CALL TO ORDER
The chair, President Carl Patton, called the meeting to order at 3:11.

APPROVAL OF MINUTES
The minutes of the February 24, 1994, meeting were approved as distributed.

PRESIDENT'S COMMENTS
Welcome. Dr. Patton extended a welcome to all of the daughters spending the day at work with their parents.

NASULGC. GSU has recently been admitted to membership in the National Association of State Universities and Land Grant Colleges. This membership recognizes GSU's growth as a research institution, both the amount of research funds received and the number of Ph.D. students we are graduating. Our former application was not approved. This positions us for continued growth as a research institution. (Information Note by recorder: GSU is a member due to meeting their criteria as a state university; we are not a land grant college -- the only one in Georgia is the University of Georgia.)

Rialto Campaign. The campaign continues to go well. We have received a $1M gift from Coca Cola, which is important not only due to the amount but because it is from the Coca Cola Foundation. This sets a new standard of giving to GSU. This puts the campaign over $10M. This proves that we can be successful in a major capital campaign.

Provost Search. We have invited three candidates to campus: (1) Dr. Larry Braskamp, Dean of the College of Education, University of Illinois at Chicago, (2) Dr. Brian Foster, Dean of the Graduate College, Arizona State University, and (3) Dr. Ronald Henry, Provost and Executive Vice President for Academic Affairs at Miami University of Ohio. Dr. Braskamp is on campus this week; the other two candidates will be on campus next week. Opportunities are being created for
Budget, Fiscal Year, 1995. Dr. Patton said that when he came to GSU, he tried to open up the budget process and make it more participatory, clear, and consistent. He extended his appreciation to many in the meeting but particularly to the Budget Committee and the Fiscal Advisory Committee to the President and to Bill Decatur and his staff. During the past year he has spoken of his budget priorities and has provided these to the various budget committees. The six priorities were: (1) To adjust the salaries of the lowest paid group of staff and to provide equity adjustments for faculty members. This is a multi-year process. Some of our staff are paid below the poverty level and we need to bring them up. Others are paid inadequately compared to the market. Among the faculty there are inequities as well. (2) Selected commitments in Academic Affairs. Some of these include the Library. For years we have funded the Library from end of year money; we will have to continue to do that, but the proportion of funds for the Library funded from end of year money has increased. We need to reverse that and fund the Library more and more out of fund code ten. Research support, especially graduate assistants; accreditation; and unmet demands are other important issues. (3) External marketing and fund raising in order to conduct a successful capital campaign was an important priority. We get our money from four sources: the State, our students in the form of fees, in the form of grants and contracts, and in gifts. Gifts have tremendous potential for increasing here at GSU. Our current Foundation, while they have supported us generously in the past, has total assets of about $17M. in comparison, Emory has a Foundation of $1.3 billion, University of Georgia has about $250M, and Georgia Tech has about $350M. Clearly private support here needs growth. (4) Recruitment, Admissions, and Financial Aid Support. We are enrollment driven and we need to be recruiting in the same areas that Kennesaw and Gainesville and other colleges are. Also, we need to make sure that our students receive their financial aid in a timely manner. (5) Compliance and Security. There are some areas where we have no alternative but to meet the legal requirements for compliance. We are all concerned about maintaining the secure campus that we have. (6) Presidential Reserve Fund. This would allow him to respond to opportunities and emergencies during the year. We have used these priorities in the development of the budget.

The university received an average five percent increase this year for merit salary adjustments. But unfortunately we received a smaller amount of funds for other operating expenses. Our list of needs well exceed the $1.9M that we were allocated by the Regents. The Fiscal Advisory Committee to the President recommended that we use funds from other sources to try to increase the amount of continuing funds that we can allocate each year. The committee recommended that we use part of the renovations and moves budget in order to increase the funding available this year. He agreed to this but with some concern. When looking at the needs well in excess of $2M a year. We have not developed that capital budget process to the level we want to; this is a process to work on in the coming year. Part of the moved money needs to be restored in future years to accommodate some very needed moves.

We also took revenues from other sources. One of these was an estimate of the amount of credit hours we will generate which will in turn create instructional fees from students. We have estimated a level of students quarter credit hours that would produce an increase in revenue. We must keep our credit hours up to continue to meet that unmet need. In addition the allocation of three percent increase for operation of plant funds was assigned to be used for allocation of unfilled positions. So there was $1.9M allocated from the Regents; this combined with these other sources, we have identified $3,245,000 to fund commitments this year.
The Fiscal Advisory Committee made a number of recommendations to the President. He is basically taking their recommendations, but has made some modifications which he has discussed with them as well as with the deans. Some broad ideas of what is occurring includes: (1) in addition to the merit adjustments that will be made, we are going to be addressing equity and market adjustments. To fund staff salaries that have been found to be out of line by the compensation survey and to make equity adjustments in faculty salaries, we have allocated $882,000. The needs are in the millions and cannot all be made at once, but this is a beginning. These funds will be split allocating 60 percent to implement the compensation study for staff and 40 percent will go for faculty. (2) $1.6M was allocated to the Division of Academic Affairs for specific activities such as minority hires, faculty promotions, and fund code ten funding for the Pullen and Law Libraries, a major amount for unmet demands, and funding for graduate research assistants. (3) We have made substantial progress in leveraging additional funds from the State. We leveraged over $8M additional funding this year from the State, and the Rialto Campaign is successful now at the level of over $10M. We can continue to do well in this area, but we need to begin to prepare for a capital campaign. I am allocating $190,000 to the Division of External Affairs for marketing and preparation for a multi-million dollar campaign. (4) $140,000 is being allocated to the Division of Student Affairs for recruitment and financial aid support. (5) $150,000 will be allocated in the Division of Financial Affairs for compliance and security. (6) A small presidential reserve fund of $25,000 has been set. (7) This leaves $1.6M in our moves and reallocation budget for this year. We will be examining very carefully the moves and renovations made.

Dr. Patton said he made these recommendations in consultation from the Fiscal Advisory Committee. We have needs that far exceed the funding that we are now receiving. We tried to relate the expenditures to the university's strategic plan as well as my view of the most critical needs here at this time. He is trying to look at multiple year expenditures. Being consistent and clear in our recommendations is important. He thanked everyone who has participated in the budget process.

While it may be difficult to comprehend all this without a written document, he does not want to put out a document until everything has been double-checked and figures are final.

NEW BUSINESS

Resolution from the Executive Committee. Paula Stephan, Chair of the Executive Committee, introduced one resolution. This is a resolution for the committee on Student Life and Development concerning the policy of tape recording in class. This was a one sentence statement that read: "Tape recording of classes is allowed based on the permission of faculty members prior to taping." The Executive Committee recommends a do pass on the recommendation subject to adding the following words suggested by John Marshall (Legal Affairs): "However, a faculty member will not deny such permission if taping is necessary to accommodate a student's disability, as defined in the Americans with Disabilities Act or handicap, as defined in the Rehabilitation Act of 1973." The motion was seconded. Discussion followed.

Concern was expressed over the construction of the original sentence and a substitute motion was offered reading "Students may tape record class lectures only after first receiving permission of the instructor." This would then be followed by John Marshall's wording. The question was called on the amendment. The motion passed. The question was called on the main motion which would include the above reworded sentence and the wording from John Marshall. The main motion passed.

COMMITTEE REPORTS
Admissions and Standards, Hugh Hudson. The committee has promised to bring a policy on academic honesty. But that is not included. The reasons are that they had some difficulty in the transmission of the document to the Executive Committee. On April 15, the Executive Committee received a memorandum from the university attorney raising certain problems that John Marshall saw in the document as received. John was member of the subcommittee that worked for two years on this document and a member of his staff or he has always been present during deliberations on this matter. They also held joint hearing with the Committee on Student Discipline. His concern was that the issues raised in John's memorandum of April 15, which he was informed of on April 20, the date that the agenda had to be submitted to his body, and thus there was no ability to see or respond to the document. These issues should have been raised earlier; this was a late date for a member of the subcommittee to bring these concerns the Executive committee. We are formally complaining. We hope this is not a new trend in the way in which business is conducted in this body. Therefore, we do not have a policy on academic honesty to give you now. Dr. Hudson promised that a policy would be before the body in the fall meeting that can be relied on. He will ask in the fall that the new policy take effect immediately. Jim Scott, Vice President for Student Life and Enrollment Services, is well informed about the policy; we will not have any problem with the implementation in the fall.

John Marshall responded. John was asked by the Executive Committee on April 14 to review the document and he responded on April 15. He responded in significant part based on an experience he had been going through in the College of Business. It was difficult situation concerning a plagiarism situation in class; the instructor and the department chair were at odds over several things. As a result, it became apparent that the new policy would cause some significant problems in the areas raised in the memorandum and would probably have prevented what ended up as a reasonable resolution to the satisfaction at least to the department chair and the faculty member. So he raised the issues after having been asked and asked that they be raised on the floor of the Senate. The Executive Committee suggested instead that it be sent back to committee. This was based on an incident and not whim.

Athletics, Valerie Miller. The Committee has met once. They covered some of the reasons why we have had a coaching change in basketball. One was a dismissal and one was resignation. These were part of the annual evaluation; it was not based solely on one year's performance. The promotion of Carter to head basketball coach for the men's team was a safe thing to do at this point; it did not require a full search or a lot of money. The women's search has recently been concluded. We hired the women's coach from Mercer University, Lee Henry. Student athletes are doing well; we have 34 in the 3.0 range or better and 9 in the 3.5 or better range. We will be discussing the absence/attendance policy in the coming months with Hugh Hudson and Ed Gorsuch.

Budget, Fred Massey. Dr. Massey handed out a printed report of the Budget Committee. The items discussed in the last three meetings are discussed.

Commencement, Carl Patton. The Committee has met once. June 25 is the next commencement. We have two ceremonies, 10:00 a.m. and 3:00 p.m. The speaker at both will be Don Ratajczak. This is the twentieth year anniversary of the Economic Forecasting Center. He is a very highly respected and sought after speaker everywhere. Dr. Patton expressed appreciation for increased faculty attendance at commencement. The committee discussed two letters at the last meeting. One dealt with decorum at commencement and the committee will try to address some of the matters. He was surprised; he felt compared to other universities, our decorum is very good. Another matter discussed involves prayer at commencement. It remains a confused matter with people on both sides of the question. We have asked again for a ruling of the Attorney General and the new Chancellor.

Cultural Diversity, Christine Gallant. The committee has met five times. We collected 19 reports from task
forces and ad hoc committees from past years. We have made recommendations and we have ranked them. The reports did not address any staff concerns, and we want to make this a high priority item in the next year. The report is in the final stages. It does not require Senate approval. We will send the report directly to the President and Provost. The report will also be sent to both the 1993-94 and the 1994-95 Senators by the next Senate meeting.

Executive Committee. Paula Stephan. The Executive Committee meets twice a month with the President and Provost. In addition to hearing proposals that have been forwarded to us, we discuss such issues as budget, evaluation process, documents to go to the new Chancellor, prayer at commencement and others. We have also continued to meet with vice presidents who are new to GSU. This quarter we met with Jim Scott, Student Life and Enrollment Services, and with Bob McGinnis, with Development. This week and next we will be meeting with Provost candidates on campus. We too are also very sorry that the Policy on Academic Honesty is not available today; due to incredible glitches in communications, we got a nine-page document ten minutes before the Executive Committee met and it would have been difficult to act on it at that point.

Faculty Affairs. Ed Gorsuch. The committee has met three times this quarter. It has been concerned with the university promotion and tenure document as well as with the university appeals procedure. With regard to the P&T, the document provides for guidelines for promotion and tenure across the colleges of the university. It involves a combination of a process that goes back quite some time. We are in the final iterations of this document and have received input from the president. It is my understanding that the deans are engaged in the same process. There should be something before the full Senate probably at the fall meeting. He recognized the subcommittee that has been working so hard on the P&T document; this includes Bob Elrod, Constance Demetracopoulos, Truman Hartshorn, Stephanie Summers, Walt Daves, Edith Guyton, Linda Bell, Gabor Patonay, and Les Rue. With regard to the university appeals procedure, there are some problems with the current policy that have become apparent. This current policy, ironically, just was officially approved by the Regents in April, 1994. It has been at the Regents office for two years. It was written before we had an ombudsperson. The actual operation of the policy in effect reveals some problem areas. These are addressed by the proposed university appeals procedure, which will be discussed by a joint subcommittee of the Statutes and Bylaws Committee and the Faculty Affairs Committee. The resolution that was passed in the Faculty Affairs Committee was sent to the Bylaws Committee and they suggested the operation of this subcommittee. Also, he recognized publicly the work of Barbara Cheshire and Hugh Hudson in this matter. Members of the Faculty Affairs Committee are serving on the selection committees of Alumni Distinguished Professors and for the Outstanding Faculty Achievement award, as well as on the instructional grant review committee. These members are Edith Guyton, Constance Thalkan, Constance Demetracopoulos, and India Podson.

Fiscal Advisory Committee to the President. Bill Decatur. The committee has met many times for many many hours since the last Senate meeting. The results of all those meetings resulted in recommendations to the President and ultimately provisions that he summarized earlier. Some work remains to be done for the committee; this Friday we will be reviewing the Auxiliary Budgets. This is the first time that those budgets have been reviewed outside of Financial Affairs. He thanked the committee for much hard work and many long hours. The work included much open and honest debate; there were many good and sometimes heated exchanges, but it resulted in the best decisions we could make given the resources. He thanked Jerry Rackliffe and his staff in the university budget office for the excellent support to the committee. In addition to the Auxiliary Budgets, we must also update the 1995 budget presentation that we made to the Chancellor. We do not know at this time when our 1996 budget hearing will be with the Chancellor. In past years, that was in late summer or early fall. Last year, it was not until late winter. Therefore, we do not know when we will have the hearing, but we must begin preparing for that. While it is fresh in everyone's mind, we are going to undertake a review of the process that we have just completed. We are making notes on how we can change and improve the process and be ready to go next fall. One of the things we are going to do is move the calendar forward so that we do not have all of these activities compressed into late winter and early spring.
quarters. Finally, the 1995 budget will be wrapped up in the next few weeks. Our intent is for the first time make the budget available to all vice presidents, deans, chairs, and anyone else who would like a copy of it.

**Library Advisory**, Steve DuPouy. The committee focus for the year has been bringing together the external review document that was turned out regarding the library. We have written a report on the document to Cleon Arrington and to the PACE committee. We examined the budget of the library for the next year and have given the University Librarian, Ralph Russell, some advice on the problems.

**Nominations**, Carolyn Robison. No report.

**Planning and Development**, Bill Waugh for Truman Hartshorn. The committee has three active subcommittees working on issues. The Strategic Planning Subcommittee will be producing an interim report later this spring for consideration of the full committee in the fall. A joint subcommittee with PACE is studying the suburban campus issue. The Capital Budgeting Subcommittee is dealing with capital budget priorities. Recommendations from both of the latter two subcommittees will be received by the full committee at its May 11 meeting.

**Programs and Continuing Education (PACE)**, Carol Winkler. The committee approved the Center for Biotechnology in Drug Design and recommended that the Provost forward that proposal to the Regents for review. During that process, the committee had extensive discussion about the need to improve the process and to discuss the criteria for reviewing centers with issues such as what the role of the external reviewers would be, what questions they would ask, who they should be, etc. We ultimately sent the discussion back to a subcommittee for formal recommendations that we would anticipate at the next meeting. We also approved the Master of International Business proposal. This was a pre-proposal and recommended also that the Provost send this forward to the Regents for review. We have seven departments across the university or programs that are coming to a close on their self study at this point, we plan to have a orientation in May (Margo Brinton and Carol Winkler) for the programs that will be undergoing review during the 1994-95 academic year. We are currently involved in reviewing the existing Gerontology Center and the proposed Occupational Therapy program. Hearings have been sent out on the Occupational Therapy program and will go out soon on the Gerontology Center in case anyone would like to make comments. The committee has ongoing work with the P&D committee regarding the off-campus sites at Roswell. The only other business at the moment it that the Undergraduate Council is working with an ad hoc committee of the College of Arts and Sciences to identify expected outcomes and methods of assessing progress toward the university's general education goals.

**Research**, Robin Morris. The Research Committee has also been involved in the review of Centers and we also unanimously approved the new Center for Biotechnology and Drug Design to go to the Provost. It is a very strong Center. They were also involved with PACE in developing a procedure for review of centers. They have just completed a complete written review by all of the directors of all the centers on campus; this is the first time that we have been able to get all of the centers to give us information about what they are involved in on campus and how they are doing it. We would like to compile some information for PR purposes and other purposes. This will be a continuing process. We are studying the amount of research dollars that we bring in that have certain federal classifications and the priority that we put on research. The Research Committee clearly wants to strive to move up to the next level of classification and we need to determine what are we going to have to do to make this move.

**Statutes and Bylaws**, David Center. The committee met this month to consider a proposal from the Cultural Diversity Committee to amend the Bylaws to set the term of office of members of committee from the Staff Advisory Council. This is not currently covered in the Bylaws. We adopted wording that would set the term of office for staff members as two years which is the same as terms for faculty members. This has been
Student Discipline, Valerie Miller. Part of the problem of the Academic Honesty document dealt with the Student Discipline Committee's hearing procedures. This is a document that his office has had for well over a year; his office received it last February. It was simply a formal, written document of how things have been run for the last five years. One of the things that he is objecting to has evidently been known to members of this office who have been at the discussions. It is a great concern to the committee that Mr. Marshall is just now finding out the way something is that has been going for quite some time.

John Marshall responded that the procedures that are contained in the document have been changed three times since last summer. So there have been some changes although not in that particular part. The original document, as recently as October, said that the only time that anyone could ask questions would be if the faculty member gave them permission. This is not how they operate the hearing. Therefore, I do think that another look needs to be taken of this document.

Student Life and Development, Kurt Keppler for LeVoyd Carter. The committee basically worked on three things: (1) item about tape recording acted on today. (2) Discussion about the new student center, its location, its contents, the activities that would be in it. (3) The three proposed fee increases in athletics, student activities, and health. These were discussed at length and supported by the committee.

ANNOUNCEMENT.

Carolyn Robison encouraged everyone to participate in the faculty and staff campaign and urged the importance of making a contribution to the campaign. There is a great need for unrestricted funds, but funds can be designed for special purposes.

ISSUE OF PRAYER. Linda Bell pointed out that we have a very diverse faculty and student body and that she knew of no prayer that could be respectful of all those people. She wanted GSU to take the initiative to make a decision and not have to wait on the Attorney General. She wanted make a motion if it was in order. Dr. Patton gave some background. He said that some other universities in the state are struggling with this. One particular other university has itself in a dilemma which has a motion from the Faculty Senate not to have prayer and it has a motion from the student body to have prayer. In addition, another university asked for further information on this and they received a recommendation that dealt with high school students being able to elect whether or not they have prayer. He would like for us to avoid the position where we have conflicting rulings. The commencement committee is concerned and are trying to deal with it in way that will resolve the issue. He invited Dr. Bell to convey something to the committee and he would take it back to them.

DEPARTMENTAL HONORS. Carolyn Denard asked who to direct her question to and also partley to bring it to the attention for the Senate; she is chair of the honors and awards committee in her department. Many students elect to write an essay that bestows upon them graduation with distinction in English. At the graduation exercise, however, there is little distinction given to these students. They do get a stamp on their transcript, but it would serve will the students and the departments and the university if we have students who are doing special projects that merit distinction to let the public know but some distinction at graduation such as an asterisk on the program or gold cord. Dr. Patton said that this was sent to the Commencement Committee and a response was sent to Dr. Denard form Dr. Storrar. Dr. Denard said that she would appreciate a larger hearing on the matter. Dr. Patton said that the Commencement Committee could re-examine that issue and present it to the larger group.

ISSUE OF PRAYER. Linda Bell presented a motion: "I move that the Commencement Committee be
directed by this body to work out a commencement program that is respectful of all individuals at this university." The motion was seconded. Discussion followed. Paula Stephan said that this was something in which there has been a great deal of discussion about. We have much better climate for achieving what you want to accomplish without making this into an issue at this point and giving the group until sometime next year to talk about it. A lot of time has been spent on this and there are many who share Dr. Bell's sentiments and who are very concerned that we have a commencement that is much less respectful of lots of people views than the current one. We could advance Dr. Bell's goal much more given some time to discuss it. John Marshall called for a point of order and requested a reading of the motion. Linda Bell restated the above wording. Dr. Denard wanted to know if Dr. Bell was directing this toward the prayer issue; she said that she was because she feels that this is the part on the issue and not make a motion now; she does not want to find GSU in the same situation that other institutions find themselves in. Dr. Patton suggested that Dr. Bell join the Commencement Committee. Dr. Bell wanted a motion due to the legal issue; she would like the university to take a stand and not just follow. She said that given Dr. Stephan's concerns, she was willing to withdraw the motion. The person who seconded the motion was also willing to withdraw the motion. Dr. Patton asked Dr. Bell again to join the Commencement Committee and also said that he would like to share some information about the issue with her privately.

OLD BUSINESS

None.

The Senate adjourned at 4:15 p.m.

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Barbara Buffington for
Carolyn Robison, Secretary
University Senate