

# **RESOLUTIONS 1989-1999**

## **Jacksonville State University Faculty Senate Resolution**

### **On Computation of Incompletes**

Whereas, JSU currently treats the Incomplete as an F in computation of GPA; and

Whereas, this policy results in distortion of the GPA, and penalizes students unfairly;

THEREFORE, BE IT RESOLVED: That the incomplete no longer be included in computation of GPA. Should a student fail to complete required work according to deadlines stated in the catalogue--during the next semester of enrollment or a calendar year, whichever occurs first--the Incomplete will then convert to an F.

## **Jacksonville State University Faculty Senate Resolution**

### **On Including Prerequisites in Computer Registration**

Whereas, students registering by phone or internet can enroll in courses for which they lack prerequisites; and

Whereas, this situation violates the logic of the education process, contradicts course descriptions in the university catalogue, and places students at unnecessary risk;

THEREFORE, BE IT RESOLVED:

That the programs for phone and internet registration be altered to block students from courses for which they lack prerequisites.

That, until such alterations can be made, a statement be inserted in phone and internet registration programs reminding students that they must have required prerequisites.

That, to reduce the likelihood of student error during phone and internet registration, a window be added which asks students to confirm their schedules before final entry into the university computer.

**Jacksonville State University  
Faculty Senate Resolution**

**Graduate Students Seeking to Change from the Thesis to the Non-Thesis Option**

Whereas, the JSU graduate catalogue currently prohibits students who register for the thesis from changing to the non-thesis option; and

Whereas, the policy may create unnecessary difficulties for students; and

Whereas, the policy does not reflect the graduate school's practice;

THEREFORE, BE IT RESOLVED:

That the Faculty Senate asks the Graduate Council to consider revision of this statement. Students seeking to change from the thesis to the non-thesis option might be required to petition the Dean of the Graduate School and/or the Graduate Appeals Committee. Students changing to the non-thesis option should be obliged to take a full six hours of course work. A policy regarding grades for thesis credit in such situations should be stated as well.

**Jacksonville State University  
Faculty Senate Resolution**

**Ad Hoc Committee on Pedestrian Traffic**  
Joint Resolution of the Faculty Senate and the Student Senate

Whereas, student enrollment at JSU is expected to increase substantially, and

Whereas, this will also result in increased numbers of faculty and staff, and

Whereas, the most sensible way for these people to travel intra-campus is on foot, and

Whereas, the safety of students, faculty and staff, and particularly pedestrians with special needs, is a primary concern of the University, and

Whereas, the University has a responsibility for providing equal access and could be considered liable if it fails to implement measures related to safety, the Faculty and Student Senates submit this joint resolution setting forth guiding principles for making the campus more pedestrian friendly.

**Guiding Principles:**

1. Pedestrians should be able to walk relatively directly between any two points on campus on

sidewalks. This would require the construction of new sidewalks and the improvement of some existing sidewalks.

2. Pedestrians should never have to walk on roads or through parking lots to reach their destinations.
3. Pedestrians should never have to cross major thoroughfares, such as Highway 21, except at cross-walks controlled by traffic signals or on overpasses. If these improvements require State approval, work on obtaining this approval should start immediately.
4. Pedestrians should never have to cross smaller streets except at clearly marked pedestrian crosswalks. At some locations, particularly along Forney Avenue, this would require all-stop automobile intersections. This would have the additional advantage of slowing down automobile traffic.
5. The safety of pedestrians should never be compromised for the convenience of automobile traffic, for the sake of maintaining a certain "look" for campus or in order to save relatively insignificant amounts of money. Safety and aesthetics are not mutually exclusive.

A map and detailed description of required improvements in the JSU pedestrian infrastructure accompanies this resolution.

Be it resolved that the Faculty and Student Senates recommend that the Administration adopt these guiding principles and immediately begins to implement the required improvements.  
Attachment for Faculty and Student Senate Joint Resolution on Pedestrian Traffic.

In general, whenever a sidewalk empties into a parking lot, the curb should be broken at that point and no parking allowed at that location.

In general, whenever a sidewalk directs pedestrian traffic into or across a road, this location should be marked as a crosswalk with both pavement markings and signs.

In general, for student safety, all sidewalks should be adequately illuminated.

Detailed list of sidewalks needing improvement or new construction.

In approximate order of importance:

1. Construct a new cross-walk controlled by traffic signal lights on Highway 21 in front of Brewer / Merrill Halls.
2. Construct a new sidewalk running from the southwest corner of Stone Center, behind Merrill and connecting with the sidewalk along the east side of Highway 21 near Brewer Hall. At the present, the majority of pedestrian traffic leaving Stone Center exits directly into a parking lot.
3. Eliminate parking between the two pedestrian crosswalks connecting TMB and Hammond

Hall. Extend the sidewalk running along the east side of Hammond out and around the steps to the Art Gallery so that the sidewalk is continuous with that in front of Daugette Hall.

4. Construct a new sidewalk / improve the existing sidewalk along the south side of Bennett road from Highway 21 to at least the eastern end of Martin Hall parking lot. The sidewalk along the north side of this parking lot should be widened, leveled and signposts removed. A bicycle lane could also be constructed at this location at the same time.

15. Construct a new sidewalk along the south side of Highway 204 across the length of campus. A bicycle lane could be constructed at this location at the same time.

6. Construct a new sidewalk along the west side of Highway 21, from its intersection with Highway 204, north, up to and including the parking lots across from Merrill Hall. A bicycle lane could be constructed at this location at the same time.

7. Construct new cross-walks controlled by traffic signal lights on all four sides of the intersection of Highway 21 with Highway 204.

8. Construct a new cross-walk controlled by traffic signal lights on Highway 204 at some location convenient to Campus, possibly at Forney Drive or at the intersection with the Ladiga Trail. The new apartment construction on Highway 204 adjacent to the Ladiga Trail will likely make this a problem area for pedestrians and car traffic. This might be combined with a light-controlled intersection for automobile traffic where Forney intersects with Highway 204.

9. Continue the sidewalk on the east side of Highway 21 from Cole Library south to at least the Alumni house.

10. Construct a new cross-walk controlled by traffic signal lights at intersection of Highway 21 with Trustee's Circle / Roebuck Waters drive.

11. Construct a new cross-walk either controlled by traffic signal lights, or possibly as part of a three-way stop, at the intersection of Forney Drive with the road leading to Paul Carpenter Village / the Coliseum.

12. The sidewalks, essentially curbs, running through the parking lot west of Stone Center should be widened or separate concrete curbs installed so that vehicles do not obstruct pedestrian traffic and all utility poles and signs that have been placed in the middle of these sidewalks should be removed.

13. Extend the sidewalk along Trustee circle, north of the Stadium, to connect Daugette and Fitzpatrick Halls.

14. Extend the sidewalk running behind Weatherly Hall so that it extends south to Russell Street and north to those behind Rowan Hall.

15. The sidewalk along the northwest side of Street Avenue between Curtiss and Fitzpatrick

Halls, that is essentially a curb for the parking lot, should be leveled and widened so that vehicles do not obstruct pedestrian traffic.

16. The sidewalk along the east side of Forney Avenue between the Heating Plant and Dixon Hall, that is essentially a curb for the parking lot, should be leveled and widened so that vehicles do not obstruct pedestrian traffic.

17. The sidewalk along the southeast side of Street Avenue, that is essentially a curb for the parking lot, should be leveled and widened so that vehicles do not obstruct pedestrian traffic.

18. Construct a new sidewalk on the southeast side of Russell Street that connects the sidewalk along Forney to sidewalk along Trustee Circle.

19. Construct new sidewalks on both sides of Naylor Street connecting the sidewalk along Forney to the sidewalk along Trustee Circle.

20. Extend the side walk on east side of Trustee Circle, between Rowan and Pannell Halls, continuing it around the loop until it reaches the parking lots in front of Mason Hall.

21. Extend the sidewalk on the east side of Forney Avenue, starting along the west side of Curtiss Hall and continuing to Mountain Street.

22. Extend the sidewalk on west side of Church Street so that it runs all the way to Stone Center, not just terminating in the parking lot.

23. Construct a new sidewalk along the north side of Bennett Road from Highway 21 to Wallace Hall.

24. Construct a new sidewalk on south side of 11th Street from Church Street to Highway 21.

25. Extend the sidewalk on the north side of Cole Drive beyond the Football Stadium to the east, around curve and down to Mountain Street.

26. Construct a new sidewalk along Roebuck Waters Drive between Highway 21 and Church Street.

27. Construct a new sidewalk on the west side of Church Street between Bennett Road and Roebuck Waters Drive.

January 31, 2000

**Jacksonville State University  
Faculty Senate Resolution FS99-1**

**Increase the Number of Available Leaves of Absence per Year**

Whereas, the number of leaves of absences available per year is now only two (one to allow a faculty member to conduct research and one to allow a faculty member to pursue advanced training or study),

Whereas, this policy predates the time when tenure and promotion at JSU required substantial evidence of research and publication,

Whereas, the number of JSU professors with terminal degrees who are working under the new requirements has increased considerably over the last decade, and

Whereas, the teaching load makes it very difficult to conduct research during the school year,

Be it therefore resolved that

- (1) the number of leaves of absence available for faculty members who wish to pursue advanced training or study be increased from one to two per year and that
- (2) the number of leaves of absence available for faculty members who wish to conduct research be increased from one to six.

**Jacksonville State University  
Faculty Senate Resolution  
Midterm Grades**

Whereas, midterm grades often do not reasonably reflect a student's class standing as only a small number of assignments/exams have been evaluated by the time midterm grades are due; and,

Whereas midterm grades are sent to post office boxes at JSU which many students often ignore; and,

Whereas, due to legal constraints, parents who desire to obtain midterm grades cannot do so; and,

Whereas, midterm grades are non-contributive in informing students of their class standing as most students are aware of their standing; and

Whereas, midterm grades are expensive to produce and to distribute to students each semester;

Be it resolved that the faculty feel that reporting midterm grades is neither an effective nor an efficient policy and recommend that it be abolished.

Under consideration for vote at Feb. 1999 meeting

**Jacksonville State University  
Faculty Senate Resolution S99-3**

**Resolution Honoring President Harold J. McGee**

Whereas, Dr. Harold I. McGee is retiring as president of Jacksonville State University in June 1999, and

Whereas, he has dedicated his time and efforts since 1986 to Jacksonville State University, and

Whereas, he has worked diligently to promote Jacksonville State University's mission, and

Whereas, he has reinvigorated the aesthetic and physical infrastructure of the campus, and

Whereas, he has heightened Jacksonville State University's technological advancement, and

Whereas, he has helped Jacksonville State University set goals and define roles for the university for the twenty-first century, and

Whereas, he deserves recognition for the contributions he has made as president of Jacksonville State University,

NOW, THEREFORE, the Faculty Senate of Jacksonville State University gratefully acknowledges all that Dr. McGee has done for the university during his term as president. The Senate further congratulates him on his retirement and wishes him well in his future endeavors



Jacksonville State University  
Faculty Senate Resolution S99-3

**Equity Funding for Alabama's Four-year Colleges and Universities**

This resolution is designed to help bring about funding for Alabama's four-year colleges and universities.

Whereas, the presence of vigorous, adequately funded public institutions of higher learning is critical to the economic and social development of the State of Alabama and to the outstanding preparation of K-12 teachers;

Whereas, faculty salaries at Alabama's four-year colleges and universities continue to fall below both regional and national averages for similar public institutions of higher learning in other states, and;

Whereas, Alabama's four-year colleges and universities continue to experience-at best-a 'brain drain', and-at worst-a hemorrhage of faculty talent to other states (see attached list) where compensation is more in keeping with regional and national norms;

Thereby Be It Resolved by the Faculty Senate of Jacksonville State University:

That Governor Don Siegelman, in his forthcoming budget proposal, ask that at least one-third of the state's Educational Trust Fund go to higher education, i.e., four-year colleges and universities, for the purpose of raising faculty salaries to the regional average attained by other institutions in the southeast.

Jacksonville State University  
Faculty Senate Resolution

**Cleo and Carla Thomas Award**

Whereas Carla and Cleo Thomas have committed their lives and talents to bettering the quality of life in Northeast Alabama; and,

Whereas one manifestation of that commitment is the investment they have made to furthering higher education; and,

Whereas one part of that commitment to Jacksonville State University is the establishment of the *Carla and Cleo Thomas Award for Outstanding Educational Service* to the University and the wider community.

Therefore be it resolved that the Faculty Senate of Jacksonville State University extends its heartfelt thanks to Carla and Cleo Thomas for their tangible, untiring work to create a community in which accomplishment is the final arbiter.

Jacksonville State University  
Faculty Senate Resolution

**Development of a Financial Retrenchment Policy**

Whereas, Jacksonville State University does not presently have a financial retrenchment policy as a logical and necessary precursor to a financial exigency policy; and

Whereas, it is in the interest of the University and of the faculty first to reduce expenditures in areas that do not directly affect the academic program;

Be it resolved that the Jacksonville State University Faculty Senate that recommends that the University administration develop and adopt such a policy, subject to review and consideration by the Faculty Senate.

Passed

Jacksonville State University  
Faculty Senate Resolution

**Accumulation of Sick Leave**

Whereas, JSU faculty currently have no provision for an accumulation of sick leave from year to year.

Whereas, JSU faculty are at a disadvantage compared to JSU staff, administrators, and faculty of other state institutions because they may not apply accrued sick leave to the balance of time served at retirement, and

Whereas, current sick leave policy allows for a total leave of thirty (30) days per **any** twelve-month period, and,

Whereas, physicians routinely require a leave of six to eight weeks following major surgery, the delivery of a child, or a serious illness, and,

Whereas, current policy cannot be applied fairly in such circumstances, thus leading to inconsistencies in the application of policy, and,

Whereas, faculty and the university are joined in reciprocal obligations of gratitude and loyalty, particularly after a long period of service.

**THEREFORE, BE IT RESOLVED:**

That a new faculty sick leave policy be instituted.

That faculty begin their service under the new sick leave policy with a bank of thirty (30) days of leave.

That faculty accumulate twenty-four (24) days of sick leave per year as soon as the new policy is in place.

That provisions be made for the donation of sick leave to colleagues, in order to lessen through generosity the difficulty experienced by those in catastrophic circumstances.

That the new sick leave policy and the maternity and parental leave policy be examined to ensure congruence between the policies and to ensure adherence to the provisions of the federal Family Medical Leave Act.

Jacksonville State University  
Senate Resolution F98-1

**Noon Office Hours**

Whereas, expanded office hours at the University offices would better serve the needs of the University's students,

We Resolve, that staggered lunch breaks should be put into effect for all offices staffed by more than one office person.

We Further Resolve, that, where feasible, alternative offices should be utilized to cover the lunch hour for those offices staffed by only one office person.

Jacksonville State University  
Faculty Senate Resolution S98-1

**Academic Quality for Gathering Place on Quad**

Whereas academic quality is contingent upon lower level needs such as physical/ psychological comfort being met first and,

Whereas greater interaction between students and faculty will enhance the learning experience and,

Whereas core courses will be located around the quad and,

Whereas the quad is currently a no man's land and,

Whereas the campus is lacking an appealing centralized informal meeting place for faculty and students and,

Whereas it would be inexpensive for JSU to construct such an outdoor meeting place,

Therefore be it resolved that Jacksonville State University construct an attractive landscaped-meeting place on the quad consisting of appropriate furnishings such as covered benches and kiosks that will be recognized by individuals and groups as the heart and spiritual home of the campus.

February 9, 1998

Jacksonville State University  
Faculty Senate Resolution S98-2

**Twice-Weekly “Dead Hour” and Monthly Student-Faculty Lunch**

From the Committee for Academic Quality

Whereas, a complex schedule of classes, study and work exists for students and faculty without any common free time,

Whereas, it is difficult for lectures, club meetings and performances to be attended by all who wish to attend,

Whereas, mid-day lunch is a natural time for barriers to be lowered between students and faculty, and,

Whereas, a good many students have expressed a desire for two free hours a week during which they may broaden their educational experience, and,

Whereas, both the faculty and the students feel that such a common free time would improve the quality of instruction and strengthen the ties between all members of the University,

Therefore Be It Resolved,

That a "Dead Hour" each Monday and Wednesday be reserved around lunchtime in the campus-wide schedule to make possible informal meetings of students and faculty and clubs,

And that a monthly student-faculty lunch hour be held in the Jack Hopper Dining Hall with free lunches offered to faculty who sit in the student section.

February 9, 1998

Jacksonville State University  
Faculty Senate Resolution S98-3

**Enforcement of Prerequisites Ad Hoc Committee for Academic Quality**

Whereas, we have observed that it has become commonplace for students of this university to enroll in courses for which they have not completed the prerequisites, and

Whereas, students typically perform poorly under these circumstances, adversely affecting their own academic progress as well as the morale of their instructors and their fellow students in these courses,

Therefore Be It Resolved that the Faculty Senate of Jacksonville State University calls upon the administration of this institution to mandate that the computerized registration system be modified so that the following rules are strictly and automatically enforced:

No student can register for any course for which he or she has not met the prerequisites listed in the course catalog.

No student can register for any course unless he or she is simultaneously registered for any corequisites listed in the course catalog (or has already received credit for these).

Any student who is currently enrolled in one or more prerequisites for a course will be allowed to register to take the course the following semester (or May term, or summer session) only provisionally, this provisional registration being immediately and automatically canceled if the student does not receive an adequate grade in the prerequisite.

Exceptions to the above policies can be granted only by the instructor teaching the course, the head of the department offering the course, the dean of the corresponding college, the VP AA, or the President.

February 9, 1998



Jacksonville State University  
Faculty Senate Resolution S98-4

**Completion of Fundamental Studies and Preparedness for Advanced Study Ad Hoc  
Committee for Academic Quality**

Whereas, we have observed that it has become commonplace for students of this university to enroll in higher level courses before they have satisfactorily completed more basic lower level courses which, while not prerequisites for these higher level courses, are also required for their degree and would improve their preparation for these higher level courses, and

Whereas, this frequently occurs even to the extent that students postpone fulfilling the most fundamental parts of the general university requirements for a degree until they are seniors, thereby defeating the purpose of these requirements and placing an unreasonable burden on instructors teaching higher level courses which rely on fundamental academic skills, and

Whereas, in many instances no academic regulations currently exist to prevent students from proceeding prematurely to higher level courses in this way,

Therefore Be It Resolved that the Faculty Senate of Jacksonville State University calls upon the administration of this institution to add the following new provisions to the academic regulations of Jacksonville State University, and to mandate that these provisions be strictly and automatically enforced via the computerized registration system:

Any degree seeking student who does not qualify to enter either MS 102 or EH 101 must be continuously enrolled in the remedial courses preparatory to it until he or she qualifies to enter it.

Any degree seeking student who is in need of either MS 102 or EH 101 must attempt it within the first 30 credits he or she earns after qualifying to enter it.

No degree seeking student can register for any JSU course numbered 300 or above without first completing the entire "Communication" and "Analysis" portions of the general university requirements for an undergraduate degree and completing CS 101, or CS 201 or higher, as part of the "Computer Literacy" portion of the general university requirements. (Exceptions to this can be granted only by the instructor teaching the course, the head of the department offering the course, the dean of the corresponding college, the VPAA, or the President.)

A "support course" for a major will be defined as any course (offered by any department) which either is required for the major, or is a prerequisite for a course which is both required for the major and taught in the department of the major. A student will be required to earn a grade of C or higher in any support course for his or her major.

A student receiving a grade lower than a C in a support course for his or her major will not be allowed to enter any course in the department of his or her major having this support course as a prerequisite until he or she repeats the support course and receives a grade of C or higher. (Exceptions to this can be granted only by the instructor teaching the course, the head of the department offering the course, the dean of the corresponding college, the VP AA, or the President.)

February 9, 1998

Jacksonville State University  
Faculty Senate Resolution S98-5

**Advisement of Students Ad Hoc Committee for Academic Quality**

Whereas we have observed that it has become commonplace for students of this university to register for their courses without consulting their assigned academic advisors, and

Whereas this appears to be mostly due to the fact that many students wait until the last minute to register for classes, and then rely on sympathetic and well-meaning faculty outside their major field of study to remove the "blocks" on their registrations in the ensuing urgency of the situation, and

Whereas most of our secondary education students do not seek academic advice from the faculty who are most knowledgeable about their content field and many of these students could benefit from such advice,

Therefore Be It Resolved that the Faculty Senate of Jacksonville State University calls upon the administration of this institution to make the following changes in the organization of student advising:

Each student will be assigned an academic advisor who is a full time JSU faculty member. If the student has declared a major, the faculty member will be from the student's major. Secondary education students will receive advisement relative to both the major field(s) and professional education requirements. The advisement procedures will be developed based on collaborative efforts between the content area faculty and faculty representing the College of Education and Professional Studies.

Each student will be required to consult his or her academic advisor before registering for courses.

This last provision will be strictly enforced by assigning each academic advisor a personal pin number enabling him or her only to remove the "block" on the student's registration from the computerized registration system.

Provision will be made for open enrollment periods by assigning an open enrollment pin number to each department (which will be used only for open enrollment advising of students receiving their advisement through that department).

February 9, 1998

Jacksonville State University  
Faculty Senate Resolution S98-6

**Salary and Merit**

Whereas the Alabama Legislature has allocated a substantial increase in funding to Jacksonville State University and has indicated its intent that this increase be utilized to raise faculty and staff salaries, and

Whereas this budget increase is due in large part to a funding windfall from the recalculation of retirement system costs which will not be available for future use if obligated in other areas, and

Whereas faculty and staff salaries at Jacksonville State University are well beneath the average for state universities in the South and all but the poorer institutions in Alabama, and

Whereas the administration of Jacksonville State University has said that previous years with either minimal or no salary increases for faculty and staff have been due to the failure of the Alabama Legislature to provide adequate funding,

Therefore Be It Resolved that the Faculty Senate of Jacksonville State University calls upon the administration of this institution to utilize the entire funding increase to raise faculty and staff salaries.

Furthermore, whereas it is the belief of many of the faculty at Jacksonville State University that the current system of evaluating faculty performance and awarding merit is inequitable and confusing,

Therefore be it resolved that the Faculty Senate of Jacksonville State University calls upon the administration of this institution to follow the intent of the legislature by awarding across-the-board salary increases.

May 11, 1998

Jacksonville State University  
Faculty Senate Resolution

**Parking/Traffic Congestion**

Whereas, students driving between classes produce traffic congestion and localized shortages of parking spaces, the Faculty Senate recommends that the University encourage alternate means of intra-campus travel by:

Short Term

1. Construction of additional sidewalks.
2. Construction of bicycle paths.
3. Construction of secure bicycle storage facilities at dorms.
4. Construction of bicycle racks at campus buildings.
5. Issuance of special residential parking permits to students living on campus that are not valid for non-residential lots.
6. Issuance of free, parking permits for the Coliseum lot.
7. Relocation of core classes more central *to* the Campus

Be it resolved that the faculty believes these measures will reduce parking problems, traffic congestion and, by encouraging students to travel on foot, result in a more congenial University environment.

Jacksonville State University  
Faculty Senate Resolution F97-1

**RESOLUTION SUPPORTING  
THE HIGHER EDUCATION PARTNERSHIP**

Whereas instead of being applauded for their work, Alabama's universities are forced to fight to prevent appropriations from being reduced, facilities from being closed and accomplishments from being overlooked, and,

Whereas the result of the reduced support for higher education is catastrophic for *our* state, and

Whereas fewer of our citizens will have the opportunity to prepare for competition in the world's economy, and,

Whereas Alabama's institutions and the livelihood of their employees are being threatened by reduced appropriations and misrepresentations, and,

Whereas the decline in public appreciation for higher education is making it difficult for universities to recruit quality students and maintain a top faculty, and,

Whereas faculty and staff are required to work for low salaries and in out-dated facilities, and,

Whereas Alabama families and students are forced to make even greater sacrifices because of increasing tuition cost, and,

Whereas the state of Alabama's future depends on all of us.

Whereas the fifteen four-year colleges and universities in the state of Alabama have formed the ***Higher Education Partnership*** whose mission is to advocate the importance of higher education in bettering the lives of people in Alabama and whose goals are to identify, recruit, organize and unite advocates of higher education; to advocate the needs and effectively communicate the importance of higher education to the people of Alabama and its leaders; and to promote new education partnerships to improve quality of life for citizens of Alabama.

**THEREFORE BE IT RESOLVED** that the Faculty Senate of Jacksonville State University heartily endorses the efforts of the ***Higher Education Partnership*** and call on all faculty members who are not currently members, to join the ***Higher Education Partnership*** at this time.

Jacksonville State University  
Faculty Senate Resolution F97-2

**Retention of Public Relations Firm**

Whereas the recent ranking of JSU in a survey by *US News and World Report* reflects poorly on the University, and;

Whereas The Faculty Senate does not believe the ranking accurately reflects the quality of instruction provided by the University, and;

Whereas the recruitment of top-flight students can be significantly influenced by such rankings, and;

Whereas Top-notch public relations would more accurately position JSU in the public's eye;

THEREFORE BE IT RESOLVED: The Faculty Senate recommends that the administration seriously consider the retention of a nationally or regionally-respected public relations firm for the purposes of better communicating the strengths of the University.

As envisioned by the Faculty Senate, this firm would not engage in advertising (JSU's recent efforts in this regard are commendable), but in media relations.

The Senate believes a concerted effort in this area - conceived conceptually and managed on a day-to-day basis by a respected national or regional public relations firm - would be an important investment in the future of this institution.

Jacksonville State University  
Faculty Senate Resolution F97-3

**Chief Ladiga Trail**

Whereas, Jacksonville state University is located in a community with a variety of historical assets, including the historic railway corridor;

Whereas, the University enjoys a tradition of cooperation with the city of Jacksonville and other local communities for our mutual benefit;

Whereas, the University's proposal to sever the Chief Ladiga Trail along a quarter-mile segment threatens to damage this spirit of cooperation with the cities of Jacksonville, Piedmont, Weaver, and Anniston;

Whereas, the University's position has brought unfavorable publicity, which threatens to reach nationwide proportions;

Whereas, sequestering the university serves to increase exposure to liability;

Whereas, inclusion of the bicycle path along the historic railway corridor would allow the use of federal transportation dollars;

Whereas, the Chief Ladiga Trail would encourage the use of bicycles, particularly by those in university and Greek housing, thereby diminishing both parking demand and traffic congestion;

Whereas, Jacksonville state University is unique in offering a curricular focus on health, wellness, environmental awareness, and Native American studies, which the Chief Ladiga Trail could help publicize;

Whereas, the Chief Ladiga Trail would add a *unique* focus and special flavor to the grouped housing project, without diminishing campus safety;

Whereas, the Chief Ladiga Trail would attract athletes, potential students, and families with children to the campus for the purpose of enjoying scenic beauty and healthful recreational activity;

THEREFORE BE IT RESOLVED, that Jacksonville state University seize the opportunity to include its quarter-mile segment of the original railway corridor in the Chief Ladiga Trail.



Jacksonville State University  
Faculty Senate Resolution F97-4

**Revitalize WAC Program**

Whereas the expression of ideas in written form has long been recognized as one of the most effective means of learning,

Whereas this fact, over the last decade, has generated a great deal of research in Writing Across the Curriculum (WAC),

Whereas WAC has been successfully employed by universities of every kind, from the oldest and most conservative, such as Harvard and the University of Virginia, to state universities large and small, such as Iowa State and Wright State (which is not unlike JSU),

Whereas WAC programs, properly instituted, have been shown to improve the performance and moral not only of the students, but of the teachers as well,

Whereas WAC programs have become so respectable that universities have begun to use theirs as a means of recruiting students,

Whereas WAC does not merely extend the duties of the English teacher to teachers of other subjects but rather provides all teachers with ways of exploiting the pedagogical virtues of writing,

Whereas JSU's students seem, for the most part, to arrive here less than adequately prepared for college level work,

Whereas a WAC program would equip more of our graduates to compete jobs which test logical or critical in a verbal way, and most jobs do,

Whereas a WAC program was successfully begun at JSU just a few years ago by a number of teachers who recognized the need for one, and who continue to employ its methods fruitfully,

Whereas a good many of the relatively new JSU teachers have expressed a willingness to participate in revitalizing JSU's WAC program,

Therefore, Be It Resolved: that a coordinator be chosen to lead the efforts to revitalize JSU's WAC program;

that if possible the teaching load of the coordinator be reduced by one course per semester;

that the coordinator's duties be established by the Committee for Academic Quality in consultation with those who began JSU's WAC program;

that the activities generated by the program be encouraged and documented by regular

meetings and by a newsletter, published once every semester and edited by the coordinator; and that the coordinator be provided with a small budget to cover the expense of producing the newsletter and of photocopying the materials necessary for meetings.

Jacksonville State University  
Faculty Senate Position Statement F97-5

**Position Statement – Increase in Funding to Higher Education Institutions**

In recent years, the State of Alabama has lacked adequate resources to properly fund higher education and salaries of our faculty are at least 12 - 18 % below the average salaries of peer institutions in other states.

At this time, the State finds itself in the position of having the financial resources to correct this situation. Therefore, the Faculty Senate of Jacksonville State University urges the State to use this opportunity to provide from all available sources substantial increases in funding to institutions of higher education to bring funding levels up to the norms of peer institutions in other states.

Specifically, we request an 8 % salary pool increase in 1998 and that the current retirement funds now in our budget be retained by the institution.

(Originally drafted by the University of Alabama Faculty Senate Steering Committee and adopted Nov. 25, 1997)

Jacksonville State University  
Faculty Senate Resolution

**Adjunct Pay Policy**

Whereas, Jacksonville State University has had the policy of paying all adjunct instructors the flat rate of \$1,000 per three semester hour course, and as a result often get entry level adjunct faculty with minimum qualifications rather than the best available faculty; and

Whereas, some of the other institutions in our area, and sister institutions in the region, pay adjunct instructors considerably more, and often base adjunct pay on experience and educational level; and

Whereas, the tuition required for both undergraduate and graduate instruction is sufficient so that the University could afford to pay for the best available faculty, and the University should be committed to hiring the best qualified faculty which is available to them;

Therefore Be It Resolved, that the Jacksonville State University Faculty Senate recommends a scale of pay for adjunct instructors with the following minimums, with amounts beyond the minimums subject to negotiation based on years of experience:

Bachelors with 18 hours of graduate work in the subject area: \$1,000

Masters in the subject area (or closely related): \$1,800

Terminal Degree in the subject area: \$2,500

Passed 4-12-93

Jacksonville State University  
Faculty Senate Resolution  
November 2, 1992

**Appreciation of Dr. Robert E. Kribel**

Whereas, Dr. Robert E. Kribel, in the discharge of his duties as Vice President for Academic Affairs at Jacksonville State University during the period 1988 to 1992, distinguished himself by his professional performance in that position, through his efforts on behalf of students, faculty, academic programs and policies, and,

Whereas, as Vice President for Academic Affairs, Dr. Kribel brought credit, not only to himself and to the Division of Academic Affairs, but also to the entire University,

Therefore Be It Resolved that Jacksonville State University Faculty Senate extends to Dr. Kribel its sincere appreciation for his efforts and service as Vice President for Academic Affairs and wishes him well in his future endeavors.

Jacksonville State University  
Faculty Senate Resolutions  
November 2, 1992

**Gratitude to Dr. Freeman**

Whereas, Dr. Tom Freeman contributed many hours of his time in compiling the document Faculty Senate Resolutions Passed from the Beginning of the Organization through the 1991-92 Academic Year and,

Whereas, the information Dr. Freeman has provided is of great benefit to the decision-making process of the JSU Faculty Senate,

Therefore Be It Resolved that the JSU Faculty Senate expresses its gratitude to Dr. Freeman for his service.

Jacksonville State University  
Faculty Senate Resolution  
September 14, 1992

**Faculty Handbook**

Whereas, on page 10 of the newly-approved JSU Faculty Handbook, the sentence "This handbook and the policies herein do not in any way constitute, and should not be construed as, a contract of employment between Jacksonville State University and the faculty member, or a promise of future or indefinite employment," was not subject to review by faculty counsel prior to adoption, and

Whereas, the Faculty Senate as a body and also through its Handbook Revision Committee requested funds for such counsel but had the requests denied, and

Whereas, the inclusion of the aforementioned sentence has legal implications potentially damaging to the welfare of the collective faculty,

Be It Resolved that the JSU Faculty Senate objects to the inclusion of the aforementioned sentence and requests that *it* be removed from the Faculty Handbook.

Whereas, the faculty of Jacksonville State University, through its elected body, the Faculty Senate, were promised full participation in the development of the JSU Faculty Handbook prior to *its* adoption, and

Whereas, *it* was generally accepted and understood that the draft copy of the handbook (President's Version) dated March 3, 1992 was the final draft copy subject to review prior to submission to the JSU Board of Trustees, and

Whereas, substantial additions, revisions and modifications were made to the March 3, 1992 handbook without faculty review, and

Whereas, many of the changes to the aforementioned draft copy of the handbook affect the vital interests and welfare of the general faculty,

Be It Resolved that the JSU Faculty Senate formally protests the adoption of the recently-approved JSU Faculty Handbook and the violation of agreed-upon procedures leading to its adoption.

Jacksonville State University  
Faculty Senate Resolutions  
April 13, 1992

**Cost of Athletic Programs**

Whereas, 144 of 176(81.8%) JSU Faculty responding to a questionnaire on athletics opposed a move to Division 1AA, and

Whereas, tuition has increased by 54 percent in six years, course offerings have decreased, raises have been inadequate and funding for equipment, supplies, and travel has diminished, and

Whereas, the athletic program at JSU is not self-supporting, and,

Whereas, the cost factor of moving to Division 1AA in football and 1A in all other sports, including minor sports for men and women sports, should be carefully considered, and

Whereas, inadequate funding by the State of Alabama has clearly impacted the academic program at JSU

Therefore Be It Resolved, that a detailed written disclosure of all costs, revenues and expenditures, of all athletic programs for the 1991-92 academic year at JSU, be published in the JSU Chanticleer and in the JSU Fact Book, and

Be It Further Resolved, that a detailed written disclosure of all estimated costs of moving to and participating in Division 1AA and 1A be published in the JSU Chanticleer and in the JSU Fact Book.

Passed by the JSU Faculty Senate on April 13, 1992

Signed:

Peter Robinson  
President of the Faculty Senate



Jacksonville State University  
Faculty Senate Resolution  
November 18, 1991

**Move to Division I Athletics**

Whereas, the Jacksonville State University Board of Trustees, meeting on August 2, 1991, with some trustees expressing reservations, approved a resolution to proceed with plans for JSU's entrance into Division I athletics of the National Collegiate Athletic Association, pending the raising of a million dollar endowment, and

Whereas, President Harold McGee publicly stated his opposition to the move before the JSU faculty in the spring of 1991, and

Whereas, the cost of supporting the athletic program at JSU under the existing Division II status is approximately two million dollars per annum, and

Whereas, a move to Division I will require a minimum of an additional one million dollar funding commitment, as estimated by the Board, and

Whereas, even if outside funding can justify the initial application, it cannot be relied upon to fund the one million per annum added cost each year thereafter, and

Whereas, if outside funding is insufficient to pay the costs of Division I athletic programs, the monies will be diverted from University funds which will further erode the funding support of academic programs already strapped by retrenchment and proration, thereby reducing the quality of education offered to students at JSU,

Therefore Be It Resolved, that the Faculty Senate of Jacksonville State University vigorously opposes the decision of the Board of Trustees to proceed with plans for JSU's entrance into Division I athletics, and urges the Board to reconsider and rescind their decision.

Be It Further Resolved, that the President of the Senate is instructed to convey copies of this resolution to each member of the Board of Trustees.

Passed by the Faculty Senate on November 18, 1991

Signed,

Peter E. Robinson, President of Faculty Senate

Jacksonville State University  
Faculty Senate Resolution  
November 18, 1991

**Faculty Evaluation and Teaching of Introductory Courses**

Whereas, the primary mission of Jacksonville State University has been to provide quality education to the citizens of Alabama and provide a wide variety of undergraduate programs to a diverse student body which includes many first-generation college attendees, and

Whereas, direct contact with our diverse student body can best be obtained in the classroom. In this setting the educational needs, goals and objectives for the students are more readily ascertainable and administrators with faculty rank would be able to develop appropriate curriculum and programs for this diverse student body, and,

Therefore Be It Resolved, in order to enable Jacksonville State University to attain its educational mission. Administrators with faculty rank should teach at least one course at the introductory level annually and be subject to the departmental evaluation process, including student evaluation, on each course taught,

Be It Further Resolved, in times of financial exigency, administrators with faculty rank should teach more frequently than one course each year in order to facilitate comprehensive course offerings in each discipline.

Passed by the Faculty Senate on November 18, 1991

Signed,

Peter E. Robinson, President of Faculty Senate

Jacksonville State University  
Faculty Senate Resolution  
January 14, 1991

**A RESOLUTION ON MERIT PAY**

Whereas all faculty deserve at least a cost of living raise, and

Whereas current merit pay increases have thus far provided less than a cost of living raise for many faculty, and

Whereas objective criteria of evaluation have not been used in determining merit pay, leading to inequity in pay at the departmental, college and university level, and

Whereas merit pay, by definition, inequitable among all segments of the faculty, has thus had a dramatic deleterious effect on moral and collegiality, and

Whereas the Faculty Senate voted unanimously against merit pay before its inception,

Therefore Be It Resolved that the Faculty Senate strongly recommends that the current merit pay system be abandoned and a new system be designed and implemented which is consistent with the following objectives:

1. Priority be given to across-the-board raises designed to at least offset cost-of-living changes as defined by the CII changes in the CPI for the previous calendar year.
2. Any funds in excess of those needed to conform to objective 1 shall be distributed based upon merit.
3. Allocation of merit pay should be based upon the award of merit units as defined in the report of the Faculty Evaluation, Tenure and Promotion/Merit Pay System Subcommittee of the Task Force on Academic Program.
4. Merit pay received in any one year does not become a part of a faculty member's base pay.
5. For years in which funds are not sufficient to provide for merit increments, a system be designed to allow merit units to accumulate until such time as funds are available.

Passed by the Faculty Senate on January 14, 1991.

Jacksonville State University  
Faculty Senate Resolution  
November 5, 1990

**College Experiences Questionnaire**

Whereas the College Student Experiences Questionnaire (CSEQ) can provide useful information for assessing the quality of our students' efforts toward the college learning experience; and

Whereas such information could guide efforts to improve the campus environment so as to increase students' involvement in learning; and

Whereas, for the CSEQ to provide meaningful data, it is necessary to have full participation by the student body,

Be it Hereby Resolved that the Faculty Senate encourages all faculty to cooperate in the administration of the CSEQ by administering the said questionnaire during a designated class period during the Spring Term, 1991.

Passed by the Faculty Senate on November 5, 1990.

Jacksonville State University  
Faculty Senate Resolution

**Formation of Joint Conference Committee (Revised Faculty Handbook)**

Be It Resolved that the Faculty Senate of JSU request the formation of a Joint Conference Committee to reconcile any differences between faculty and administrative positions on provisions in the Revised Faculty Handbook.

Passed by the Faculty Senate on November 5, 1990.

Jacksonville State University  
Faculty Senate Resolution

**Retention of a Lawyer**

Be It Resolved that the Faculty Senate of JSU request that funding be provided to the Senate by JSU for the retention of a lawyer selected by the Senate to offer legal advice to the Senate on the Revised Faculty Handbook.

Passed by the Faculty Senate on November 5, 1990.

Jacksonville State University  
Faculty Senate Resolution

**Support for TIAA**

Whereas, TIAA has allowed participants a new option to transfer or withdraw all their accumulated contributions over a ten year period; and

Whereas, the state of Alabama has approved this option; and

Whereas, Jacksonville State University has not; therefore

BE IT RESOLVED, that we the Jacksonville State University Faculty Senate, go on record this day in support of this option to provide the faculty greater flexibility in managing their retirement investments.

Jacksonville State University  
Faculty Senate Resolution

**Opposition to Postsecondary Budget Cuts**

Whereas the Governor's recent budget proposal drastically reduces funding for colleges and universities in Alabama, and

Whereas Jacksonville State University and other postsecondary schools in the state are still trying to recover from previous proration years, and

Whereas loss of funds will severely affect quality of education, and

Whereas reduction of state funds and the resulting tuition increases will have a negative impact on student population at JSU and other colleges and universities in the state, and

Whereas even the possibility of funding cuts has already caused potential faculty and students to choose not to come to JSU,

Now, Be It Resolved that the Jacksonville State University Faculty senate is opposed to any postsecondary budge cuts by the legislature;

Be It Further Resolved that the-Faculty Senate strongly urge all faculty members at JSU to contact members of the legislature to state opposition to the budget proposal before the legislature votes on the education budget later in its current session; and

Be It Further Resolved that the Faculty Senate support the efforts of the JSU administration to preclude these proposed budget reductions from occurring.



Jacksonville State University  
Faculty Senate Resolution

**Abolishment of \$1,500 Deposit by International Students**

Whereas, the U.S. Office of Immigration and Naturalization requires all foreign students to have proof of their financial ability to attend any U.S. institution, and

Whereas, most other universities in the United States do not require a deposit from international students, and

Whereas, the problem no longer exists that Jacksonville State University's requirement of a \$1,500 deposit by international students was put in place to prevent, and

Whereas, Jacksonville State University's nondiscrimination policy prohibits discriminating against any person on the ground of national origin, and

Whereas, all students, American or foreign, cannot attend classes unless tuition, fees, and housing costs are paid in full before the semester begins,

Therefore Be It Resolved that the Faculty Senate supports the abolishment of the \$1,500.00 deposit now required of international students.

**Proposal: Foreign Students should not be required to make a deposit of \$1,500 to attend Jacksonville State University**

1. The original intention of such a deposit (1978-79) was to make sure that foreign students would be able to cover the costs of tuition, books, room and meal for one year. Such a problem no longer exists today.
2. Current policy at JSU makes it impossible for any student, American or foreign to attend classes if tuition, fee, and dormitory costs are not paid in full before the semester begins.
3. Most other universities in the U.S. do not require international students to make any deposit as a condition of admission.
4. The U.S. Office of Immigration and Naturalization requires all foreign students to have a proof of their financial ability to attend any U.S. institutions. .
5. The "Nondiscrimination" admission policies at JSU states that "...this institution is committed not to discriminate against any person on the ground of race, color, sex, handicap, veteran's status, or national origin in its admission policies and practices or any other policies: and practices of the institution relating to the treatment of students and other individuals, including the provision of services, financial aid and other benefits, and including the use of any building, structure, room, space, material, equipment, facility or other property..." (1992-93 catalogue, page 9). International education has: become more and more important for any U.S. institution. The establishment of the International House at JSU is a proof of such an important aspect.

**Brief History:**

1978-79 catalogue, page 39:

... foreign students, both undergraduate and graduate, who desire admission to Jacksonville State

University shall be required to place, as a minimum deposit with the University, an amount equal to the tuition, books, room and meal costs for one year. Said deposit must be made for each year foreign students' desire enrollment at JSU. This deposit must be made prior to registration for any courses at the university.

1982-83 catalogue, page 51:

... deposit of \$2,000 for tuition, fees, and other charges, prior to being admitted to the university.

1983-84 catalogue, page 35:

Minimum deposit of \$600.00 with the university. The \$600 will remain on deposit until the student leaves the university and requests in writing to have the deposit refunded. Each semester the tuition, fees, and dormitory charges must be paid in full to confirm registration.

1987-88 catalogue, page 39: Deposit of \$1,000.

1990-91 catalogue, page 13: Deposit of \$1,500.

Jacksonville State University  
Faculty Senate Resolution  
1989-1990

**RAP Appropriations**

Whereas, according to data distributed by Dr. Harold McGee at the last Senate meeting, JSU has ranked third from the bottom in RAP appropriations per FTE for the past five years, and,

Whereas, during the early 1980's JSU ranked 6<sup>th</sup> from the bottom in RAP appropriations per FTE, and,

Whereas, one of the primary duties of a university president is to insure financial well-being and progress of the university,

Therefore, Be It Resolved that the JSU Faculty Senate expresses serious concern about the lack of progress in changing our relative position in the RAP appropriations.

**Passed**

Jacksonville State University  
Faculty Senate Resolution  
1989-90

**Six-Week Summer Terms**

The following Senate resolution is proposed:

“Be it resolved that the Faculty Senate of Jacksonville State University, in recognizing the compensation inequities of the present summer teaching policy at Jacksonville State University, supports the elimination of the May mini-term and the substitution of two six-week summer terms. Be it further resolved that the Faculty Senate of Jacksonville State University supports the establishment of a policy that would require all 12 month faculty to teach a total of six hours during either or both of these two six-week summer terms and that would permit 9 month faculty to teach 6 hours during either or both of these six-week summer terms on an “as needed” basis.

Jacksonville State University  
Faculty Senate Resolution  
1989-90

**Salary Increases**

Whereas the Faculty of Jacksonville State University have not received an across the board salary adjustment in two (2) years, and

Whereas the merit salary increases for many Faculty members, for the past two (2) years, have not equaled the average national cost of living adjustment (COLA), and,

Whereas there will be no salary adjustment of any kind this year even though the Faculty has gone through an extensive evaluation process with anticipation of salary increases, and,

Whereas the Faculty have maintained their professional commitment to teaching,

Therefore, Be It Resolved that the Faculty Senate of Jacksonville State University has strong expectations that Dr. Harold McGee and the Board of Trustees to commit themselves to salary increases for the faculty.

Jacksonville State University  
Faculty Senate Resolution  
1989-90

**Changes in Faculty Contracts and Salaries**

Whereas the Administration of JSU has ignored the request by the Faculty Senate (by Resolution, November 1988) for revocation of the policy of dividing salaries of faculty into two parts and freezing the summer portion, and

Whereas salaries of staff are not treated this way, and

Whereas, when salary increases are given, no increase is given on the summer portion of salary, and

Whereas this leads to; (1) a loss in salary, and (2) because of inflation, an eventual loss of summer pay, and

Whereas this policy violates the intent and spirit of the twelve month contract,

Therefore Be It Resolved, that the Faculty Senate of Jacksonville State University appeals in writing and in person, to the Board of Trustees of Jacksonville State University to revoke the policy of dividing salaries into base salaries and summer differentials.

**Faculty 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 and 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 a stated 5% average increase is 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 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.

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

There is a basis for this concern. After working under annually renewed twelve month contracts

for up to nineteen years non-tenured faculty received separate nine and three month contract 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.

Jacksonville State University  
Faculty Senate Resolution  
1989-90

**Honors Designation**

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 3.5-3.69 points on hours attempted.
- b) The designation "magna cum laude" will be engrossed on the diplomas of graduating students who maintain an average of 3.7-3.89 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 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, prior to their last semester, at least 32 semester hours at Jacksonville. They must maintain the appropriate quality point average required for honors at Jacksonville as well as in the total record.

Jacksonville State University  
Faculty Senate Resolution  
March 6, 1989

**Awarding of Faculty Honors**

The Faculty Senate recommends the following policies regarding the awarding of faculty honors:

1. Renaming of Eminent Scholars Chairs:

Eminent Scholar Chairs which result from substantial contributions by a single individual, corporation, or group should be named by the contributor(s). Chairs which are funded by many smaller contributors should be named by the department(s) in which the chair is located, subject to approval of the VPAA, President, and Board of Trustees.

2. Renaming of buildings, streets, rooms, etc.:

Campus buildings, streets, room, etc., should be named in honor of retired or deceased faculty/staff and other friends of the University only.

3. Renaming of Faculty and Leadership Scholarships:

As a means of recognizing retired or deceased faculty members and other friends of the University, Faculty and Leadership Scholarships may be named in their honor. Nominations may come from any faculty member or administrator, and shall be made to a Committee on Faculty Honors chosen by the Faculty Senate with one representative from each college within the University. The Committee will make final recommendations to the VPAA for recommendation to the President and the Board of Trustees.

Jacksonville State University  
Faculty Senate Resolution

**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.

Passed 12-5-88



Jacksonville State University  
Faculty Senate Resolution

**Workload**

In response to the request of the Vice-President for Academic Affairs to suggest an alternative to the current workload/9-12 month contract situation, a committee was formed of one department head, one 12 month faculty member, one 9 month faculty member, and one librarian. The committee has researched the problem, and would first make the following historical report.

1. Faculty at JSU have been hired on either a 9 month or a 12 month contract basis with an understanding that the 12 month contract requires teaching (or service in the library) in the May term and one of the summer terms, with summer employment on an “as needed” basis for those faculty with 9 month appointments.

2. President McGee in 1986 stated that the cost of credit hour production in the summer terms was excessive (\$109 vs. \$69 per credit hour in a “regular” semester) and that we had to find some innovative approach to scheduling in the three short terms to make them more cost effective.

3. The JSU Faculty Senate in 1987 proposed an alternative approach in its report *The Summer Program: An Ad Hoc Committee Report*. This report suggested that workloads include a teaching requirement for two of the three short terms for those on 12 month teaching appointments, and a teaching requirement in one of the short terms for those on 9 month teaching appointments, with all assignments made based on the needs of the department.

4. The division of 12 month contracts into 9 month/3 month contracts with the attendant freezing of summer differentials was concomitant with the President’s mandate that summer teaching become more “cost effective;” the actualization of separate 9 month/3 month contracts for librarians is viewed with alarm by many 12 month teaching faculty, and raises the concern that the property rights of those individuals may have been violated.

5. The JSU Faculty Senate passed unanimously a Position Statement on 11/14/88 calling for the revocation of the decision separating the summer contract from the 12 month contract and the freezing of the summer supplement.

6. Merit raises for all non-teaching employees are based on a percentage of the total salary from the previous year; faculty receive merit raises based on only the 9 month base salary, not the total salary from the previous year.

7. Currently, those faculty holding 12 month appointments are paid a summer supplement based on what the differential was in the school year 1987-88, and those holding a 9 month appointment who are offered summer employment are paid 1/32 of their 9 month base salary per credit hour, with a maximum stated for each rank (see December 9, 1987 memo). Those holding 9 month appointments are expected to work in the May term at no increase in pay. May term

assignments for 9 month teaching faculty may be teaching or non-teaching, subject to mutual consent of the faculty member, department head and dean.

8. Traditionally all faculty have taught 15 hours each regular semester. The Vice-President for Academic Affairs has taken the position that we should move toward a 12 hour teaching load in each regular semester to be in line with SACS recommendations and to allow time for other professional activities.

9. The definition of workload as promulgated by Vice-President Reaves and the Council of Deans in the December 9, 1987, memorandum has created the situation whereby some 12 month faculty teach only 3 more hours than their 9 month colleagues who choose to teach in the May term (rather than define and carry out a project).

The committee has no data to support the claim, but it is our consensus that the current arrangement is less cost effective than the previously used system. Some 12 month faculty who previously taught one three hour course in the May term and two three hour courses in one of the summer terms now teach only six hour in the May-August time period, so that the effect is that only 2/3 of the teaching load previously generated by those faculty is now produced.

Based on a review of current practice and the above historical review, the JSU Faculty Senate makes the following recommendations:

**Recommendation:** Redefine work and teach load expectations as follows:

Expectation of Twelve-Month Teaching Faculty

Twelve month faculty will have a maximum workload of 36 semester hours\* to be completed in the Fall, Spring, and two of the three short terms; their professional commitment requires that normally they will be engaged in teaching or other professional activities\*\* in Fall, Spring, May and one of the summer terms. Exceptions may occur based on mutual consent of the faculty member, department head and dean.

Any teaching beyond 30 hours (the maximum teaching load) should be considered an overload for which the faculty should be paid an overload supplement.

Expectation of Nine-Month Teaching Faculty

Nine-month faculty will have a maximum workload of 30 semester hours\* to be completed in the Fall, Spring and May terms. Their professional commitment requires that normally they will be engaged in teaching or other professional activities\*\* in the Fall, Spring and May terms. Exceptions may occur based on mutual consent of the faculty member, department head and dean.

Any teaching beyond 24 hours (the maximum teaching load) should be considered an overload for which the faculty should be paid.

\*the maximum workload expectation is to be adjusted downward 3 hours for each graduate course the faculty member teaches.

\*\*a professional activity is a well-defined and documented project subject to approval by the department chairman and reviewed by the dean such as: the major updating a course; writing a syllabus for a new course; working on a major committee assignment such as SACS Self-Study; research leading to submission of a manuscript; etc.

Jacksonville State University  
Faculty Senate Resolution

**Raises**

Raises for all non-teaching employees are based on a percentage of the total salary from the previous year; faculty receive raises based on only the 9 month base salary, not the total salary from the previous year.

The Senate makes the following

Recommendation:

That the pool of money from which raises are computed for a given unit (e.g. department, college) be a percentage of the total remuneration for that unit for the past year, not just the 9 month salary pool.

Approved

Jacksonville State University  
Faculty Senate Resolution

**Eight-Week Summer Session**

Whereas a memo recommending one eight-week summer session has been presented to the Faculty Senate, and,

Whereas one possible schedule for such an eight-week term is the equivalent of our current Summer I and Summer II, with classes not being in session in May, and,

Whereas the timing of this summer session could have major ramifications.

Therefore Be It Resolved that the Faculty Senate considers the possible consequences of such a schedule, which would include:

Students who will not start school early (in May or soon after the previous semester ends) will probably seek and obtain jobs, and many will not come back for any summer session. By not starting soon after Spring semester ends, we should anticipate a drop in summer enrollment.

Moving to a single term (of whatever duration) decreased the flexibility of scheduling and other flexibility of the institution, faculty and students.

Our sister institutions which offer more flexibility (i.e. nearby Gadsden State) will have a competitive advantage in attracting students.

In moving to a single term with the maximum number of credit hours as stated in the original memo, we must anticipate a reduction in credit hour production.

An effort to accommodate primary and secondary school teachers, who wish to take classes, should be made. An oft-discussed benefit of a teaching career is that the teacher usually has the summer off and thus has time with his/her children. Many prospective students will not like such a long term, scheduled so as to take up so much "family time." We should anticipate a reduction in our number of students (especially, returned teachers) compared to a schedule which would not destroy so much family time.

Faculty moral, especially of those faculty members with children, will be adversely affected. Faculty members will not be teaching in May, so we will be "off" when our children are in school; children will be out of school while we are in school. Such a schedule must be considered anti-family.

Be It Further Resolved that after appropriate discussion, the Faculty Senate votes its disapproval of an eight-week session.