

FACULTY SENATE
Jacksonville State University

Minutes of January 20, 1988

The Senate met at 3:00 p.m. in the auditorium of the Nursing School. Absent were Carl Anderson, Ron Attinger, Evelyn Guice, Michael Marker, Ron Surace, Tracy Tyler, and Carol Uline. The agenda was adopted and the minutes of the December 14, 1987 meeting were adopted.

Dr. William Carr, acting VPAA, was introduced. He spoke briefly, saying he saw his role as one to expedite matters. He spoke of the newly revised Southern Association Standards (now called "Criteria") for accreditation of institutions. A Resource Manual for use in accomplishment of the institutional effectiveness section of the criteria has been published. The Criteria and the Resource Manual will be placed in the hands of faculty members shortly. Dr. Carr also promised to work toward improving communication across the campus.

Responding to a question regarding the faculty's not having had an opportunity to speak on the new workload statement, he said the statement had been released even before some of the deans had seen it. Responding to a question on whether the guidelines for nine-month employment could be communicated to the faculty, he said he would recommend that to the deans.

A comment was made to him that the members of the Senate have a sense that they are not taken serious by members of the administration. He responded that to him the Senate represents the faculty, and since he could not meet with the whole faculty he would meet with the Senate. Responding to a question on whether resolutions that the Senate had passed and submitted in previous years, and to which they had not received a response, could be reactivated and be reconsidered and perhaps responded to by appropriate persons, he indicated he would view that favorably.

A suggestion was made that the Council of Deans may need to invite the chairman of a Senate committee to meet with them to explain some resolutions, he responded that it was probably a good idea. Responding to questions on the workload of nine month faculty, he said those faculty members would be expected to teach 15 and 15 hours in the long semesters plus do something in the mini that was equivalent to three hours of teaching and that the department heads would need to use good judgement in establishing the equivalency of work. Responding to a question as to whether the changes were the result of someone's decision to increase the work load of nine month faculty, after discussion, he said he could not answer as to the rationale or effect.

Dr. Carr left and the meeting continued.

President McCarthy reported he had met with President McGee and had discussed the lack of faculty involvement in setting the summer schedule. Dr. McGee agreed they should have been involved, but the

process broke down. They discussed the lack of response to previous resolutions, and Dr. McGee would welcome resubmission of resolutions for which no response had been received. Dr. McCarthy reported on the candidates for VPAA by giving a brief summary of the credentials of each. He reported on the meeting of the Board of Trustees, by saying most of the actions had been reported in the newspaper, but adding that the University is continuing to encourage faculty to get the doctorate. He called attention to the upcoming 1988 Winter Public Policy on Alabama Education issues and the Governor's Conference on Rural Economic Development.

In response to Dr. McCarthy's reports, (1) Thomas Freeman and Jerry Wilson volunteered to update the compilation of Senate resolutions from which the outstanding ones could be gleaned, (2) there was a request that reports from the task forces be made known, at least that the Senate get copies of the preliminary reports which are due in April, and (3) there was a discussion of the form for evaluation of the VPAA candidates and it was suggested that after the fifth candidates visit there be provided a form for faculty to rank their choices of the candidates.

President McCarthy also called attention to the University Faculty Lecture Program, and the need for the Senate to elect a panel of faculty members to select the university scholar. The selection of a slate of candidates for the panel was delegated to the executive committee.

COMMITTEE REPORTS:

ADMISSION AND SCHOLARSHIP COMMITTEE had not met.

POLICIES COMMITTEE recommended a resolutions on the twelve hour teaching load. The following resolution was passed.

The Faculty Senate recommends that the Council of Deans and the Vice-President for Academic Affairs establish the goal of moving toward a maximum 24 semester hour teaching expectation as part of the work load as a norm for all faculty in the fall and spring, and further that attention be given to resolving questions which have arisen from the application of the guidelines in the December 9 resolution, such as workload reduction(s) for those who teach graduate level courses and some provision for counting the time spent in directing independent studies.

The Committee also introduced three other resolutions: (88-1) Admissions and Academic Standards, (88-2) Curriculum Proposals, and (88-3) Assessment of Faculty Evaluation. These are to be considered at the February meeting.

WELFARE COMMITTEE recommended a revised grievance procedure to be adopted immediately and to be recommended to the Taskforce on Governance for permanent adoption. The recommended procedure is a rewrite of that previously passed by the Senate in May as part of the proposed new By-Laws. (Separate copy is attached to the minutes.)

The Committee reported out and the Senate considered a resolution recommending the disclosure of all University salaries. The resolution failed.

The Committee introduced a resolution (88-4) to prohibit smoking in University facilities. This is to be considered at the February meeting.

Dr. Earl Poore was recognized and given permission to address the Senate. He spoke on the resolution requesting an increase in salaries that had been passed at the September meeting of the Senate and a similar resolution that had been submitted to the JSU Budget Committee by the JSUEA Executive Committee. He also talked about the variance between President McGee's challenge, in his address to the Senate, for the faculty to become proactive in governance of the University and his refusal to meet with faculty members who had requested an opportunity to express their concern on issues before the University. He presented copies of letters from (1) Concerned Faculty of the College of Science and Mathematics, (2) The JSUEA Executive Committee and (3) the University Library Committee. The President had written letters refusing to meet with the first two committees and had failed to respond in any way to the other. Dr. Poore had questions as to what would be the role of the proposed University Council, the Task Force on Governance and the Task Force on Development of a Core Curriculum.

NEW BUSINESS.

President McCarthy suggested that resolutions be logged and numbered when they are introduced.

It was announced that there are two vacancies on the Faculty Scholars Committee so the Elections Committee was instructed to attempt to fill the vacancies.

It was noted that the faculty of the Communications Department learned that the Endowed Chair in that department had been filled only when they read it in the newspaper.

The Senate adjourned at 4:45 p.m.

FACULTY SENATE
Jacksonville State University

Minutes of February 8, 1988

The Senate met at 3:00 p.m. in the auditorium of the Nursing School. Absent were Linda Dafoe, Evelyn Guice, Phil Koerper, Tracy Tyler, and Carol Uline. The agenda was adopted and the minutes of the January 20, 1987 meeting were adopted.

Dr. William Hubbard, the new University Librarian, was introduced. He spoke briefly, outlining some prospective goals for the library. Some of these goals are to open up the library in usage and communication, install an electronic detection system, develop a five year plan and work toward an on-line catalog and circulation system.

President McCarthy presented a letter in which acting VPAA Carr responded to recommendations and proposals of the Faculty Senate. (copy attached). President McCarthy also reported that the Committee on Committee had invited certain members of the Faculty to serve on the Faculty Lecture Program Committee. Acceptances had not yet been received from all those invited. He further reported that Dr. Carr had attended the meeting of the Committee on Committees and said he was open to suggestions concerning workshops or seminars on faculty evaluation. Dr. Carr also said the Council of Deans would examine the question of whether administrators should be evaluated by faculty. He approved the release from teaching of one class per semester for the person serving as Faculty Senate President, but wanted the request for that put into writing. He reported the University Personnel Council had been charged to recommend regarding the pay period and date of payment.

President McCarthy reported that the Committee on Committee had recommended that the portion of the proposed new Constitution and By-Laws that pertained to the "Membership and Election Procedures" be submitted to the "appropriate authorities" with the request that it be approved immediately so that the new allocation and arrangement by which Senate members would be elected could be observed during the upcoming elections. (Proposed new section attached.) *II.1.(a) oMly*

It was reported that the recommendations of the Faculty and the Search Committee concerning the candidates for Vice President for Academic Affairs had been forwarded to the University President for his action. President McCarthy was authorized to write a letter to Dr. Woodward commending him for the open search that had been conducted. President McCarthy also reported that Dr. Rowe had been invited to address the Senate at the March meeting.

COMMITTEE REPORTS:

ADMISSION AND SCHOLARSHIP COMMITTEE had met and considered topics. They planned to survey the faculty concerning the core curriculum. They introduced prospective resolution to be based on the survey. The resolution, numbered 88-5, was introduced. It is to be circulated before the next meeting and considered at that time.

There ensued a discussion of the University's recruiting procedure and the Committee was asked to contact recruiting personnel to find whether faculty might be more involved.

POLICIES COMMITTEE reported out Resolution 88-1 concerning Admissions and Academic Standards, Resolution 88-2 concerning Curriculum Proposals and Resolution 88-3 concerning the Assessment of Faculty Evaluation. All three were passed and copies are attached.

The Committee recommended the concept of a resolution on the allocation of salary increases. This resolution (88-6) was assigned to the Welfare Committee.

WELFARE COMMITTEE recommended resolution 88-4 concerning smoking but it was amended to become a request for a University Tobacco Policy. (copy attached)

The Committee reported it had investigated the University's sick leave policy to determine whether sick leave could be accumulated and used as credit time toward retirement, but had learned that because of the University's liberal policy the Teacher's Retirement System would not permit. They reported a need to determine whether the faculty would prefer a less liberal sick leave policy with the ability accumulate up to ten months credit toward retirement.

The Committee reported the results of the survey on faculty preference of date of pay and also their findings concerning practice at other universities in the state. Any action on the date of pay issue was tabled until after Dr. Rowe's visit at the next meeting.

NEW BUSINESS:

Mr. Carl Anderson reported that Marvin Shaw had been elected to replace Tracy Tyler as a senator from the College of Music and Fine Arts.

It was reported that the Eminent Scholars Committee had received twelve proposals for the Eminent Scholar and would meet next week to consider them.

There was a need to elect members of the Faculty Scholars Committee from the colleges of Business and Humanities. Senators from those colleges volunteered to conduct those elections.

REPORT:

Dr. Earl Poore reported to the Senate that the Faculty Scholars Committee had asked for and received permission to add to the program some additional incentives to recruit faculty scholars.

The Senate adjourned at 4:20 p.m.

See February materials for approved resolutions.

FACULTY SENATE ELECTIONS
1988

DEPARTMENT	# FACULTY MEMBERS	# REPS. ALLOWED	CURRENT REP.	OFF	ELECT
Criminal Justice	5	1	2	-1	0
Accounting	8	1	1		0
Finance and Bus. Stats.	7	1	1		0
Economics	6	1	0		1
Office Adm'n.	1	1	0		1
Management and Marketing	20	2	1	-1	2
Curriculum and Instruction	14	1	3	-1	0
Educational Resources	14	1	1	-1	1
HPE/Rec.	10	1	0		1
Family and Consumer Sc.	6	1	1		0
	<u>46</u>				
Art	4	1	1		0
Communication	3	1	0		1
Drama	3	1	0		1
Music	18	2	3	-1	0
	<u>28</u>				
Biology	13	1	0		1
Chemistry	4	1	1	-1	1
Engineering	2	1	0		1
English	18	2	3	-1	0
Foreign Languages	3	1	0		1
General Science	3	1	0		1
Geography and Geology	3	1	0		1
History	12	1	3		0
Mathematics	11	1	2	-1	0
Physics	2	1	1		0
Political Science	6	1	1		0
Psychology	11	1	1	-1	1
Sociology	11	1	1	-1	1
Nursing	17	2	3		0
Technology	2	1	0		1
Comp. Sc. and Info. Systems	10	1	1		1
Military Science	8	1	0		1
Library	19	2	4	-1	0
TOTALS		37	35	11	19

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FACULTY SENATE
Jacksonville State University

Minutes
March 7, 1988

The Senate met at 3:05 p.m. in the auditorium of the College of Nursing. Absent were Carl Anderson, Ron Attinger, Linda Dafoe, Sally Edwards, Thomas Freeman, Fred Gant, Evelyn Guice, Ron Surace, Marvin Shaw, And Carol Uline. The agenda was adopted and the minutes of the February 8, 1988 were approved. *Resigned*

President McCarthy reported that Mr. Charles Rowe was not available to address the Senate. In conversations with Dr. McGee, it was noted that if there are specific concerns and questions, they should be submitted in writing to the VPAA. Dr. McCarthy requested that, if the Senate chose to discuss this matter in detail, this consideration be given at the end of the meeting and in executive session. President McCarthy reported the response of the Acting VPAA to Senate actions of February (attached), and reminded the Senate that \$35,000 is available through the Faculty Research Committee. It was also reported that the Council of Deans and the Acting VPAA have approved a workload reduction for the Faculty Senate President of three hours in the Fall Semester and six hours in the Spring Semester. The JSU Faculty Scholar's Lecture Competition is soliciting applications and nominations and a recipient will be chosen this academic year. President McCarthy reported on his attendance at three meetings of the University Personnel Committee when the issue of pay periods was discussed. A recommendation from this committee is forthcoming. President McCarthy shared a letter from the University of Alabama requesting the Senate to encourage University faculty to vote yes on Amendment 1 in the Tuesday elections. This amendment prohibits diversion of funds for any uses other than those for which they were planned. The Eminent Scholars Committee has met and reduced 12 proposals to a total of four for which they are seeking funding. The areas under consideration include psychology, nursing, education. and music. An announcement should be made shortly.

The Bylaws revision concerning election of membership by departments rather than colleges was approved 128 to 8. Rachel Jones presented a preliminary plan for 1988 elections (attached). Following discussion, a motion was made and approved that term of office for those elected in the Spring 1988 elections be for one year.

COMMITTEE REPORTS:

ADMISSIONS AND SCHOLARSHIP COMMITTEE presented results of the core curriculum survey. A motion was made and approved

Faculty Senate
Minutes
March 7, 1988
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that this information be studied by Senators and a vote taken in March. A recommendation concerning drop/add dates and adding courses without proper permissions was approved to be sent to the proper authorities(attached). Discussion followed on a resolution dealing with transfer student preparation and requirements. This item was referred back to committee for additional information.

POLICIES COMMITTEE supplied an information item concerning the committee survey(attached). A resolution was introduced outlining an early retirement incentive plan(attached). This resolution will be considered at the April meeting.

WELFARE COMMITTEE resubmitted a resolution concerning allocation of funds for faculty salary adjustments. Because the resolution is substantially different from the one previously introduced, it was recommended that action be taken on the resolution at the next Senate meeting.

OLD BUSINESS:

President McCarthy requested any recommendations on how to improve the faculty workload formula, particularly for nine-month faculty.

The Faculty Scholar Scholarship Committee requested Senate endorsement of a plan to attract student scholars. Following discussion, a motion was made and approved that the Senate President write a letter to Dr. McGee endorsing the concept of attracting student scholars and informing him that the Senate currently is reviewing one proposal.

NEW BUSINESS:

To discuss the topic of Senate access to university officials, the Senate went into executive session at 4:15 p.m.

The Senate adjourned at 4:35 p.m.

JACKSONVILLE STATE UNIVERSITY

JACKSONVILLE, ALABAMA 36265

COLLEGE OF CRIMINAL JUSTICE

TELEPHONE: (205) 231-5335

FACULTY SENATE AGENDA FOR MARCH 7, 1988

CALL TO ORDER

APPROVAL OF MINUTES

CHAIRPERSON'S UPDATE:

- Senate.
- Mr. Rowe will not be available to address the
 - Dr. Carr's response to Senate action in February.
 - Faculty Research Committee (\$35,000 is available for faculty research).
 - JSU Faculty Scholar's Lecture Competition is soliciting applications and nominations.
 - University Personnel Committee: Status Report.
 - University of Alabama request to support amendment 1.
 - Eminent Scholar Search Committee: Status Report.
 - Election procedure for the Senate: the amendment to the Senate's by-laws was approved 128 to 8.

COMMITTEE REPORTS

- Admissions and Scholarship
- Committee on Policies
- Welfare

OLD BUSINESS

- The chair solicits recommendations on how to improve the faculty workload formula (particularly for nine-month faculty).

NEW BUSINESS

- The Faculty Scholar Scholarship Committee requests Senate endorsement of a plan to attract student scholars.

ADJOURN

FACULTY SENATE
Jacksonville State University

Minutes of April 11, 1988

The Senate met at 3:05 p.m. in the auditorium of the Nursing School. Absent were Ron Attinger, Phil Koerper, Martha Lavender, Martha McCormick, Ron Surace, Marvin Shaw, and Calvin Wingo. The minutes of the March 7, 1988 meeting were corrected to indicate that Evelyn Guice and Carol Uline had resigned instead of being absent. The minutes were then adopted.

Update ~~Dr.~~ President McCarthy suggested the Senate might like to compile a prioritized list of issues for the new V.P.A.A. to consider. He then reported that the Alabama Council of College and University Presidents would meet in Huntsville on April 15 and 16 and the Jacksonville State University Board of Trustees would meet April 18. He suggested the Admissions and Scholarship Committee might review the revised student orientation program that will replace Step-up. He reported the Senate had been requested to extend for six months the term of Ms. Cynthia Harper on the J.S.U. Foundation Board. The Senate agreed.

A procedure for conducting the election of senators for the next year was presented and approved. The procedure is that the department head or dean will be notified of the number of senators to be elected and will be asked to conduct an election in May within his/her department. The ROTC Department will also be extended an invitation to elect a senator. Further, in preparation for the next year's Senate, Dr. Jerry Wilson has been appointed to chair an elections committee to nominate Senate officers for the 1988-1889.

COMMITTEE REPORTS:

ADMISSION AND SCHOLARSHIP COMMITTEE reported it had investigated the drop-add issue, but since the issue involves so many aspects the Committee had decided to withdraw consideration at this time.

On the Core Curriculum issue, they had sent the results of their survey to the appropriate task force.

Dr. Poore from the Faculty Scholars Scholarship Committee was recognized and a summary of the Committee's scholarship proposal was presented. The senate agreed to support the proposal (attached).

POLICIES COMMITTEE reported out the resolution concerning an Early Retirement Incentive Plan. The resolution was approved by the Senate (attached).

The Committee reported it had inquired about the issue of branding of some students in fraternities, had learned that the Student Affairs Office was acting on the issue, and recommended that the Senate take no action until Student Affairs had had an opportunity to act.

→ The Committee further reported it had discussed the issue of tenure for faculty with the master's degree. It had learned that a consultant could be brought to the campus to consider tenure, promotions and

other issues. It had written a letter requesting the consultant be invited and outlining some of the issues to be studied.

WELFARE COMMITTEE recommended a resolution concerning allocation of funds for future salary increases. (attached) Another resolution concerning access to administrative personnel and information was presented (attached). Both resolutions were passed.

The Committee introduced a resolution on the Evaluation of Deans by Faculty and another concerning the Evaluation of Salary and Workload for the Short Terms.

NEW BUSINESS

A question was raised as to whether it was possible, despite the Senate's previous finding, for faculty to get credit for unused sick leave toward retirement. Some had heard that the University of North Alabama had such provision and suggested an investigation should be made of whether it was possible for Jacksonville Faculty.

The Senate was adjourned at 4:10 P.M.

A SUMMARY OF A SCHOLARSHIP PROPOSAL FROM THE FACULTY SCHOLARSHIP COMMITTEE

I. Objectives of the Proposal

1. To develop and establish scholarships to attract more academically talented high school students to JSU.
2. To develop scholarships to attract merit scholars to JSU.
3. To establish two special scholarships, with private funds, to provide unique educational experiences for two exceptional merit scholars.
4. To increase the desire for academic excellence within the entire JSU family.

II. Plan of Action

1. Subscribe to testing services for lists of merit scholars and students with high ACT or SAT scores.
2. Recruit merit scholars and students with high ACT or SAT scores.
3. Make our scholarship program very visible to public.

III. Four Categories in the Scholarship Program

1. Two special scholarships. Minimum ACT of 32. Specific GPA. Includes tuition, room, board, books, all fees, and study abroad.
2. Merit scholarships. Merit finalist. Tuition, room, board, all fees, waiving of out-of-state fees, and \$200/year for books.

3. Faculty Scholar Scholarships. A. Minimum ACT of 29. Specific GPA. Tuition. Board and room if available. B. Minimum ACT of 26. Specific GPA. Tuition. Room if available. A. and B. presently available only to Alabama residents.

IV. Costs
\$ 1,005.00 for recruitment
16,800.00 for boarding
1,400.00 for fees

\$19,205.00 Total

V. Other Aspects

1. Faculty Scholars/International House. Some Faculty Scholars may be selected to live in the International House.

Early Retirement Incentive Plan

The Faculty Senate recommends that the administration adopt an early retirement incentive plan for the faculty. Such a plan might take the form of a cash incentive for early retirement or the Senior Faculty Program included with this recommendation.

Allocation of Funds for Salary Increases

[The Faculty Senate] recommends that future funds which become available for faculty and other employee pay increases be first allocated to across-the-board increases to match the increase in cost-of-living, (based on the Consumer Price Index), during the previous year. Additional funds should then be allocated based on evaluation. This policy would serve to protect employees from an annual loss of income due to the erosion or loss of buying power caused by inflation and provide a means for giving a real reward to those identified for special recognition based on evaluation.

Access to Administrative Personnel and Information

The Faculty Senate ... recommends that the following statement of concern be transmitted through the Vice President for Academic Affairs to the President of the University.

Historically, the President, Vice Presidents, and other administrative personnel have, upon request, met with the Faculty Senate to provide information, discuss various topics, and to answer questions in their areas of expertise, and/or control. Over the years this has served a very constructive purpose by clarifying issues, minimizing damaging rumors, and generally improving communication.

There are some indications that this traditional channel of communication will be restricted in the future. We respectfully request that you reconsider this decision if in fact this assessment is accurate.

FACULTY SENATE
Jacksonville State University

Minutes of May 9, 1988

The Senate met at 3:05 p.m. in the auditorium of the Nursing School. Absent were Ron Attinger, Ted Childress, Linda Dafoe, Jerry Gilbert, Martha Lavender, Michael Marker, Bill Reid, DeLeath Rives, Bill Scroggins, Ron Surace, Marvin Shaw, and John VanCleave. The minutes of the April 11, 1988 meeting were approved after an editorial correction.

President McCarthy welcomed the new members who were to become senators during the second part of the meeting. They are listed below. He called attention to faculty salary information from page 15 of the May 4, 1988, CHRONICLE OF HIGHER EDUCATION, "a comparative ranking of J.S.U. with other Alabama Universities and Colleges," and "Average Salaries-all ranks-four year public institutions in Alabama" (attached). He announced that the first annual faculty lecturer award selection had been made, but the recipient was not named.

COMMITTEE REPORTS:

ADMISSION AND SCHOLARSHIP COMMITTEE had no report.

POLICIES COMMITTEE had no report.

WELFARE COMMITTEE reported the results of a survey of the faculty concerning pay increase options. (attached) A summary of the results would be that NINETY THREE PERCENT OF THE FACULTY MEMBERS RESPONDING TO THE SURVEY PREFERRED THAT FUTURE SALARY INCREASES CONTAIN A PROVISION FOR COST OF LIVING RAISES BEFORE MONEY BE ALLOCATED FOR MERIT RAISES. The Senate agreed to send this information to interested persons as a preliminary report, but expected to give the matter further consideration, exploring the consequences of the options.

The Committee presented the previously introduced resolution concerning the evaluation of administrators, including deans. The resolution was amended and passed. It was as follows:

RESOLVED: The Faculty Senate requests that a committee from the Senate be authorized to develop procedures for annual evaluations of the university president and vice presidents by all university faculty members and evaluations of each academic dean by all the faculty members of his/her college.

FURTHER BE IT RESOLVED: That it be University policy that these annual evaluations of the administrative personnel be conducted and that the results of these evaluations become a part of each administrator's personnel record.

The 1987-88 Senate adjourned and the 1988-89 Senate convened. New or reelected senators taking office were:

Ralph Cormode	Communications
Clarence Angelette	General Science
Margaret Pope	H.P.E. & R
Lenton G. Williams	Technology
Teresa Suco*	Foreign Languages
Fred Morales	Engineering
Tom Baucom	Geography
Larry E. Jones	Management & Mkt
Martin W. Marquadt	Management & Mkt
Stephen Motika*	Military Science
Lee Chaney	Ed. Resources
Hugh McCain	Sociology
Clifford Cypert	Economics
Carlton Ward	Drama
Earl Poore	Chemistry
Jerry B. Wilson	Psychology

* Absent

Dr. Jerry Wilson, Chairman of the Nominating Committee presented the slate of nominees for officers. They were:

Dr. Bill Reid, President
 Dr. John VanCleave, VP-Pres. Elect.
 Dr. Thomas Freeman, Secretary.

These were elected by acclamation. Senators were asked to indicate their preference for assignment to committees.

The Senate adjourned at approximately 4:00 p.m.

Faculty Salary Information

AAUP RATING SCALE

Category IIIA: Comprehensive Institutions

	1+	1	2	3	4
Professor	\$52,200	\$46,800	\$42,700	\$39,200	\$35,400
Associate professor ..	41,400	37,700	34,800	32,400	29,900
Assistant professor ...	33,900	31,300	29,200	27,400	25,400
Instructor	28,700	25,700	23,500	22,000	20,400

ALABAMA

	Assoc Asst			
	Prof	Prof	Prof	Inst
Alabama A&M U, BA ..	34.8	30.8	26.3	19.8
Alabama St U, BA	35.9	32.9	26.7	21.4
Athens St C, IIB	38.5	33.3	25.1	—
Auburn U				
Main, I	45.6	35.9	30.6	21.6
Montgomery, IIA	40.4	33.2	27.5	23.3
Birmingham				
Southern C, IIB	38.4	28.8	25.9	—
Faulkner U, IIB	—	—	19.1	—
Huntingdon C, IIB	27.9	26.1	23.2	—
Jacksonville St U, IIA ..	37.9	35.4	29.8	26.3
Judson C, IIB	28.8	—	22.9	17.8
Livingston U, IIB	30.5	24.4	20.9	18.7
Southeastern				
Bible C, IIB	—	22.8	—	—
Spring Hill C, IIB	35.3	31.3	25.9	—
Stillman C, IIB	25.7	21.2	20.0	16.4
Troy St U				
Main, IIA	38.2	30.8	26.1	22.0
Dothan-Ft Rucker, IIA ..	35.1	31.2	31.0	—
Tuskegee U, IIA	31.2	28.4	23.9	19.4
U of Alabama				
Main, I	47.9	36.0	29.4	21.1
Birmingham, I	45.1	33.8	27.9	22.6
Huntsville, IIA	47.7	34.9	29.7	24.5
U of Montevallo, IIA ..	34.4	28.8	25.6	20.1
U of North Alabama, IIA ..	40.1	33.0	27.7	22.7
U of South Alabama, IIA ..	38.5	31.2	28.5	23.5

Source: Chronicle of Higher Education, May 4, 1988:15.

Faculty Salary Information 1987-1988 - A Comparative Ranking of
J.S.U. with other Alabama Universities and Colleges.

	<u>Professor</u>	<u>Associate Professor</u>	<u>Assistant Professor</u>	<u>Instructor</u>
1.	Univ. of Al. (Main) <u>47.9</u>	Univ. of Al. (Main) <u>36.0</u>	Dothan-Ft. Rucker <u>31.0</u>	J.S.U. <u>26.3</u>
2.	Univ. of Al. in Huntsville <u>47.7</u>	Auburn Univ. (Main) <u>35.9</u>	Auburn Univ. (Main) <u>30.6</u>	Univ. of Al. in Huntsville <u>24.5</u>
3.	Auburn Univ. (Main) <u>45.6</u>	J.S.U. <u>35.4</u> <u>35.4</u>	J.S.U. <u>29.8</u>	Univ. of South Alabama <u>23.5</u>
4.	Univ. of Al. in B'ham <u>45.1</u>	Univ. of Al. in Huntsville <u>34.9</u>	Univ. of Al. in Huntsville <u>29.7</u>	Auburn Univ. in Mont. <u>23.3</u>
5.	Auburn Univ. in Montgomery <u>40.4</u>	Univ. of Al. in B'Ham <u>33.8</u>	Univ. of Al. (Main) <u>29.4</u>	Univ. of North Alabama <u>22.7</u>
6.	Univ. of North Al. <u>40.1</u>			
7.	Athens St. C <u>38.5</u>			
8.	Univ. of South Al. <u>38.5</u>			
9.	Birmingham Southern C <u>38.4</u>			
10.	Troy St. Univ. <u>38.2</u>			
11.	J.S.U. <u>37.9</u>			

Source: Chronicle of Higher Education, May 4, 1988:15.

Average Salaries—all ranks—four year public institutions in Alabama

	1986-87	1987-88	Dollar Difference	Percentage Difference
Alabama A & M	26,800	28,600	1,800	+6.7%
Alabama State	26,800	28,400	1,600	+6.0%
Athens State	34,200	33,400	800	-2.3%
Auburn	34,100	36,000	1,900	+5.6%
AUM	29,700	30,900	1,200	+4.0%
Jacksonville	30,900	32,600	1,700	+5.5%
Livingston	24,000	23,900	- 100	-0.4%
Troy-Troy	27,500	28,800	1,300	+4.7%
Troy-Dothan	30,200	31,500	1,300	+4.3%
UAB	31,600	34,000	2,400	+7.6%
UAH	32,400	35,500	3,100	+9.6%
UAla	35,600	38,300	2,700	+7.6%
UMont	29,200	28,900	- 300	-1.0%
UNA	30,800	32,800	2,000	+6.5%
USA	30,400	31,200	800	+2.6%
All	31,800	33,600	1,800	+5.7%

Sources, Academe, March-April, 1987 and Report from Maryse Eymonerie Associates, April 4, 1988.

Prepared by Dr. Joseph Mitchell, Professor of Philosophy and Religion, Troy State University, Troy, Alabama, April, 1988.

FACULTY SENATE WELFARE COMMITTEE FINAL REPORT
OF SURVEY RESULTS - - PAY INCREASE OPTIONS

Survey forms were sent to all full-time permanent JSU faculty members(279) on April 14, 1988.¹ A total of 173 useable responses, (62% return rate), were received by May 4, 1988. A tally of the responses produced the following results:

		RANK OF OPTIONS		
		<u>1</u>	<u>2</u>	<u>3</u>
Options Considered	OPTION A	86	41	5
	OPTION B	75	45	22
	OPTION C	12	19	66

The data appears to show that faculty prefer Option A over Options B and C, and Option B over Option C. Additionally, 161 of 173 respondents, (93% -- by adding preferences for Options A and B), prefer that cost-of-living increases be included as a component of future pay raises. The preference for a cost-of-living element is consistent with the recommendation of the Academic Programs Task Force, which was submitted last year after several months of study, and the statement of position passed unanimously by the Faculty Senate on April 11, 1988 and forwarded through the Vice President for Academic Affairs to the President.

Description of Options

OPTION A

That cost-of-living raises be provided and that increases based on evaluation become a permanent part of the recipient's base salary.

OPTION B

That cost-of-living raises be provided and that increases based on evaluation be on a year-by-year basis, (i.e., not become a permanent part of recipient's base salary -- similar to a one-time bonus).

OPTION C

That cost-of-living raises not be provided and that all monies available for raises be distributed based on evaluation and that raises become a permanent part of the recipient's base salary, (the system used for 1987-88 pay increases).

¹ Academic deans are included as full-time permanent faculty.

FACULTY SENATE
Jacksonville State University

Minutes of October 10, 1988

The Senate met at 3:00 p.m. in the Library. Absent was Sarah Latham. Minutes of the May 9 and September 12, 1988 meetings were approved.

President Reid announced that Dr. Kribel had asked for the appointment of two members to an ad hoc Committee on Parking and he had appointed Fred Morales and Jim Reynolds to that committee. He announced that the Board of Trustees would meet on October 17, at 10:00 a.m. in the Library. A new Senate roster was distributed. The next meeting of the Senate is scheduled for November 14, 1988.

OLD BUSINESS, Committee Reports:

Admissions and Scholarship:

Chairman Poore reported (1) the Committee was working on improving the offering of scholarships. (2) Concerning the issue of grade inflation, the committee had received the grade data and was analyzing it. (3) The Committee was considering the Core Curriculum recommendations of the Task Force on University Programs and would be holding hearings during the week of 18th to 21st on that curriculum.

Welfare Committee:

Chairman Nicholson reported the Committee had met and reviewed the old resolutions. They were following up on the early retirement issue. They were also investigating the accumulation of sick leave toward retirement credit.

Policies:

Chairman Wilson reported the Committee had reviewed the old resolutions and were working on some of the issues. It was working on the Honors graduation topic. He also introduced a resolution that would ask the Board of Trustees to extend the Tuition Assistance Program to the dependents of deceased and retired faculty members.

Dr. Wilson also reported the Alabama Association of Faculty Senate Presidents would meet at Jacksonville on November 4 and 5. Faculty members would be welcome to sit in on any of the sessions.

Dr. VanCleave spoke on behalf Mrs. Higginbotham and the annual fund drive. He encouraged more of the faculty to contribute to the drive and he reported on some of the projects to be financed by the funds raised.

NEW BUSINESS: The Senate elected members of the following committees:

Admissions: Margaret Pope and Mary Jane Peters

Athletic Council: Dick Bell and Rodney Friery

Budget: Parker Grainger and Don Paxton

Library: Thomas Bruer and Ralph Brannen

Honors and Awards: Linda Cain and Dan Hollis

Printing and Publications: Marvin Shaw and James Sewastynowicz

Scholarship and Financial Aid: Steve Whitton and Tom Baucom

Committee on Institutional Planning: 3 years term John VanCleave, 2 years term Jerry Wilson, 1 year term Jean Paxton.

Handbook Revision Steering Committee: Jerry Gilbert, Glen Roswal, Sally Edwards, Michael Spector, Thomas Freeman and Clarence Angelette

J.S.U. Foundation Board: Tom Nicholson

Handbook Revision Subcommittees

I. General Organization and Governance: Martin Marquardt and Jim Allen

II. Faculty Policies, Regulations and Processes: Elizabeth Sowell and T. Allen Smith.

III. Academic Organizational Information: Darryel Roberds and Pat Lowery

IV. Business and Financial Affairs Information: Linda Chandler and Wilbur Berry

V. Student Affairs Information: Martha Lavender and Karen Henrix

VI. Development and External Relations Information: Carol Cauthen and Elizabeth Engley.

The question of whether the Senate meetings should be open to the press had been raised, so President Reid had requested a legal opinion. The opinion was that the Senate is not covered by the Sunlight Law so meetings could be closed if the body chose. On a motion to allow the meetings to be open to the press the vote was to keep them open. *Sunshine*

Dr. Poore urged the faculty to attend and participate in the hearings on the core curriculum. A notice of the time would be sent to each faculty member.

President Reid reviewed the Senate rule that permitted non-senators to speak in the Senate meetings only if notice was given to the President a week in advance or if a senator invited one to speak.

The Senate adjourned at 4:35 p.m.

FACULTY SENATE
Jacksonville State University

Minutes of November 14, 1988

The Senate met at 3:00 p.m. in the Library. Absent were Ron Attinger, Ralph Carmode, Lee Chaney, Clifford Cypert, Sally Edwards, Larry E. Jones, Phil Koerper, Martha Lavendar, Martin Marquardt, Martha McCormick, Stephen Motika, Bill Scroggins, Marvin Shaw, Calvin Wingo and Sarah Latham. Minutes of the October 10, 1988 meetings were corrected by the changing of the words "Sunlight Law" to "Sunshine Law" and were approved.

President Reid announced that he had appointed Dr. Hugh McCain to a committee to revise the student questionnaire and had appointed Ted Childress, Fred Gant and Elizabeth Engley to a Graduation Ceremonies Committee. These appointments were in response to requests from Alice Mayes and VPAA Kribel. He also reported that the Alabama Council of Faculty Presidents had met at Jacksonville State on November 4th and 5th and that Jerry Wilson had been elected president of that Council for the coming year.

OLD BUSINESS, Committee Reports:

Admissions and Scholarship:

Chairman Poore reported that the Core Curriculum Committee had held the hearings and was meeting weekly and expected to have recommendations shortly. The Committee was working on the Honors Program. He gave an interim report of the findings concerning grade inflation. He showed two transparencies of graphs depicting ACT scores of entering freshmen and the grade point averages assigned during the last several years. The contours of the two graphs were very close to the same. The Committee was not ready to draw conclusions on their findings yet, but expected to be able to report conclusions and to recommend shortly.

Continuing with a report from the Faculty Scholars Committee, Dr. Poore reported the Committee had been given approval to search for six merit scholars who would be given the usual faculty scholarships of tuition, and would also be given a one-year leadership scholarship of \$1,200. The Committee requested that the Senate approve a recommendation that The Grade Point Average required to continue a Faculty Scholarship be changed from 3.5 to 3.25. After a proper motion the recommendation was approved.

Policies:

Chairman Wilson reported out the resolution asking the Board of Trustees to extend the Tuition Assistance Program to the dependents of deceased and retired faculty members. After discussion the resolution was referred back to the Committee to be rewritten to include some additional concerns. He introduced a resolution concerning the evaluation of administrators. This is a rewriting of two previously passed and submitted Faculty Senate resolutions. The second new resolution introduced was one that recommends concerning the standards and designations of honors. The two introduced resolutions are to be considered at the next meeting of the Senate.

Welfare Committee:

Chairman Nicholson reported the Committee was working on the Emeriti question and were investigating the accumulation of sick leave policy at other institutions. He then presented a position statement on the modification of twelve month contracts. After discussion, the rules were suspended, the statement was amended and adopted. It is appended below.

NEW BUSINESS: The University Graduation Ceremonies Committee reported its recommendation concerning whether some faculty members be present at each graduation ceremony. The Committee's recommendation was that no changes be made in the graduation ceremonies until the faculty be polled and their wishes be considered.

President Reid then called attention to a letter from President McGee requesting comments relative to the granting of emeritus status, the designation of the Eminent Scholar and related endowed chairs and the naming of Faculty and Leadership Scholarships to honor individuals. A question arose concerning the reference in the letter to policy guidelines pertinent to the extension of Honors by the University. The Executive Committee was instructed to investigate the existence of the guidelines and to appoint a committee to provide the comments and recommendations for consideration at the next meeting of the Senate.

President Reid then called attention to three proposed vehicle policies that were being considered at the University and requested expression of preferences and concerns regarding the various proposals. He then called attention to a draft tenure policy. Discussion concerned why the policy change was needed before the new handbook is completed and whether under the draft policy one would have to serve five years at the assistant professor level after having served for a long period of time as instructor before being eligible for consideration for tenure.

President Reid then referred to another letter concerning the forthcoming openings in the Eminent Scholars Committee. Members will be needed from the three units of the University, (1) Library, (2) College of Communications and Fine Arts and (3) College of Letters and Sciences. Nominations of faculty members for these positions should be submitted to the Secretary of the Senate, Thomas Freeman.

There was a question of the status of the Faculty Scholars Committee. This was unresolved. President Reid indicated he would contact Dr. McCarthy concerning it. Another question concerned whether the Research Committee still exists, and an answer was received that it is active and working.

The time of the next meeting was changed from December 12 to December 5.

The Senate adjourned at 4:25 p.m.

SUBJECT: Faculty Senate Position Statement -- Modification of Twelve Month Contracts

The Faculty Senate is opposed to the continued division of twelve month faculty contracts into nine and three month segments. This change, plus freezing the differential, (three month), dollar amount at the 1986 levels, and the use of the nine month base amount for computing salary increases is misleading and creates inequities between faculty and other university employees. Salary increase "pools" for faculty are based on the nine month base so a stated 5% average increase is roughly equivalent to a 4% average increase in annual salary. As a contrast, if President McGee receives an 8% annual pay increase, as announced, this is double the average increase for faculty.

It appears that the original decision to divide twelve month contracts was not based on task force or faculty committee recommendations, or other formal faculty input or comment.

There is also some concern that the division of twelve month contracts may be an incremental move toward an attempt to revoke all non-administrative twelve month contracts.¹

RESOLVED: The Senate recommends that the decision to split traditional twelve month contracts into nine and three month segments be revoked.

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There is a basis for this concern. After working under annually renewed twelve month contracts for up to nineteen years nontenured faculty received separate nine and three month contracts last year and were recently told that they have no assurance of regular 1989 summer (differential) contracts. This can cause a significant drop in their annual income, (approximately 20%), and is a drastic and arbitrary change in their long-standing working conditions.

Corrected & Approved 1/16/89

FACULTY SENATE
Jacksonville State University

Minutes of December 5, 1988

The Senate met at 3:00 p.m. in the Nursing School auditorium. Absent were Clifford Cypert, Phil Koerper, Hugh McCain, Fred Morales, Stephen Motika, ~~Tom Nicholson~~, Margaret Pope, Marvin Shaw, Carlton Ward and Calvin Wingo. Minutes of the November 14, 1988 meetings were approved.

*Corrected
1/16/89*

President Reid announced membership on the Ad Hoc Honors Committee appointed by the Executive Committee. The members are Jerry Gilbert, Rebecca Burt, Sally Edwards, Opal Rufus Lovett and Lee Manners. Another committee that had been appointed by the Executive Committee, the Nine-Month Twelve-Month Contract Committee, was announced. Members are John Van Cleave, Jerry Wilson, Linda Cain and Mary Jane Peters.

Ted Childress, marshall of graduations, was asked to talk about plans for the December graduation ceremony. He did not have definite information, but indicated that if 30 to 40 faculty members volunteered for the December graduation he would proceed with plans for those persons to participate in the ceremony.

President Reid then called attention to the draft of a tenure policy that had been distributed earlier and again at the beginning of the meeting. Discussion occurred later.

OLD BUSINESS, Committee Reports:

Policies:

Chairman Wilson presented the Committee's recommendations on graduation honors. Ms. Beth Stewart, representing the Student Government Association, was introduced. She reported the SGA unanimously supported the proposed standards and designations. The Senate then also unanimously accepted the recommended policy on honors. The report is appended to these minutes.

Chairman Wilson then presented a resolution recommending that the Board of Trustees extend the Tuition Assistance Program to the retired employees and the dependents of deceased or retired employees. The resolution was approved. It is appended.

Chairman Wilson then presented the resolution concerning the evaluation of administrators. This resolution was also passed and is appended.

Welfare Committee:

ms Rachel Jones
~~Chairman~~ Nicholson introduced a draft of the Committee's recommendation of an Emeritus Policy. This is to be considered at the next meeting of the Senate. He also reported the Committee continues to work on a possible sick leave accrual policy.

Admissions and Scholarship:

Chairman Poore presented some graphs depicting some preliminary information of the Committee's findings on grade inflation. He also reported the Core Curriculum Committee continues to meet and expects to have recommendations soon. He reported the Faculty Scholars are drawing up a constitution and bylaws to qualify as a campus club. End of Committee reports.

The Senate then elected faculty members to serve on the Eminent Scholars Committee. Elected were: from the Library, Jeanette Remer; from the College of Communications and Fine Arts, Ron Surace; and from the College of Letters and Sciences, Gene Blanton.

NEW BUSINESS:

The Senate then selected members to serve on a Promotion Appeals Committee. The requirements were that the members of the Committee be members of the Senate, hold the rank of professor and not be deans, department heads or administrators. Elected were:

Ron Attinger, Col. of Com. & Fine Arts
John Van Cleave, Col. of Letters & Science
Tom Nicholson, Law Enforcement
Joyce Roy, Education
Gail Camp, Nursing
Clifford Cypert, Commerce and Business
George Whitesel, Library

Dr. Whitesel is not a senator, but meets the other criteria so his election is subject to approval.

There was then a discussion of the draft Tenure Policy. Some suggestions for improvements were made and a request was made that a statement on the criteria for tenure be furnished.

The time of the next meeting was set for Monday January 9th at 3:00 p.m.

The Senate adjourned at 4:05 p.m.

GRADUATION HONORS

BE IT RESOLVED that the Faculty Senate recommends the following policy on graduation with honors be implemented as soon as feasible.

a) The designation "cum laude" will be engrossed upon the diplomas of graduating students who obtain an average of 3.5 to 3.69 quality points on hours attempted.

b) The designation "magna cum laude" will be engrossed on the diplomas of graduating students who maintain an average of 3.7 to 3.89 quality points on hours attempted.

c) The designation "summa cum laude" will be engrossed upon the diplomas of graduating students who maintain an average of 3.9 to 4.0 quality points on hours attempted.

d) For the purpose of determining eligibility for graduation with honors, the work of the student during the entire four years except the last semester in residence will be averaged to determine the appropriate award.

e) Those eligible for honors must have completed at least 32 semester hours at Jacksonville prior to their last semester. They must maintain the appropriate quality point average required for the honor to be awarded both in courses completed at Jacksonville and in the total record.

EXTENDING TUITION ASSISTANCE PROGRAM

BE IT RESOLVED: The Faculty Senate requests that the administration of Jacksonville State University recommend to the Board of Trustees the extension of the Tuition Assistance Program currently in force at the University to include retired employees and the spouses and dependents of deceased, disabled or retired employees of Jacksonville State University.

EVALUATION OF ADMINISTRATORS BY FACULTY

BE IT RESOLVED: The Faculty Senate requests that body be authorized to develop appropriate procedures for annual evaluations by the Faculty of the President and the Vice-President for Academic Affairs of the University, and for the deans of the colleges by their respective faculties; said evaluation to be considered as a significant contribution to the overall evaluation of those officers of the University for purposes of counseling, pay and promotion; and the said evaluations become part of each officers permanent record.

GRIEVANCE COMMITTEE

This Committee shall provide faculty members a way to present grievances in an evidentiary hearing by a means not otherwise available. The Grievance Committee shall be construed as an additional faculty grievance process rather than a replacement for already existing University procedures. The services of the Grievance Committee will be available to all members of the academic faculty of Jacksonville State University upon request. The Committee's composition, jurisdiction, and procedural rules shall be as outlined below.

(1). MEMBERSHIP

(1)a. The Grievance Committee shall be composed of nine members elected by the Faculty Senate. Each college shall be represented on this committee. The chair shall be a member of the Faculty Senate elected by the Committee, and the eight other members shall be selected from the Faculty Senate and the general academic faculty.

(1)b. The members of the Committee shall serve three-year terms; the initial composition to include one-third of the members each for one, two, and three-year terms, and thereafter selections for full three-year terms.

(1)c. The members of said Committee shall elect a recording secretary from its membership. This secretary shall be responsible for faithfully recording all such hearings conducted by the Committee.

(1)d. A quorum of the Committee shall be two-thirds of the members.

(1)e. When the Senate committee assignments have been made, the Grievance Committee shall select 24 names at random from all tenured, full-time non-administrative faculty, excluding department heads, to form the Hearing Panel pool. In the initial selection, the first eight people shall serve for one year, the next eight shall serve two years, and the final eight shall serve three years. Members who have served in the Hearing Panel pool shall be exempt from selection for the three years immediately following their terms.

(2). JURISDICTION.

(2)a. The Grievance Committee shall hear personal complaints from faculty members concerning professional relations with peers and superiors which may include, but are not limited to matters such as tenure, promotion, termination of employment, merit raises, teaching loads, academic freedom, professional travel, leaves of absence, employment contracts, and University benefits. It shall offer advice and counsel to members of the faculty who seek it, but shall not be construed as substituting for or limiting in any way the right of either party to retain and have independent personal counsel at any time. The Committee shall decide whether a complaint warrants a

hearing and if so shall refer the matter to a Hearing Panel.

(3). PROCEDURE.

(3)a. Any action to be considered by the Grievance Committee shall be initiated by by a written complaint from a faculty member delivered to a member of the Committee.

(3)b. The Committee member who receives the complaint shall be responsible to transmit the complaint to the chairperson of the Committee. The chair shall notify the person against whom the complaint has been lodged and shall arrange a meeting of the full Committee as soon as possible.

(3)c. If after the complainant and the person against whom the complaint has been lodged have had a chance express their differences before the Committee and had a chance to resolve the difference in the Committee's presence and have failed to reach such a resolution, if the Committee deems the difference worthy of hearing by a Hearing Panel, the Grievance Committee shall select a Hearing Panel as described below.

(3)c.(1) The Hearing Panel for a given case shall consist of five individuals selected randomly by the Grievance Committee from the members of the pool. Each party in the case may challenge up to three of the five names and members of the Panel may excuse themselves from a given hearing for cause. As necessary, additional names shall be randomly selected from the pool.

(3)c.(2) The Hearing Panel shall elect its own chair and secretary and shall keep full minutes of all its transactions. The meetings of the Hearing Panel shall be closed to the public except where requested to be open by the disagreeing parties. The meeting shall be guided by the general spirit of policies recommended by the American Association of University Professors.

(3)c.(3) A date for the hearing to begin shall be set by the chair of the Hearing Panel in consultation with the parties involved. A minimum of thirty calendar days shall be allowed for preparation prior to the formal hearing. Authority to extend this time limit shall lie with the Hearing Panel.

(3)c.(4) Both parties shall have the right to be represented by legal counsel. However, if either party plans to be represented by counsel he/she must notify the Chair of the Hearing Panel at least ten days before the beginning of the hearing. The chairperson shall then immediately notify the other party of such intent.

(3)c.(5) The complainant and one against whom the complaint has been lodged may both present any testimonial and/or relevant evidence. All evidence and testimony at the hearing shall be duly recorded by the recording secretary.

(3)c.(6) All parties shall have the right to be present and to hear or examine the evidence presented. Should a party waive this right, the hearing shall proceed with the other party's case presented

for review. Once the decision to waive participation has been made and the proceedings begun, the party shall have lost all rights to formal participation in the proceedings.

(3)c.(7) The Panel shall have full power to investigate the initial complaint beyond the evidentiary hearing. When the Panel is satisfied that all relevant evidence has been obtained, the Panel may vote on any proposed recommendation for resolution of the conflict. Any recommendation of the Panel must be approved by a majority vote of the members present.

(3)c.(8) Any recommendation by the Panel, including no action, shall be in written form stating the reasons for the recommendation. A copy of the recommendation and accompanying explanation shall be delivered to the complainant and defendant.

(3)c.(9) The decision and recommendation of the Hearing Panel shall be reported to the chair of the Faculty Grievance Committee, the President of the Faculty Senate and to the next regular meeting of the Faculty Senate. A minority report may be presented to the Faculty Senate by any one or more members of the Panel at the time of the majority's recommendation.

(3)c.(10) Upon presentation of the recommendation and any minority report of the Panel, the Faculty Senate may take such action as it deems appropriate. If actions are to be taken that shall involve the University administration notification of such shall be forwarded to the Vice President for Academic Affairs, who shall have 30 calendar days in which to take action.

(4). APPEAL PROCEDURE

(4)a. General.

If either the complainant or the defendant believes the findings of the Hearing Panel, the Grievance Committee, the Faculty Senate, or the subsequent actions of the Vice-President or the President of the University are unjust, an appeal procedure may be used. The aggrieved party shall direct his request for an appeal to the chair of the Grievance Committee, stating his reasons in writing. The Chairman shall assemble the Grievance Committee within ten days of the request. If it is the finding of the assembled Grievance Committee that the aggrieved party may have been treated unfairly at any point in the previous proceedings, an Appeal Hearing Panel shall be selected according to the method given above and another hearing shall be conducted independent of the first hearing. The Appeal Hearing Panel shall have all of the powers listed above plus additional powers to secure legal counsel and advice, at the University's expense, independent of that provided by the conflicting parties or the University. The recommendations for resolution of the grievance shall be again reported to the same persons as those listed above.

(4)b. Grievances involving academic freedom, due process, or termination of employment.

(4)b.(1) If the Appeal Hearing Panel determines there has

probably been a violation of a faculty member's academic freedom or his/her right to due process in the nonreappointment of an untenured faculty member, or if there is a basis for complaint in the termination or dismissal of a tenured faculty member for any reason, including financial exigency, discontinuance of a program or department, or for medical reasons, the Panel may secure legal counsel and advice, at the University's expense, independent of that retained by either of the contenders or by the University. The faculty member and the members of the administration shall be expected to cooperate with the Panel in securing witnesses and in making available pertinent documentary and other evidence. The recommendations of the Appeal Hearing Panel shall be reported to the complainant, the one against whom the complaint has been lodged, the President of the Senate, the Faculty Senate, the Vice-President for Academic Affairs, and the President of the University.

If the person responsible for probable violation of the rights of the faculty member, or if that person's line of superiors, including the president of the University, shall not correct the violation, the Faculty Senate shall, on behalf of the aggrieved faculty member, appeal to the University's Board of Trustees for relief of the grievance.

(4c) Access to an attorney

A disagreeing party may elect to use the University attorney as counsel or may choose an outside attorney at University expense.

(5). Termination of Participation in Resolution

(5)a. The Hearing Panel, the Appeal Hearing Panel, the Grievance Committee or the Faculty Senate may choose to terminate participation in efforts to mediate a grievance at any time.

(6). A faculty member wishing not to use the Grievance Committee procedure may pursue redress by other means.