (Policies-Jerry Wilson, Admissions and Scholarship-Calvin Wingo and Welfare-Tom Nicholson). The Senate adjourned at 4:35 p.m.

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FACULTY SENATE  
Jacksonville State University

Minutes of November 9, 1987

The Senate met at 3:00 p.m. in the Library. Absent were Carol Cauthen, Linda Dafoe, Evelyn Guice, Martha Lavender, Bill Reid, Tracy Tyler, Carol Uline and Wanda Wigley. The agenda was adopted.

Vice President Reaves addressed the Senate. He expressed his thanks to the Senate for the support he had been given, then shared his thoughts on changes that had occurred since 1981. He characterized as progress the happenings in faculty recruitment, faculty involvement, faculty development, budget control, faculty compensation, instructional support, curriculum changes and faculty evaluation.

Some situations were characterized as constant. The items discussed were: academic freedom, the diversity and quality of the faculty, the heterogeneity of the JSU students and the pleasant working conditions at Jacksonville. These items had been at JSU before 1981 and continue at this time.

Items named as continuing problems and issues were: faculty evaluation, collegiality, and effective and accurate communications. His expressed opinion was that the positive developments since 1981 far outweigh the negative.

He then responded to questions from persons present. Questions concerned copiers, evaluations, tenure for faculty members who do not hold terminal degrees, the handbook, the Summer schedule, the mini-semester, Summer pay differentials, higher salaries for new positions, evaluation of administrators by faculty, why the University lost Title III funding, and his retirement plans. Most answers were in the form of what he expected would be the effect of changes that are in progress at this time.

After a short break the Senate reconvened. Minutes of the October 1 meeting were adopted and a standing rule was adopted to permit editorial changes of spelling, grammar, construction, etc. to be made by the secretary without approval.

**Committee Reports:**

ADMISSION AND SCHOLARSHIP COMMITTEE had met but had no report.

POLICIES COMMITTEE had met and planned to present a questionnaire on the Policy and Procedures Manual. They requested an ad-hoc committee on merit pay be appointed.

WELFARE COMMITTEE had elected Linda Dafoe chairman and would investigate the grievance mechanism. They reported they had arranged that the reports of the various evaluation procedures that had been used for allocation of salary at the beginning of this year be placed in the Library.

There was no action on OLD BUSINESS.

**NEW BUSINESS:**

Prospective resolutions on the following subjects were received and assigned to the Policy Committee:

(1) That Task Force committees, the Council of Deans, the VPAA and the President carefully reexamine Faculty Senate resolutions and priorities and the faculty role in governance, (2) that steps be taken to insure that academic standards, teaching load, and the faculty's role in University governance be clearly delineated, and (3) that the University Council and all other university committees be elected.

To ask the Board of Trustees whether it had been informed of (1) a previously passed Senate resolution requesting that cost-of-living raises be provided along with step raises, (2) the SAC recommendation that spoke of modifications of the steps in compensation only for faculty in the College of Business and Commerce, (3) the Southern Association Criteria for Accreditation, (4) the AAUP Statement on Government and (5) AAUP guidelines stating that the President should present dissenting faculty views to the Board of Trustees before it made its decision on step raises.

That each faculty member receive copies of evaluations of academic administrators.

(1) That the Faculty Senate conduct a survey regarding the means to achieve higher academic standards, (2) study the role of research and merit pay, (3) that the administration's interest in improving the merit of the faculty be coupled with a plan of required remediation for students (4) that the Faculty Senate study and recommend before any further steps regarding merit, (5) that the faculty Senate articulate the professional characteristics that need to be applied throughout the university, (6) that any further evaluation of the merit of faculty research be preceded by reduction in teaching load, and (7) that the Faculty Senate determine the methods and standards to be applied in evaluating faculty.

That the Faculty Senate study the issue of twelve-month contracts and summer teaching.

That the administration be asked to respond in writing to the Faculty Senate.

An issue on disclosure of faculty salaries was assigned to the Welfare Committee.

There was discussion on whether a resolution should address only one issue per resolution, but no decision.

#### ANNOUNCEMENTS:

The faculty is invited to participate in the Fall commencement which will be addressed by Dr. Reaves.

The President of the Faculty Senate has a list of the names of faculty members who have been appointed to Task Forces for the 1987-88 year.

An ad hoc committee to select faculty scholars is to be named.

The Senate adjourned at approximately 4:45 p.m.

FACULTY SENATE  
Jacksonville State University

Minutes of December 14, 1987

The Senate met at 3:00 p.m. in the Library. Absent were Linda Dafoe, Sally Edwards, Evelyn Guice, Floyd Kirby, Phil Koerper, Hugh McCain, DeLeath Rives, Bill Scroggins, Ron Surace, and Carol Uline. The agenda was adopted and the minutes of the November 9, 1987 were adopted after minor editorial correction.

Senators were given a copy of the VPAA's memorandum to the Council of Academic Affairs on the subject of Faculty Workload and Faculty Salary Schedule for the 1988 Short Terms, a copy of the Salary Range Proposal for October 1, 1987-September 30, 1988, and a copy of the Alabama State Ethics Commission's Advisory Opinion No. 1155 regarding the sale for profit of complementary copies of textbooks. Attention was called to the first of these documents. A question was raised as to whether teachers of graduate courses would teach twelve or sixteen hours. President McCarthy reported his understanding was that teachers of graduate courses would teach thirty hours and teachers of undergraduate courses would teach thirty six hours during the year.

COMMITTEE REPORTS:

ADMISSION AND SCHOLARSHIP COMMITTEE had met and Rebecca Burt was elected chairman. President McCarthy requested that the committee review the task force reports and react.

POLICIES COMMITTEE had met twice. They reported out two resolutions plus an informational report. The information was that any reference to AAUP statements or positions also carried an implicit endorsement by AEA-NEA since the AAUP documents have been accepted as valid by AEA-NEA.

A resolution regarding a twelve hour teaching load was presented, discussed and referred back to the Committee for consideration in light of the VPAA's memorandum.

A resolution regarding step raises was presented, discussed and referred back to the Committee with a suggestion that Committee members draw up a series of questions regarding the procedure used in making the decision to change from step raises to salary ranges, whether this change and the new salary schedule may be a violation of our contractual understanding, and other aspects of the change and that they meet with the VPAA to try to get answers.

There was a question regarding the Policy and Procedures Manual. The manual is in the deans' offices and provisions in that manual apply to both faculty and staff.

WELFARE COMMITTEE reported (1) they were going over task force recommendations

and (2) they were attempting to bring forth a recommended procedure for resolution of grievances.

They were asked to react to the VPAA's memo on workload.

Dr. Blanton reintroduced a resolution concerning (1) reexamination of Faculty Senate resolutions and priorities as well as the faculty role in governance, (2) that former Faculty Senate resolutions become a matter of University policy unless specific objections can be clearly articulated by the administration, (3) that specific steps be taken to insure that higher academic standards, a reduced teaching load (as well as a clear teaching load policy), and the faculty's role in University governance be clearly delineated, and (4) that the University Council and any other university committees established in the future be elected. After discussion the question was called and the resolution failed.

REPORTS: A question was raised as to whether the part of the proposed new constitution that pertains to election of senators from departments rather than colleges needs to be presented and approved before time for the next election. There was no decision.

It was reported that screening of candidates for the VPAA has reached a situation where there are remaining approximately twelve.

A report on the meeting of the Alabama Council of University Faculty Senate Presidents concerned (1) the need for liability insurance, (2) caution regarding faculty involvement in litigation and (3) the consideration of a campus-wide AIDS program. The Council will have its next meeting at Jacksonville.

Attention was called to the Ethics Commission's opinion on the sale of textbooks. Some considered the critical point as being whether the proceeds would be for "personal" profit.

The Senate adjourned at approximately 4:20 p.m.

(1)

D R A F T

Dr. Harold McGee  
Office of the President  
Jacksonville State University  
Jacksonville, AL 36265

Dear Dr. McGee:

One of the first moves of your administration was to impose a hiring freeze in order to respond to projected reductions in state funding. In spite of serious academic shortages, i.e., 15-20 unfilled faculty positions, the faculty was willing to "share the burden" in dealing with that fiscal problem. It appears, however, that the hiring freeze has not been applied equally to academic and non-academic segments of the university.

A representative of the Faculty Senate Welfare Committee has attempted since early January, 1987 to gather data on hiring practices but has been effectively denied access to this information. Based on information that has been gathered unofficially it appears that overall hiring and posting of permanent positions since July 1, 1986, has been 3 to 4 times the level during the same period a year earlier. Faculty hiring, on the other hand, has been lower and almost non-existent (during the most recent period.) Attached is a partial list of permanent positions which have been posted with approximate salaries where available. A conservative estimated annual cost, with benefits, if these positions are filled is \$750,000. This appears to exacerbate the often stated problem of increasing personnel costs as a proportion of the overall budget. This is particularly true because many of these positions are new and will require secretarial and other staff support.

*During the Academic year.*

We respectfully request that action be taken immediately so that academic and non-academic elements of the university will share equally <sup>the adverse</sup> ~~impact of budgetary shortfalls.~~ It is unfortunate that a decision has been delayed past the optimum time for hiring new faculty but additional delay will, in some areas, be disastrous.

*hiring of permanent personnel*

This letter was approved by unanimous/majority vote of the Faculty Senate at the May 11, 1987, meeting.

Sincerely,

Jerry Wilson, Ph.D.  
Faculty Senate President

Attachment

SUBJECT: Partial Listing of Positions Posted at JSU--  
July 1, 1986, to present

Position

Salary (Approximate)

Computer Programmer	\$18,151
Asst. Bookstore Manager	15,500
Computer Opns. Supr.	17,888
Dir. of Residence Life	Competitive
Groundskeeper	8,500
Laborer	8,000
Dir. of Student Activities	Competitive
Director of Development	Competitive
Bookstore Manager	Competitive
Computer System Operator	14,788
Mail Courier	9,172
Computer Programmer	Competitive
Clinical Assistant	20,676
Secretary III	12,792
Residence Hall Directors (10-12)	Competitive
Certification Secretary	12,792
Secretary I	11,600
Stock Clerk	10,088
Cashier	10,566
Secretary I	10,088
Secretary III	12,792
Clerical Assistant	10,566
Director of Career Development	Competitive
Chair, Dept. of Communication	Competitive
Director of Administrative Affairs	Open
Director of Internal Audit	Open
Instructor, Criminal Justice	Competitive
Assistant Professor, Criminal Justice	Competitive
Purchasing Agent	Competitive