Fayetteville State University  
Faculty Senate Meeting  
October 17, 2002  

Present:  A. Abokor, K. Anderson, G. Bell, S. Berretta, I. Brennan, G. Carson,  
S. Chao, Chen Y., D. Cisse, A. Dowdle, D. Heckert, T. Hennessey,  
Huang S., P. Jackson, S. Johnson, P. Jonsson, S. Livingston, P. Massey,  
G. McConnell, W. McLeod, F. Merchant, S. Rhodie, A. Tavakoli, M. Twum,  
S. Vallabha, C. Woods, Wu J., Zhao G.  

Faculty Senate Chair Stanley Johnson called the meeting to order at 2:15,  
Recording Secretary G. McConnell in attendance.  

The minutes of the previous meeting were approved with certain corrections  
for the sake of clarity on page 3.  

The agenda was adopted.  

The chair introduced Chancellor Willis McLeod to address the Faculty Senate.  

The chancellor said FSU has reached a compromise budget cut of a little less  
than 3%, which means no across-the-board or merit increases for anyone this  
academic year; the only possible increases will focus on market and equity.  
The chancellor then asked the faculty senate chair to form a committee to  
study equity and merit issues and to deliver its report by the end of this  
semester.  

The chancellor also said it may not be until next academic year that a  
reservoir of funding can be built up from the tuition increase.  He added that  
two million dollars will soon be available for teaching and learning purposes.  

The chancellor said that the business and finance infrastructure needs to be  
improved, and that some money will be used for this purpose.  Also, some  
adjustments will be made for persons in support areas.  

The chancellor made a commitment to informing faculty of all budgetary  
distributions.  Dr. Twum asked if faculty have access to the record of various  
departmental distributions; the chancellor said faculty should have and would  
have access.  Faculty Assembly Alternate Representative Van Cantfort cited  
President Broad’s directive that a copy of each campus’s full budget be  
available in its library.  The chancellor said he will see to it that a hard copy of  
the budget will be deposited in the library.  The budget will also be made  
available on the web.  Van Cantfort asked for clarity:  is it correct the budget  
makes no provision for merit raises?  The chancellor said yes, this is correct,  
and the same is true for lapsed salary monies.  In other words, no money is  
available for merit this year.
Dr. Huang asked if, when distributions are made to departments, the enrollment increase is considered. The chancellor allowed this to be a “fair observation.” Dr. Franzblau asked for a clarification of the term “equity”: is it gender equity, interdisciplinary equity, or an equity comparative to other constituent institutions? Vice Chancellor Massey said he wants to see comparisons by discipline with comparable institutions across the country. Franzblau said her concern is gender inequity. Once again, the chancellor charged the faculty senate chair’s new committee with taking these questions into consideration in order to make a comprehensive report.

Dr. Chen asked if professors recently promoted, awarded tenure, or given post-tenure review, would see a raise: the vice chancellor said yes, they would. In response to Dr. Huang’s question on enrollment figures taken into account for budgetary purposes, the vice chancellor said yes, they would be to some extent. The vice chancellor said the budget allows for fifteen and one-half new positions. Dr. Van Cantfort questioned the equity of distributions to the various Colleges and Schools. The vice chancellor said the distributions are equitable.

Dr. Chao suggested that misperceptions about departmental funding may originate in faculty’s ignorance of the criteria used for distribution. The chancellor said that the budget will be available for public viewing, whether or not the criteria are transparent.

The chancellor introduced Vice Chancellor Massey, who distributed a document titled “Procedures for the Selection and Retention of Department Chairs” (a copy of which is on file with the archival copy of these minutes), and the chancellor invited the Senate to examine it.

Dr. Van Cantfort asked when these procedures will be implemented. The chancellor said implementation will begin with the tenure of the new chancellor. Dr. Franzblau asked about implementation of the evaluative instruments. The vice chancellor reminded the Faculty Senate that the evaluative instruments are the responsibility of the Faculty Senate. Franzblau asked about the future of a chair whose performance does not satisfy that chair’s department. The chancellor said he would look again at chairs’ evaluations.

Dr. Van Cantfort suggested that the intent of the original proposal was to provide an automatic rotating process. The chancellor said again that he would look into chairs’ evaluations. The vice chancellor said a wholesale turnover of chairs would not be desirable. The chancellor said that a chair whose performance is unsatisfactory will be removed. Dr. Dowdle asked if this document (“Procedures”) will go into the Handbook. The vice chancellor said it will.
Faculty Assembly Alternate Representative Van Cantfort reported that the university budget has been cut by 2.88% and that the budget for next year will probably not be any larger. Van Cantfort reminded those on the State Retirement Plan that the legislature did not contribute to the Plan this year, but that TIAA—CREF payments have not been affected.

Van Cantfort reported that the Faculty Assembly is also concerned with the number of faculty lines being occupied by assistant and associate deans. Also, the Faculty Assembly is concerned with the level of shared governance from campus to campus. A survey will be distributed to all campuses on these matters.

Old Business:

The chair referred to the lists of Faculty Senators and Faculty Senate committees and asked senators to e-mail him corrections. The chair asked committees to elect their chairs at their first meetings and that the chairs then publicize committee meeting dates and times.

Dr. Richard Ellis visited the Faculty Senate to submit a draft of a resolution (a copy of which is on file with the archival copy of these minutes) designed to improve faculty salaries. It was moved to accept Dr. Ellis’s action plan. Dr. Dowdle reminded the Faculty Senate that the plan needs to be drafted formally. Dr. Jonsson said it is just a plan to be accepted. The chair offered to put the question on the agenda for next meeting. Ms. Vallabha asked if it were not possible to expedite the process. The chair said he would channel the plan through the appropriate committee. The motion to accept Dr. Ellis’s plan was withdrawn. Dr. Chen moved that the chair and Dr. Dowdle write the formal resolution of the Ellis plan. The motion was seconded. Dr. Dowdle said the Faculty Governance Committee is the appropriate venue for the resolution. Dr. Chen withdrew his motion.

The chair presented a resolution requesting that the Board of Trustees add one more faculty seat to the Chancellor’s Search Committee. It was moved and seconded to accept the resolution. The motion passed by acclamation. Dr. Dowdle moved that the chair charge a committee to draft a resolution to be presented to the next Executive Committee meeting. The motion was seconded and it passed.

The meeting was adjourned at 3:45.

Recorded by

G. McConnell