

Delta State University Faculty Senate 1992-1993

Audiology and Speech Pathology Unit

○ Florence Ouzts Secretary Term exp.
 Box 3146 846-4111 843-4838 5/1/93

Department of Accounting

Mr. John P. Quon Term exp.
 Box 3237 846-4183 246-5449 5/1/93

Department of Aerospace Studies

Capt. Thomas Carter Term exp.
 Box 3304 846-4179 5/1/94

Department of Art

Mr. Collier B. Parker Term exp.
 Box D-2 846-4726 846-0364 5/1/94

Division of Behavioral Sciences

Dr. Camille Branton Term exp.
 Box 3142 846-4363 843-1107 5/1/94

Department of Biological Sciences

Dr. William A. Hayes Past Chair Term exp.
 Box 3262 846-4247 843-9175 5/1/93

Division of CIS and Office Administration

○ Darry Hardy Term exp.
 Box 3223 846-4411 846-0017 5/1/94

Department of Commercial Aviation

Mr. Tommy Sledge Term exp.
 Box 3203 846-4238 843-3446 5/1/94

Division of Curriculum and Instruction

Mrs. Loretta Shannon Term exp.
 Box 3112 846-4385 846-3464 5/1/93

Division of Economics and Finance

Dr. Val Hinton Term exp.
 Box 3334 846-4197 846-0200 5/1/94

Div. of Health, Physical Education, and Recreation

Mr. Don Skelton Term exp.
 Box A-3 846-4293 846-1921 5/1/93

Dr. Frank C. Young Term exp.
 Box 3182 846-4305 843-8025 5/1/94

Department of History

○ Dr. Jerry W. Dallas Term exp.
 Box 3162 846-4176 843-8982 5/1/94

Division of Home Economics

Dr. Maureen Brooks Vice-Chair Term exp.
 Box 3273 846-4316 843-8584 5/1/93

Division of Languages and Literature

Mrs. Georgene Clark Term exp.
 Kethley 219 846-4078 5/1/94

Dr. William S. Hays Chair Term exp.
 Kethley 220 846-4084 843-7697 5/1/93

Library Services

Mrs. Victoria Chase Term exp.
 Roberts 846-4430 846-6947 5/1/93

Division of Management and Marketing

Ms. Elise Dreaden Term exp.
 Box 3275 846-4210 846-0618 5/1/93

Department of Mathematics

Dr. Burrow P. Brooks Term exp.
 Box 3224 846-4516 843-8584 5/1/93

Department of Military Science

Major Robert Romigh Term exp.
 Box 3293 846-4538 843-7171 5/1/93

Department of Music

Dr. Edward Bahr Term exp.
 Box 3256 846-4607 843-6141 5/1/93

Dr. Mark Butler Term exp.
 Box 3247 846-4619 843-4344 5/1/94

School of Nursing

Dr. Debrynda Davey Term exp.
 Box 3343 846-4264 375-9217 5/1/94

Department of Physical Sciences

Dr. Marcus Steele Term exp.
 Box 3255 846-4483 843-0300 5/1/94

Division of Social Sciences and Philosophy

Mr. Robert N. Brown Term exp.
 Kethely 203 846-4067 843-8941 5/1/93

Social Work Unit

Mrs. Carol Ann Boyd Term exp.
 Box 3126 846-4407 378-9141 5/1/94

Department of Special Education

Dr. Michael J. Carr Term exp.
 Box 3111 846-4391 843-6729 5/1/93

**DELTA STATE UNIVERSITY
FACULTY SENATE
COMMITTEE ASSIGNMENTS
1992-93**

Committee on University Standing Committees

Camille Branton, Chair
Bill Hayes
Florence Ouzts
John Quon

Committee on General Academic Affairs

Loretta Shannon, Chair
Ed Bahr
Maureen Brooks
Collier Parker
Burrow Brooks
Frank Young
Mark Butler
Jerry Dallas

Committee on Finance

Val Hinton, Chair
Mark Steele
Tommy Sledge
Darry Hardy
Vicky Chase

Committee on University Services

Carol Ann Boyd, Co-Chair
Georgene Clark, Co-Chair
Rob Brown
Robert Romigh

Elections Committee

Elise Dreaden, Chair
Vicky Chase
Bill Hays
Don Skelton
(Vice) Debrynda Davey

DELTA STATE UNIVERSITY

(Name of Institution)

BUDGET SUMMARY
April 1, 1992 Downsizing Plan

	Original Budget July 1, 1991	Proposed FY 1992-93	Increase (Decrease)
Salaries	10,461,803	10,056,630	(405,173)
Wages	884,635	854,635	(30,000)
Fringe Benefits	2,801,353	2,904,428	103,075
Travel	301,690	294,890	(6,800)
Contractual Services	3,354,307	3,073,515	(280,792)
Commodities	702,985	699,935	(3,050)
Capital Outlay:			
Other	265,300	265,300	0
Equipment	124,135	124,135	0
Transfers	470,400	470,400	0
TOTAL	19,366,608	18,743,868	(622,740)
Instruction	10,067,147	9,864,647	(202,500)
Research	116,634	98,034	(18,600)
Public Service	262,180	87,180	(175,000)
Academic Support	2,131,490	2,135,090	3,600
Student Services	1,799,083	1,724,508	(74,575)
Institutional Support	1,880,302	1,867,489	(12,813)
Operation & Maintenance	1,913,696	1,806,271	(107,425)
Scholarships & Fellowships	1,196,076	1,160,649	(35,427)
Transfers			
TOTAL	19,366,608	18,743,868	(622,740)

SUMMARY OF POSITIONS

	Number of FTE Faculty Positions July 1, 1991	Number of FTE Staff Positions July 1, 1991	Number of Proposed FTE Faculty Positions July 1, 1992	Number of Proposed FTE Staff Positions July 1, 1992
Instruction	205.32	40.43	188.99	40.43
Research	.60	1.75	.10	1.75
Public Service	0	0	0	0
Academic Support	0	48.63	0	48.13
Student Services	0	54.16	0	47.96
Institutional Support	0	45.74	0	44.74
Operation & Maintenance	0	65.39	0	63.24
Scholarships & Fellowships	0	0	0	0
Other				
TOTAL	205.92	256.10	189.09	246.25

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DELTA STATE UNIVERSITY FACULTY SENATE
May 5, 1992, 3:30 pm till 4:40 pm
Ewing Building, Room 118
Cleveland, Mississippi

MINUTES

Members present: William A. Hayes, Chair
Bill Hays, Vice Chair
Elise Dreaden, Secretary
John Quon
Collier Parker
Florence Ouzts
Tommy Sledge
Reid Jones, proxy
Darry Hardy
Loretta Shannon
Val Hinton
Frank Young
Don Skelton
Maureen Brooks
Georgene Clark
Janice Costello
Janis Tyderle
Mark Butler
Ed Bahr
Debrynda Davey
Marcus Steele
Eddie Girdner
Carol Boyd
Mike Carr

Members absent: Thomas Carter
Camille Branton
Jerry Dallas
Robert Romigh

AGENDA

- I. Approval of minutes of last meeting
- II. Brief address by chair
- III. New Business
 - A. Nomination and election of officers
 - B. Formation of committees and election of chairs
- IV. Other business as time permits and necessity demands

MINUTES

- I. Chair Hayes called the first meeting of the 1992-93 DSU Faculty Senate to order. Each senator was introduced. Minutes from the April meeting will be approved at the June meeting.
- II. Chair Hayes thanked the Senate for the work done this past year. He mentioned that the recent news of the tax increase for education is promising, but cautioned that the fight for funding education has just begun. He also reminded the Senate that we do not know what will happen with the Ayers case. Hayes emphasized that the Senate must maintain the power it has developed and to foster this through the spirit of teamwork.
- III. Chair Hayes read the names of senators who did not wish to serve as an officer. He then called for nominations for Faculty Senate Chair. Bill Hays and Don Skelton were nominated. The motion to close the nominations was made and seconded. Each nominee spoke briefly to the Senate. Bill Hays was elected Chair. William Hayes turned the meeting over to the new Chair.

Chair Bill Hays called for nominations for Faculty Senate Vice Chair. Maureen Brooks and John Quon were nominated. The motion to close the nominations was made and seconded. Each nominee spoke briefly to the Senate. Maureen Brooks was elected Vice Chair.

Chair Hays called for nominations for Faculty Senate Secretary. Florence Ouzts was elected Secretary by acclamation.

IV. Old Business

Eddie Girdner reported that the campus smoking committee agreed unanimously to approve the Smoking Policy Draft with one change (see attached draft). Individual faculty/staff offices will not be included as a smoke-free area. Girdner indicated that Wayne Blansett expects the policy to be approved by President Wyatt.

Chair Hays distributed the list of standing committee members for the 1992-93 year. He asked that the General Academic Affairs, Finance, and University Services Committees meet, elect chairs, and report the chairs' names to him after the Senate has adjourned.

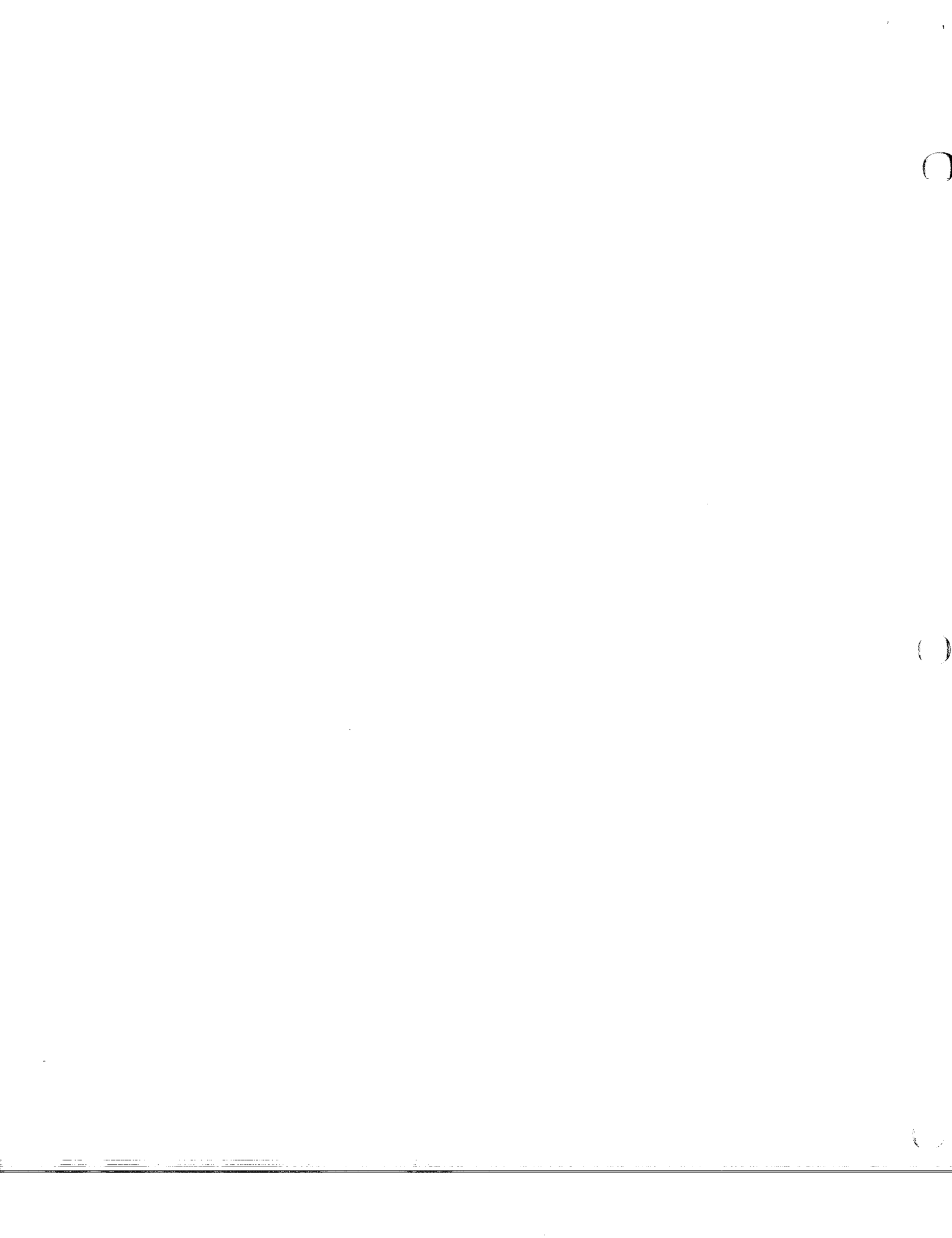
Chair Hays announced that four Senators would not be returning next year. These individuals are Janice Costello, Debrynda Davey, Eddie Girdner, and Janis Tyderle.

Chair Hays then made brief closing remarks.

Darry Hardy requested to address the Senate. He reminded each person on the Senate to be careful of expressing their personal feelings as the voice of the Senate. Speaking on behalf of the Senate should be supported by a Senate vote.

William Hayes quickly reviewed the information available concerning the 1% tax increase. None of this money will go toward increasing salaries and the plan for a tuition increase this fall is still in place. Mike Carr commented about a recommendation made by County Tax Assessors to put the money in a trust fund. This could mean education may have the funding the first year, but not guarantee education would receive it next year.

Motion to adjourn at 4:40 pm.



DRAFT SMOKING POLICY

DELTA STATE UNIVERSITY

Delta State University recognizes the fundamental right of every member of the university community to a smoke-free work place. This policy is intended to ensure the equal enjoyment of that right. Further goals of the policy are to promote awareness of the harmful effects of smoking on health and lifestyle, improve the general health and safety of the campus community, and help contain health and medical costs. It is the policy of Delta State University to achieve a smoke-free workplace for everyone who finds smoke offensive.

A. Smoke-Free Areas

Smoking is prohibited in indoor locations, except in designated smoking areas. Areas where smoking is prohibited include:

1. Academic areas, classroom buildings (including faculty and staff offices and lounges), lecture halls, seminar rooms, classrooms, laboratories, libraries, computer facilities.
2. Conference rooms, auditoriums, exhibition areas, indoor athletic facilities, theatres, the book store and the post office.
3. Health facilities.
4. Common/public areas, except when otherwise designated: include stairwells, elevators, lobbies, hallways, waiting rooms, reception areas, dining rooms, restrooms, and customer service areas.
5. Owned and leased University Vehicles.
6. The University may designate other areas where smoking is not permitted.
7. All areas are considered to be NO SMOKING areas unless specific signage indicates that SMOKING IS PERMITTED.

B. Designated Smoking Areas:

1. Certain designated areas in the Student Union will be

designated as "DESIGNATED SMOKING AREAS."

2. Buildings, other than those designated as no-smoking in Section A above, may establish DESIGNATED SMOKING AREAS." Workplaces in such buildings may be designated as "SMOKING AREAS" by a unanimous decision by the assigned employees if safety considerations otherwise permit.

3. Residential units owned by the University are subject to the smoking preferences of the occupants.

C. Containers for disposal of cigarette ashes and butts shall be provided in all designated smoking areas.

D. Where smoking is permitted inside a building, efforts must be made to ensure that individuals are not exposed involuntarily to smoke.

E. Enforcement:

1. It is the responsibility of all members of the University Community to observe this Smoking Policy.

2. Managers and supervisors are responsible for ensuring compliance by the employees in their areas. Faculty, staff, and students are responsible for enforcing the policy with visitors, and are encouraged to direct violators to designated areas.

3. Smokers are responsible for disposing of their cigarette ashes appropriately.

F. Signs:

1. Signs designating "no smoking areas" and "smoking areas" will be posted in sufficient number and in a manner that gives notice to the public of this policy.

G. The health service and counselling services are encouraged to provide information and programs on the harmful effects of smoking and to encourage smokers to quit.

H. Requests for changes in this policy should be addressed to the Faculty Senate, Academic Staff Council or a student government representative.

NOTE:

(The above policy is an attempt to be fair and equitable to all employees. Since four buildings (Music, Aviation, Nursing, and part of Jobe) are already smoke-free, to not extend these

restrictions to all classroom buildings would raise the legal issue of Fourteenth Amendment Equal Protection for employees that must work in other classroom buildings. At least one of the above buildings is required by public law to prohibit smoking. The US Constitution (Fourteenth Amendment) has been interpreted by the courts to require that all be treated equally by established policies in public institutions.)



Delta State University Faculty Senate
April 9, 1992, 3:30 PM till 5:05 PM
Ewing Building, Room 109
Cleveland, MS

MINUTES

Members present: William A. Hayes, Chair
William S. Hays, Vice Chair
Elise Dreaden, Secretary
John Tiftickjian
Edward Bahr
Carol Ann Boyd
Michael J. Carr
Georgene Clark
Eddie Girdner
Darry Hardy
Val Hinton
Florence Ouzts
John P. Quon
Randy Percy
Loretta Shannon
Don Skelton
Marcus Steele
Mary Anne Ross, proxy
James Robinson, proxy
Sarah Jordan, proxy
Burrow Brooks, proxy

Members absent: Martha Biles
Thomas Clark
Camille Branton
Maureen Brooks
Janice Costello
James Craig
Debrynda Davey
Collier B. Parker
Robert Romigh
Janis Tyderle
Frank C. Young

AGENDA

- I. Approval of minutes of last meeting
- II. New Business
 - A. Report on status of election of senators
 - B. Discussion - Senate sponsorship of outstanding faculty award(s)
 - C. Distractions to effective learning: such as lawn care outside classrooms/delayed attendance by students owing fees.
- III. Old business
 - A. Update on smoking policy
 - B. Senior exemption policy
 - C. Specific questions explored by chair after last meeting:
 1. Monday night classes after holiday
 2. 75% attendance rule
 3. Administrative raises
 4. Audit declarations
 - D. Completion of confidence survey (NOT a vote!)

AGENDA BUSINESS

I. Several corrections to the March minutes were pointed out. John Quon moved to approve the minutes, Darry Hardy seconded. The motion passed unanimously.

II. New Business

A. Bill Hays reported that the election committee would meet the next day concerning balloting for the new Senate. Results are to be reported to the Chair by the following week. The Chair will then notify all new Senators of their election. A suggestion was made that all faculty should be informed of the new Senate roster.

John Quon suggested that voting be moved up next time so that new senators can attend the final meeting of the outgoing Senate. This can be done if voting is done on time as stated in the Constitution. Next year, we should be able to do this.

There was more discussion about how many copies of the new Senate roster to distribute. It was decided that the Chair should mail copies to all senators and to department chairs. Other faculty can then be notified through their department chairs.

B. Chair Bill Hayes suggested that we consider the possibility of having a faculty award sponsored by the Senate. He cautioned that if we did this, it would have to be done in such a way to keep it from being self-serving.

John Quon stated that it may be difficult to judge such an award. What criteria would be used? Bill Hays pointed out that only one award is given now, presented by the administration. Is this all that is necessary? John Tiftickjian suggested that a kind of peer recognition would be desirable, if it would be possible to judge fairly. There was some concern about how classroom performance could be evaluated.

Darry Hardy expressed the opinion that the current award was sufficient, and that another one might create hurt feelings among certain faculty. He agreed to pole faculty in his department on the matter.

Don Skelton suggested that the idea was worth investigating. Would the award be monetary or just a handshake? He suggested that we study the award process as it currently exists before making a decision

Bill Hays made a motion that the Senate General Academic Affairs Committee study the possibility of creating an additional award.

It was pointed out that the School of Business already has an award, given by students. One solution might be to have awards in several academic areas.

The motion to refer the question to the Academic Affairs Committee passed. (2 opposed).

C. Chair Hayes asked the Senate to voice concerns on matters that are distractions to effective learning. The following were suggested:

- Banning students from classes due to nonpayment of fees. This causes students to enter classes too late and miss a good deal of material. There should be a way to improve timely payment of fees.
- The deadline for adding a class comes too late in the semester.
- Concerts held in the Delta Room can be distracting to concurrent classes.
- Theater groups sometimes "take over" classrooms, displacing regular students.
- Honors Day should not be held during the week of pre-registration as it was this semester.
- There should be an attempt to avoid scheduling extracurricular events so they are not all on Monday, Wednesday, and Friday or all on Tuesday and Thursday. This could decrease the number of cuts in particular classes. There is currently a lack of "open time" in the schedule when activities can be planned. This was the case at one time but was discontinued.

Chair Hayes agreed to explore these problems with the appropriate officials.

III. Old Business

- A. Eddie Girdner reported on the current status of the committee studying the smoking policy. He indicated that several meetings of the committee had been held. A problem area seems to be whether or not *all* buildings should be smoke-free. No meeting had taken place recently to resolve the matter. A comment was made that several smoke-free areas and/or buildings had already been designated smoke-free, but there is still no campus-wide policy.
- B. John Tiftickjian reported that the Academic Council was still considering the elimination of the senior final exam exemption policy as recommended by the Senate. There seemed to be agreement among Council members that the policy should be eliminated. Dr. McArthur wanted to be sure faculty members understand that senior exams would have to be given prior to exam week so that grades could be recorded before graduation. This would require two separate exams to be prepared, but during the spring semester. No senator expressed objection to this. Dr. Tiftickjian will bring this up again at the next Academic Council meeting.
- C. Chair Bill Hayes reported on matters raised at the last meeting which he discussed with administrators:
- On the question of the need to hold night classes on the Monday following holidays, this is usually needed to satisfy the total number of required class meetings. Whether or not to meet can be left up to individual instructors.
 - On the question of the 75% attendance requirement, the policy is left over from a past SACS rule but is no longer required. The rule still appears in the catalog at the request of Student Government for the purpose of having a consistent attendance policy. Dr. McArthur would be willing to work with a committee to redefine this to the satisfaction of students and faculty.
 - On the question of how to handle audits, in most cases, an audit is better than a withdrawal because it counts toward credit hour production, but in some cases, a student may not be able to retake a required course elsewhere if he or she has previously audited the course. The decision to change a student to an audit is completely up to the instructor. It is not the student's right to demand it.
 - On the question of recent salary increases for certain administrators, one raise was in response to a promotion recommended by the person's department. This is a faculty rank position. The other raise was for a staff position for the purpose of increasing the salary to a level the same degree below the (regional?) average

salary for the position as faculty are currently paid below the (regional?) average faculty salary.

Bill Hays suggested that the Senate Finance Committee might investigate the feasibility of having consistent standards for raises related to promotions in rank. Mike Carr commented that criteria for promotions should clearly stated and disseminated to all faculty and staff. This would increase confidence in the system. Bill Hays distributed to senators a handout of national median administrator salaries for institutions similar to DSU in enrollment and budget. He stated that this was for information purposes only and that he was not drawing any conclusions from it. Don Skelton said that this kind of information was useful and might be a good tool for future recommendations.

Chair Hayes indicated that Dr. McArthur would be willing to work with a faculty committee on the criteria for promotions, and that this could then be clarified in future editions of the Faculty Handbook.

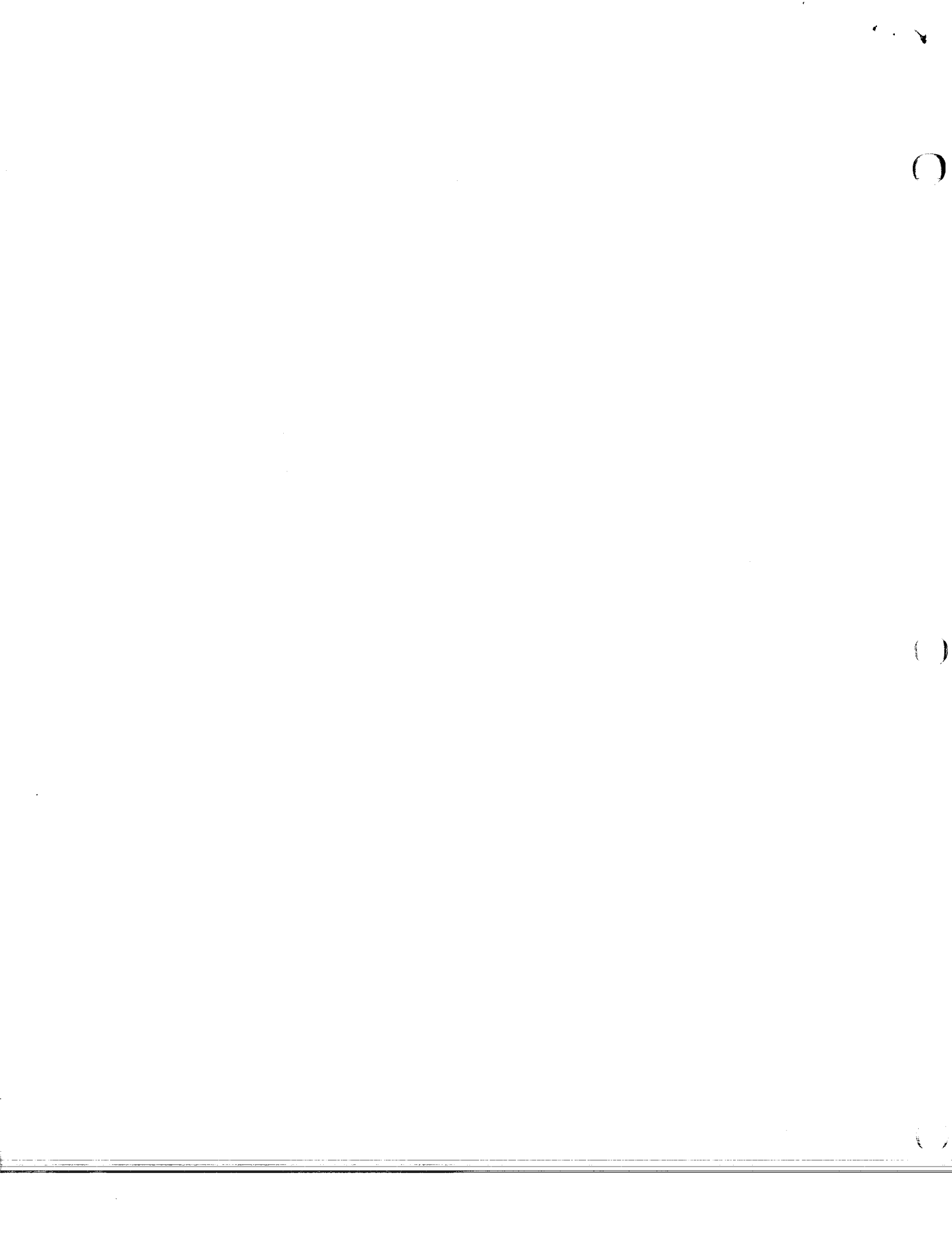
Dr. Tiftickjian reported that the Academic Council had begun to consider a uniform salary scale that would be based on rank, experience, degree, and other factors. It is Dr. McArthur's intention to strive toward salary equity across campus.

- D. Chair Hayes reported on results of polling regarding a vote of no confidence for Dr. Cleere. He asked for results from senators who had not yet reported. He felt that there was not enough of a consensus to pursue this further at the present time.

Additional discussion

- Don Skelton restated a concern that new senators need to know who might be nominated for Senate offices before the vote at the organizational meeting next month. He felt that the future success of the Senate depends on good leadership in these critical times. He requested that anyone with an ambition to serve as a Senate officer let him know. Chair Hayes suggested that the newly elected senators be asked if they would be willing to serve so that we could know this before the first meeting.
- There was some question as to whether or not the date of the organizational meeting should be moved since it is scheduled during exam week. After some discussion, it was decided to leave the date unchanged. The next meeting is scheduled for Thursday May 7th.

The meeting was adjourned at 5:05 PM.



MEMORANDUM

To: Members of the DSU Faculty Senate

From: William S. Hays, Chair

Re: Next Regular Senate Meeting

Date: Thursday, June 11, 1992

Time: 3:30 p.m.

Place: 118 Ewing Hall

Agenda

I. Introductions

II. Minutes of April and May meetings. **Please review the enclosed copies before the meeting and note any corrections or modifications.**

III. Old business

A. Dr. Bob Nettles to address our questions

1. Admission of students to class who have not paid part of their fees
2. Prices in the bookstore
3. Classes being interrupted by regular maintenance procedures
4. Payment for second DSU bus
5. Capitol improvements on campus

B. Status of the smoking policy

C. Status of the final exam exemption policy

D. Additional Outstanding Teacher Awards

IV. New Business

A. Downsizing of DSU

1. An overview of the plan submitted to the IHL Board
2. Reports from each unit (**Please come prepared to share a brief oral report on how downsizing has affected your department or division.**)

B. Report on final Senate Chairs' Meeting of 1991-92

C. Updated Senate roster for 1992-93

D. Updated Faculty Senate Committee Membership for 1992-93 with Chairs

V. Other Business, as time allows

SMOKING POLICY - RECOMMENDATION
DELTA STATE UNIVERSITY

Delta State University recognizes the fundamental right of every member of the University community to a smoke-free work place. This policy is intended to ensure the equal enjoyment of that right. Further goals of the policy are to promote awareness of the harmful effects of smoking on health and lifestyle, improve the general health and safety of the campus community, and help contain health and medical costs. It is the policy of Delta State University to achieve a smoke-free workplace for everyone who finds smoke offensive.

A. Smoke-Free Areas

Smoking is prohibited in indoor locations, except in designated smoking areas. Areas where smoking is prohibited include:

1. Academic areas, classroom buildings (excluding faculty and staff offices), lecture halls, seminar rooms, classrooms, laboratories, libraries, computer facilities.
2. Conference rooms, auditoriums, exhibition areas, indoor athletic facilities, theatres, the book store and the post office.
3. All buildings that prohibit smoking now will continue with that policy. Examples; Cafeteria, Health Center, Zeigel, Commercial Aviation, Child Development Center and Library.
4. Common/public areas, except when otherwise designated: include stairwells, elevators, lobbies, hallways, waiting rooms, reception areas, dining rooms, restrooms, and customer service areas.
5. The occupants of university owned and leased vehicles will determine whether smoking is permitted or not.
6. The University may designate other areas where smoking is not permitted.
7. All areas are considered to be NO SMOKING areas unless specific signage indicates that SMOKING IS PERMITTED.

B. Designated Smoking Areas:

1. Certain areas in the Student Union will be designated as "DESIGNATED SMOKING AREAS."
2. Designated smoking areas will be determined by the assigned employees of a building with the exception of private offices.
3. Residential units owned by the University are subject to the smoking preferences of the occupants.

- C. Containers for disposal of cigarette ashes and butts shall be provided in all designated smoking areas.
- D. Where smoking is permitted inside a building, efforts must be made to ensure that individuals are not exposed involuntarily to smoke.
- E. Enforcement:
 - 1. It is the responsibility of all members of the University Community to observe this Smoking Policy.
 - 2. Managers and supervisors are responsible for ensuring compliance by the employees in their areas. Faculty, staff, and students are responsible for enforcing the policy with visitors, and are encouraged to direct violators to designated areas.
 - 3. Smokers are responsible for disposing of their cigarette ashes appropriately.
- F. Signs: Signs designating "no smoking areas" and "smoking areas" will be posted in sufficient number and in a manner that gives notice to the public of this policy.
- G. The health and counselling services are encouraged to provide information and programs on the harmful effects of smoking and to encourage smokers to quit.
- H. Requests for changes in this policy should be addressed to the Faculty Senate, Administrative Staff Council or a student government representative.

old
A.L.
basis

50% Tuition to all class provisional

Faculty Senate

6/11/92

2. Guidelines 4

- a) Office supplies 15% ↑
- b) New text 25% ↑
- c) Used text 33% ↑
- d) misc 40% ↑

Target markup

3. SO. no maintenance near classrooms if
after 2:00 pm.

Call Netles if classes are interrupted by noise
of maintenance.

4. Bond money

Bus

Banner

Airplanes?

5. Private Bonds Educational Building corp of DSC
paid for new Dorm.

B. Smoking Policy

F.S. excepted Policy as unity

C. Final exams

exemptions for one more year
93/94 catalog

D. O T Awards

Oct. F/S mt report

DELTA STATE UNIVERSITY FACULTY SENATE
July 9, 1992, 3:30 pm till 4:50 pm
Ewing Building, Room 118
Cleveland, Mississippi

MINUTES

Members present: Bill Hays, Chair
Florence Ouzts, Secretary
William Hayes, Past Chair
John Quon
Paula Norris, proxy
Mike Carr
Marcus Steele
Gary Cook, proxy
Tommy Sledge
Darry Hardy
Duke Barnes, proxy
Mark Butler
Carol Boyd
Sheryl Stump, proxy
Val Hinton
Bill Spencer, proxy
Jerry Dallas
Robert Brown
Elise Dreaden
Collier Parker
Frank Young
Camille Branton
Sarah Jordan, proxy

Members absent: Maureen Brooks, Vice-Chair
Thomas Carter
Loretta Shannon
Don Skelton
Georgene Clark
Victoria Chase
Burrow Brooks
Edward Bahr

AGENDA

- I. Introductions
- II. Approval of the minutes of the June meeting
- III. Old Business
 - A. Status of the smoking policy, one more time
 - B. Vote of no confidence for Ray Cleere

IV. New Business

A. Group Health Insurance

1. Status of state plan
2. Alternative plan for dependents of DSU employees

B. Funding increases at DSU for 1992-1993

C. Salary discrepancies at DSU

1. The McArthur Model
2. Alternative plans/research

D. Additional funding for DSU faculty salaries for 1992-93

E. The presidents' raises at Mississippi universities for 1992-93

F. Reclassification of top DSU administrators

G. The Ayer's ruling/questions responses

H. Gender specific language in the **DSU Bulletin** and other publications

V. Announcements

AGENDA BUSINESS

I. The meeting was called to order by Chair Hays. Jerry Dallas, the new Senator for the Dept. of History, was introduced. The following proxies were welcomed: Sheryl Stump (Library Services), Duke Barnes (HPER), John Cook (Music), Sarah Jordan (Home Economics), Paula Norris (Mathematics), and Bill Spencer (Languages and Literature).

II. Mark Butler requested that "loss of Bachelor of Music Degree in musical performance" be inserted under Degrees/Ancillary Programs in the June minutes (New Business). After all corrections were voiced, Elise Dreaden moved for approval of the June minutes. William Hayes seconded the motion. The motion passed unanimously.

III. Old Business

A. Chair Hays reported that Dr. Wayne Blansett presented the campus-wide Smoking Policy to the cabinet

for approval on June 15, 1992. The cabinet approved the policy, and it is scheduled to become effective at the onset of the Fall semester. The new policy will be included in the 1992-1993 Faculty/Staff Handbook. Dr. Blansett said it would take some time to get signs posted around campus, memos circulated, and handbooks printed before implementing the policy fully. September 1, 1992 is the projected date for implementation of this policy.

B. Chair Hays asked that a formal motion to reopen discussion on the "Vote of no confidence for Ray Cleere" be brought from the table in an effort to provide closure to this long standing issue. Darry Hardy so moved, and Bill Spencer seconded the motion. The motion carried with a 13-5 vote.

The motion was then reopened for discussion. Val Hinton stated that he initially had made the motion with the intent that other institutions would be supportive and act similarly. He stated that without the participation of all 8 universities it would be suicide for DSU to pursue the issue. Other Senate members felt that the issue was ill-timed, in light of all that has happened since the motion was first brought forth for discussion in March. The consensus of opinion was for the motion to die a natural death, at this time. Val Hinton moved to formally withdraw his original motion, and Darry Hardy then withdrew his second to this motion.

IV. New Business

A. A number of faculty members expressed concern with our Group Health Insurance plan regarding (1) the increases in premiums for dependents, (2) the increase in deductible fees from \$200 to \$500, and (3) no allowance for a fee reduction for single parent families. A discussion of the current group plan along with the feasibility for bidding independently with other private contractors followed. Chair Hays provided a printed handout of the Legislative Summary of House Bill 845 which prohibits state agencies from withdrawing from the state employees life and health insurance plan. This mandate prohibits IHL the right to bid for separate group health plans. Until the law is changed, there is nothing DSU can do to provide an alternate health plan for employees. Chair Hays suggested that the Faculty Senate Committee on University Services ask the Faculty/Staff Benefits Committee and the Personnel Office to investigate, at

the local level, private contractors who might provide assistance for our dependents. It was also suggested by Chair Hays that alternative plans for dependents, from private contractors, be explored at the systems level for all eight universities and state employees at large. Marcus Steele inquired as to the role of the state legislature with the Board of Directors of Blue Cross Blue Shield. Do they cater to legislators? A national media report indicated that this is a problem nation-wide. Steele suggested that the Attorney General's office may want to investigate this issue.

B. Chair Hays spoke with Dr. Wyatt and Dr. McArthur regarding the 1992-1993 funding increases. He was informed that we are not allowed to use new tax proceeds to correct downsizing or for raises, hence the need for a tuition increase. Chair Hays asked Dr. Wyatt to send a memo to the faculty shedding light on which state monies can be used for which purposes. It was felt that a written statement from the president would help eliminate confusion. Chair Hays emphasized that the IHL Board is committed to giving the faculty 5% salary increments for 1992-1993, and an additional 5% next year. Correspondence from Dr. Wyatt regarding faculty salaries will be forthcoming after the July IHL Board meeting.

C. Chair Hays discussed with Dr. McArthur the salary discrepancies of the DSU faculty. Dr. McArthur was empathetic and recognized the need for a more equitable scale. Dr. McArthur has devised a model which he feels would help determine salary increments more systematically. Dr. McArthur stated that he wanted to implement his model ten years ago but it was denied. Dr. McArthur requested that Chair Hays share his model with the Faculty Senate for discussion. The McArthur Model was in trial use in determining salary increments for the 1992-93 contract period. Prior to this time no plan was in effect. Chair Hays provided each Senator with a copy of the proposed model which bases salary increments on rank, degree, supply and demand of discipline, and other non-specified university duties. While it was agreed that the model is better than nothing, the Faculty Senate recognizes that specific items relative to its content need greater clarification. How is the base salary determined and why is it set so low? How does one determine the percentage of supply and demand for a given discipline? What are the unspecified "other duties" and how is the merit of each evaluated? Mike Carr informed the Senate that his unit, Department of Special Education, was not included as a separate discipline on the

printed descriptive model as outlined. Chair Hays commented that he had seen a previous copy of the model which included the unit of Special Education. Chair Hays asked the Finance Committee to contact other schools and universities to see if other models, scales, or formulas are in use as a means for comparison. The Finance Committee was asked to report on this at the October meeting.

D. Chair Hays passed out copies of two handouts comparing faculty salaries at comprehensive and regional universities throughout the United States. Reid Jones and Richard Myers conducted a comparative study of faculty salaries between comprehensive universities and regional universities in Mississippi and presented data supporting the fact that DSU salaries were further behind than those of the comprehensive institutions in Mississippi. Dr. Wyatt, presented this information to the board. Soon thereafter, Ray Cleere agreed to give DSU an additional \$100,000 to be used for faculty salaries this year. Dr. McArthur notified Chair Hays on June 29, 1992 regarding the additional appropriation of funds and requested that the Faculty Senate meet to give input as to how the monies should be distributed. Dr. McArthur stated that he had to present his decisions regarding the appropriations to the committee the following morning which left the Faculty Senate very little time to act. Chair Hays called an emergency Executive Committee meeting to meet with Dr. McArthur. Dr. McArthur informed Chair Hays that only full-time employees teaching 12 semester hours, or the equivalent, would be eligible for additional monies. All administrators, including department chairs, were to be excluded.

Acting under the limited time-frame, the Executive Committee originally favored a graduated "across the board" increment and suggested that those taking home less than \$25,000 yearly receive a larger percent. Dr. McArthur, however, was against distributing the monies this way and stated that the additional funds would present an opportunity to address a few of the existing salary discrepancies. The Executive Committee offered a counter proposal whereby all eligible faculty members would receive \$300.00 to help cover the increased deductible in group insurance. The remaining funds (approx. \$ 55,000) would be distributed among some 50 or 60 employees who, according to McArthur's Model, are underpaid. In order to avoid creating any additional salary discrepancies, The Executive Committee suggested a ceiling of \$1400 for the additional salary

increments. Dr. McArthur hopes that with this increment and whatever additional increments might be forthcoming next year, the salary inequities will gradually be reduced. The Executive Committee supported McArthur's Model because of the limited time factor involved. It should be emphasized that the Senate, at this time, is not adopting the model permanently. In a subsequent conversation with Dr. McArthur regarding the \$300.00 across the board raise for faculty, Chair Hays expressed concern for the library personnel. Dr. McArthur stated that they would not be left out. They, too, would get \$300.00 but the funds would not come from the \$100,000 provided by Dr. Cleere's office.

E. The presidents' raises at Mississippi universities for 1992-1993 created some discussion. Feelings were vented regarding the untimeliness of the 10% salary increase which seems inflated when compared to faculty compensation. It was stated that the Board did acknowledge that this was not the best decision on its part, and that some legislators were not comfortable with it. During this discussion, William Hayes openly expressed his appreciation for the efforts of Reid Jones and Richard Myers in helping obtain the additional \$100,000 for next year's salaries and made a formal motion that letters of commendation be sent to them from the Faculty Senate expressing our gratitude. A like letter also will be sent to Dr. Wyatt for his efforts in this matter.

F. Chair Hays informed the Senate that the reclassification of top DSU administrators occurred because of a previous recommendation by a consultant of the IHL Board last year. At that time, it was suggested that a standardization of titles would give parity to similar positions on other campuses. The recommendation, however, was not passed until this year. Three administrators were given title changes: Dr. Bob Nettles, Dr. Wayne Blansett, and Dr. Mike Robbins are now vice-presidents.

G. Chair Hays asked Dr. Wyatt to share with us whatever information that he could relative to the Ayer's case. Dr. Wyatt had attended an emergency Board meeting and stated that he did not have anything concrete to share with us at this time. He said that everything was pretty much on the table at the moment. He did mention three possible areas where change might occur:

1. Funding Formula - Dr. Wyatt stated that small universities have always had problems with this

issue. DSU may or may not benefit as a result of the Ayer's ruling.

- 2. Shifting of Programs - There might be some shifting of certain programs but it is too early to project specifics.
- 3. Standardization of Admission Requirements - One proposal is that an admission requirement use a combined ACT composite score and the high school GPA.

H. The issue of gender specific language as it appears in the **DSU Bulletin** and other publications was addressed. Bill Spencer made the motion that recommendations be made to the Academic Council to change the existing references of Chairman to Chair in the undergraduate and graduate bulletins. William Hayes seconded the motion. The motion passed unanimously.

V. Announcements

A. Chair Hays asked the Faculty Senate to allow the Executive Committee to approve university-wide committee appointments slated for the 1992-1993 year. Bill Spencer made the motion, and Marcus Steele seconded it. The motion was passed unanimously.

B. Ed Jackson, candidate for the Mississippi State Senate from Bolivar and Washington counties, informed Mike Robbins, Executive Assistant to the President, that he would like to visit our campus on July 14 to discuss with interested faculty any questions or concerns they might have. Mike Robbins called on Chair Hays to relay this information to the Faculty Senate and assist in disseminating the information to other faculty members. Chair Hays informed the Senate that this was not to be interpreted as a political endorsement of Ed Jackson by DSU nor the Senate. Ed Jackson expressed willingness to meet with all interested faculty members in an open forum, and Mike Robbins invited him to utilize DSU facilities.

C. Chair Hays requested release time for the Faculty Senate Chair and Secretary. President Wyatt responded with an invitation to the Senate to entertain a proposal granting 3 hrs. of release time to the Senate Chair and Secretary. Chair Hays asked the Secretary, the past Secretary and Past Chairs to provide written statements justifying the much needed release time for

these positions. This request is for the incumbents as well as all future Senate Chairs and Secretaries.

D. Chair Hays announced that the next Faculty Senate meeting would be scheduled in September.

The meeting was adjourned at 4:40 p.m.

*Secret -
Committee*

OUTSTANDING TEACHER OF THE YEAR AWARD

The criteria for the selection of the Delta State University Outstanding Teacher of the Year Award are as follows:

1. Active teacher
2. Effectiveness in class*
3. Ability to motivate students
4. Good relationship with students in and out of the classroom**
5. Availability to students**
6. Extracurricular activities**
7. Difficulty of course not to be a deterrent factor
8. Attitude toward teaching and toward students

* It is suggested that emphasis be given to command of subject matter and preparation; specifically: clarity, comprehensibility, making students feel comfortable to ask questions; sense of humor.

** It is suggested that emphasis be placed on interaction with the total community and students relating to committee work or to academic or career objectives rather than on purely social or sporting activities.

efm
November 18, 1982

Added by Dr. McArthur 4/11/85:
must have been full-time for five years

MEMORANDUM

To: Members of the DSU Faculty Senate

From: William S. Hays, Chair

Re: Next Regular Senate Meeting

Date: Thursday, July 9, 1992

Time: 3:30 p.m.

Place: 118 Ewing Hall

Agenda

I. Introductions

II. Minutes of the June meeting. **Please review the enclosed copies before the meeting and note any corrections or modifications.**

III. Old business

A. Status of the smoking policy, one more time

B. Vote of no confidence for Ray Cleere

IV. New Business

A. Group Health Insurance

1. Status of state plan

2. Alternative plan for dependents of DSU employees

B. Funding increases at DSU for 199²~~1~~³~~92~~

C. Salary discrepancies at DSU

1. The McArthur Model

2. Alternative plans/research

D. Additional funding for DSU faculty salaries for 1992-93

E. The presidents' raises at Mississippi universities for 1992-93

F. Reclassification of top D. S. U. administrators

G. The Ayer's ruling/questions responses

H. Gender specific language in the **DSU Bulletin** and other publications

V. Announcements

TABLE ONE

**Salary Comparison: Mississippi to Southeast to National
State Supported Universities (1)**

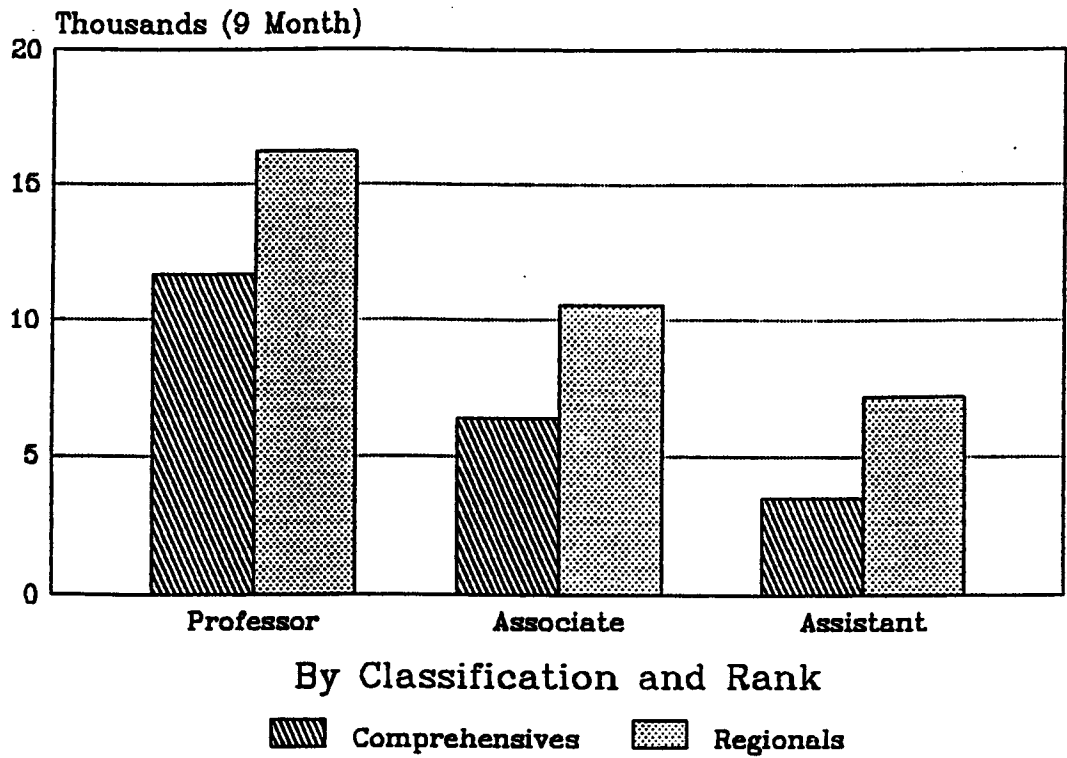
Carnegie Classification	Professor	Associate Professor	Assistant Professor	Number of Institutions
<u>Doctoral (I):</u>				
National Average	61,900	45,100	38,000	
Southeast Average (2)	58,300	43,100	36,800	29
Deep South States				
Alabama	56,400	41,500	34,800	3
Louisiana	55,100	42,100	36,900	2
Tennessee	53,600	41,700	35,200	3
Arkansas	53,100	40,100	35,000	1
Mississippi (MSU, UM, USM)	50,200	38,700	34,500	3
% below National	-18.9%	-14.2%	- 9.0%	
% below Southeast	-13.9%	-10.2%	- 6.0%	
<u>Regional (II A, II B):</u>				
National Average	51,558	41,667	34,629	
Southeast Average (2)	46,285	38,510	32,958	50
Deep South States				
Alabama	46,962	38,112	32,487	8
Louisiana	45,762	38,900	33,537	8
Tennessee	47,100	38,100	31,600	7
Arkansas	47,550	39,325	33,000	4
Mississippi (ASU, DSU, JSU; MUW, MVSU)	35,340	31,100	27,460	5
% below National	-31.5%	-25.4%	-20.7%	
% below Southeast	-23.6%	-19.2%	-16.7%	
<u>How Far Mississippi Faculty Are Behind the:</u>				
Nation				
Doctoral I	\$11,700	\$ 6,400	\$3,500	
Regional (II A, II B)	\$16,218	\$10,567	\$7,169	
Southeast				
Doctoral I	\$ 8,100	\$ 4,400	\$2,300	
Regional II B, II B)	\$10,945	\$ 7,410	\$5,498	

(1) Based on 9 month salary survey for 1990-1991 Academic Year contracted by the American Association of University Professors, reported in the Chronicle of Higher Education, April 22, 1992.

(2) Based on subset of the data source cited in (1) for the eleven Southeastern states (Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, and Virginia).

FIGURE ONE

How Far Behind the Nation? Salaries: Mississippi vs. 50 States



Source: Chronicle: April 22, 1992

TABLE TWO

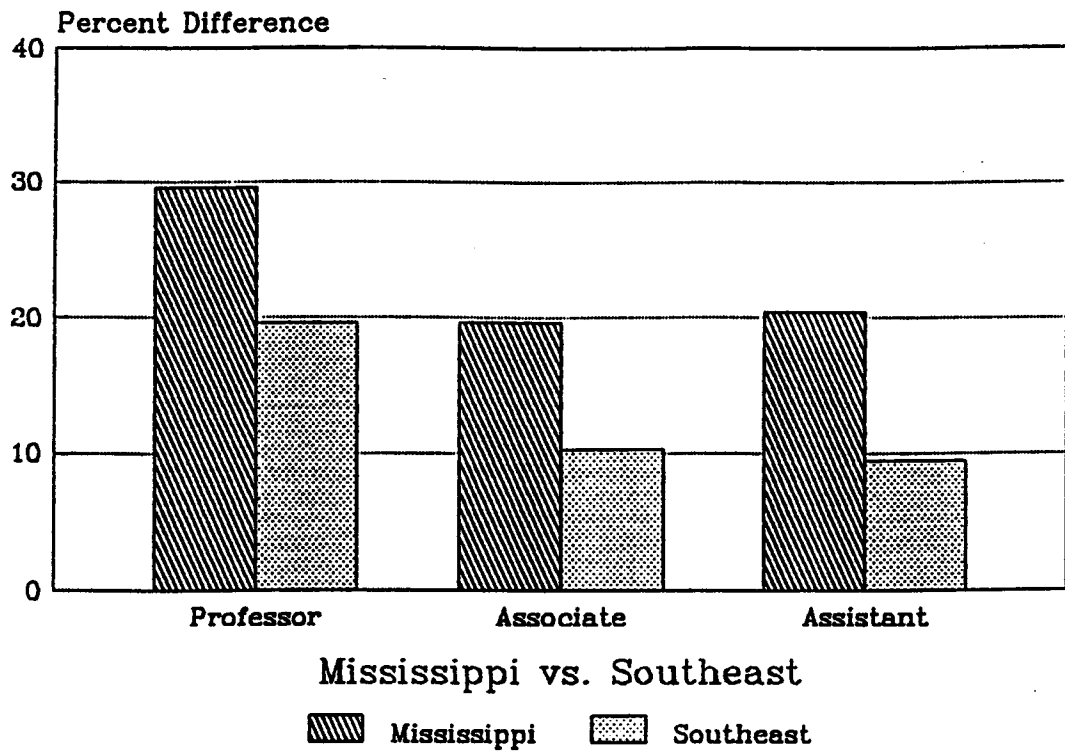
Faculty Salaries: Percentage Lower at Regional Universities in the Southeast by Rank

Data is based on April 22, 1992 Chronicle of Higher Education National Survey conducted by AAUP. All state supported institutions in the "eleven state" Southeast were included unless they failed to respond to the AAUP survey. Salaries from 28 Comprehensive Universities (MSU, UM, USM) and 79 Regional Universities (ASU, DSU, JSU, MUW, and MVSU) were compared. Thus, this report is based on 107 Southeast university reports.

Rank	State	Percent Lower
Professor	Mississippi	29.6
	Virginia	28.6
	Georgia	25.9
	South Carolina	23.6
	Kentucky	21.1
	North Carolina	20.7
	Southeast Average	19.6
	Alabama	16.8
	Arkansas	16.8
	Louisiana	16.9
	Tennessee	16.9
	Florida	9.0
Associate Professor	Mississippi	19.7
	Virginia	15.0
	South Carolina	13.0
	Florida	11.7
	Tennessee	10.8
	Kentucky	10.4
	Southeast Average	10.3
	North Carolina	8.8
	Alabama	8.5
	Arkansas	8.5
	Georgia	8.3
Louisiana	7.7	
Assistant	Mississippi	20.5
	Georgia	16.9
	South Carolina	14.8
	Kentucky	10.8
	Tennessee	10.8
	Virginia	9.9
	Louisiana	9.7
	Southeast Average	9.5
	Arkansas	8.7
	North Carolina	6.1
	Alabama	5.9
Florida	0.9	

FIGURE TWO

Comprehensives vs. Regional Differences Mississippi vs. Ten Southeastern States



Source: Chronicle, April 22, 1992

TABLE THREE

Faculty Salaries: The Lowest State Supported University and College Systems in the United States

Data is based on April 22, 1992 Chronicle of Higher Education study conducted by the AAUP. Average salaries are displayed by academic title for the each state. The number in parenthesis is the national ranking based on 50 states (see footnote).

Comprehensive Universities:
(MSU, UM, USM)

Regional Universities:
(ASU, DSU, JSU, MVSU, MUW)

Professor

(44) Arkansas	\$53,100
(45) West Virginia	\$50,800
(46) Mississippi	\$50,230
(47) Idaho	\$49,400
(48) North Dakota	\$45,500
(49) South Dakota	\$45,000
(50) Montana	\$43,850

(44) Arkansas	\$44,200
(45) North Dakota	\$42,680
(46) South Dakota	\$42,040
(47) Idaho	\$41,970
(48) Montana	\$39,630
(49) West Virginia	\$39,610
(50) Mississippi	\$35,340

Associate Professor

(44) West Virginia	\$40,700
(45) Arkansas	\$40,100
(46) Idaho	\$39,700
(47) Mississippi	\$38,730
(48) North Dakota	\$38,200
(49) Montana	\$36,250
(50) South Dakota	\$35,200

(44) Georgia	\$37,160
(45) North Dakota	\$36,400
(46) Idaho	\$35,900
(47) South Dakota	\$34,980
(48) Montana	\$33,300
(49) West Virginia	\$32,660
(50) Mississippi	\$31,100

Assistant Professor

(44) Arkansas	\$35,000
(45) Tennessee	\$35,450
(46) Mississippi	\$34,530
(47) West Virginia	\$34,000
(48) North Dakota	\$33,000
(49) Montana	\$32,800
(50) South Dakota	\$31,700

(44) Tennessee	\$31,140
(45) North Dakota	\$31,500
(46) South Dakota	\$31,120
(47) Idaho	\$31,000
(48) Montana	\$28,970
(49) Mississippi	\$27,460
(50) West Virginia	\$24,030

How far is Mississippi in last place in the Southeast?

Comprehensives

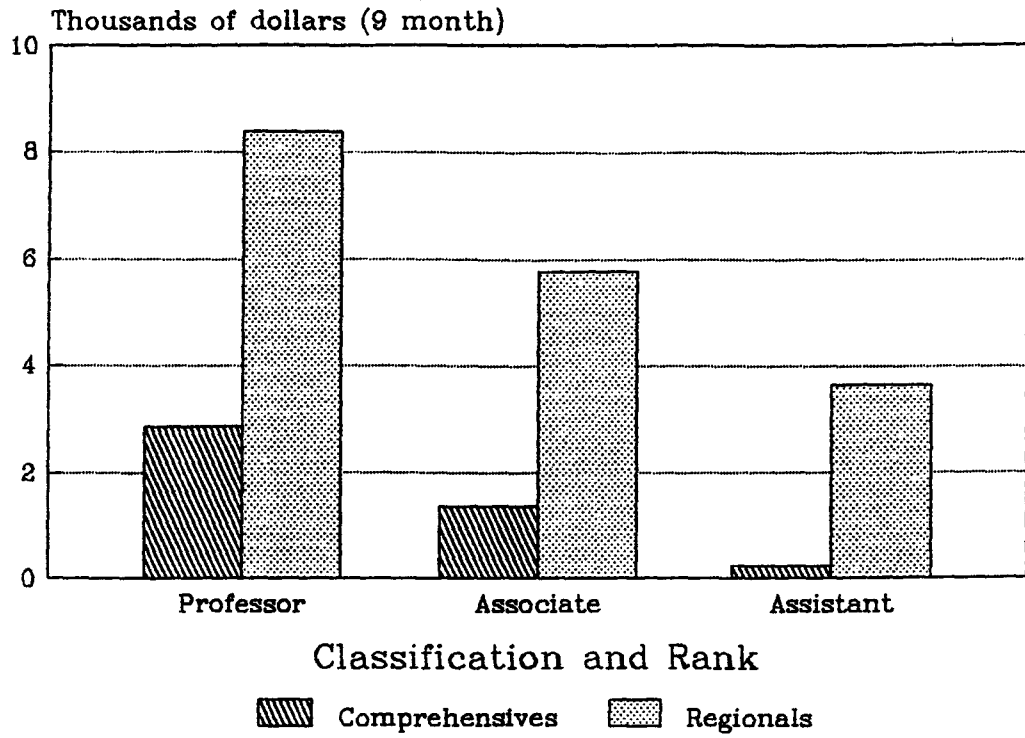
Professor (vs. AR)	\$ 2,870
Associate (vs. AR)	\$ 1,370
Assistant (vs. AR)	\$ 470

Regionals

Professor (vs. AR)	\$ 8,860
Associate (vs. GA)	\$ 6,060
Assistant (vs. TN)	\$ 3,680

FIGURE THREE

How Far in Last Place? Faculty Salaries Mississippi vs. Ten Southeastern States



Source: Chronicle, April 22, 1992

Table V

**FACULTY SALARY COMPARISON
MISSISSIPPI AND SELECTED SOUTHEASTERN
REGIONAL AND URBAN INSTITUTIONS
FY 1990-91**

	<u>AVERAGE SALARY</u>
UNITED STATES	\$39,290
SREB STATES	37,200
UNIVERSITY OF MARYLAND, Baltimore County	45,700
BOWIE STATE COLLEGE (Maryland)	42,200
UNIVERSITY OF ALABAMA at Huntsville	41,300
UNIVERSITY OF WEST FLORIDA	41,100
UNIVERSITY OF NORTH CAROLINA at Asheville	40,200
UNIVERSITY of TENNESSEE at Chattanooga	40,000
EAST TENNESSEE STATE UNIVERSITY	38,900
UNIVERSITY OF TENNESSEE at Martin	38,200
VIRGINIA STATE UNIVERSITY	37,500
SAVANNAH STATE COLLEGE	36,600
VALDOSTA STATE COLLEGE (Georgia)	36,600
FRANCIS MARION COLLEGE (South Carolina)	35,700
TENNESSEE STATE UNIVERSITY	35,600
KENTUCKY STATE UNIVERSITY	34,800
UNIVERSITY OF MONTEVALLO (Alabama)	33,800
NORTHEAST LOUISIANA UNIVERSITY	32,700
NORTHWESTERN STATE UNIVERSITY OF LOUISIANA	32,100
HENDERSON STATE UNIVERSITY	31,600
ALABAMA STATE UNIVERSITY	31,400
UNIVERSITY OF ARKANSAS, Pine Bluff	31,300
JACKSON STATE UNIVERSITY	30,200
MISSISSIPPI UNIVERSITY FOR WOMEN	29,000
DELTA STATE UNIVERSITY	28,700
MISSISSIPPI VALLEY STATE UNIVERSITY	25,500
ALCORN STATE UNIVERSITY	24,700

SOURCE: *Academe-Bulletin of the American Association of University Professors, March-April, 1991;*
SREB 1990-91 Fact Book

SALARY FACTORS

Base	18500
Bachelor .....	.45
Master .....	.50
Master+1 .....	.55
Master+2 .....	.60
Doctorate .....	.65
Instructor .....	.50
Asst Prof .....	.55
Assoc Prof .....	.625
Professor .....	.75
Prior Experience .....	.005
Experience at DSU .....	.01
Other Duties - 1 .....	.01
- 2 .....	.02
- 3 .....	.05
- 4 .....	.10
- 5 .....	.15
- 6 .....	.25
- 7 .....	.35
- 8 .....	.40
- 9 .....	.50
- 10 .....	.60
- 11 .....	.70
() Supply & Demand - ART .....	.05
- AUP .....	.189
- BIO SC .....	.33
- HISTORY .....	.22
- L&L .....	.096
- MATH .....	.238
- MUSIC .....	.05
- PHY SC .....	.33
- SOC SC .....	.22
- SW .....	.22
- ACCT .....	.499
- CIS .....	.437
- COM AV .....	.186
- ECO & FIN .....	.499
- MGT & MKT .....	.499
- BEH SC .....	.096
- C&I .....	.121
- HPE & R .....	.121
- HOME EC .....	.073
- NURSING .....	.66
- LIBRARY .....	.00
Merit 1 .....	.00
Merit 2 .....	.00



Cleveland, Mississippi 38733

FACULTY SENATE

Memorandum

To: Frank McArthur, Vice-President
Academic Affairs

From: Bill Hays, Chair *WAK*
Faculty Senate

Re: 1993-94 Academic Calendar

Date: September 2, 1992

I see three major problems with the proposed 1993-94 academic calendar. Paramount among these problems is moving spring break from the traditional second week of March to the first week of April. If spring break is moved to the first week of April, this only allows three weeks before final exams begin. We all know that it is very difficult to motivate students after a long holiday. This would be even more difficult if final exams were to follow soon after. If we make this change, end-of-the-term student apathy will increase: teaching will become more difficult, and the quality of our production will be reduced. There is another matter to be considered on this point. If we move spring break to the week after Easter, this cuts one holiday that students have come to expect. Traditionally, the University has been closed the Monday after Easter. With the proposed new calendar, there would be a net loss of one holiday in the spring semester (down to seven from eight).

The second problem I see is with beginning classes on Monday, August 23. If we do this, the faculty would have to return on August 18, and the dorms would have to open on August 15. In effect, the traditional break between the end of the second summer term and the beginning of the fall semester would be cut by one week. This would surely cost the University extra cooling and lighting expenses, and this could also cause staff members to have fewer choices for summer vacations.

Finally, if we must have 2450 minutes of class time for a three hour class, then we either must increase the number of minutes for each class period in a summer session or increase the number of days in each session. Neither one is especially desirable, but increasing the number of days would be more acceptable. A 90 minute class period with no break (what we presently have) is the maximum length that we should require. Extending the term by two or three days would be preferable to increasing the number of minutes in a given class period.

MEMORANDUM

To: Members of the DSU Faculty Senate

From: William S. Hays, Chair

Re: Next Regular Senate Meeting

Date: Thursday, September 10, 1992

Time: 3:30 p.m.

Place: 118 Ewing Hall

Agenda

I. Introductions

II. Minutes of the July meeting. Please review the enclosed copies before the meeting and note any corrections or modifications.

III. Old business

A. Health insurance options for dependents of DSU employees

- 1. Report from the Faculty Senate Committee on University Services**
- 2. Report from the Chair**

IV. New Business

A. Report on July meeting of the University Faculty Senates' Association

B. Report on activities of the Academic Council

- 1. 1993-94 Academic Calendar**
- 2. Gender-neutral titles in DSU publications**

C. Regular/comprehensive evaluations of DSU administrators

D. Introductions of new employees at first faculty/staff meeting of each new academic year

E. Participation in May commencement ceremony for students who need only six or fewer hours to graduate

F. Distribution of minutes of the Faculty Senate meetings

G. DSU employees driving state vehicles home on a regular basis

V. Future Business

A. Progress report from the Committee on General Academic Affairs on additional outstanding teacher awards at DSU (for Oct. meeting)

- B. Progress report from the Committee on Finance on methods of distribution of faculty compensation at peer institutions (Oct. meeting)
 - C. Questions about changes in PERS
 - D. Recent U. S. Supreme Court rulings concerning higher education (in addition to the Ayers case)
 - E. Personal leave days for faculty members
- VI. Announcements

DELTA STATE UNIVERSITY FACULTY SENATE
October 8, 1992, 3:30 pm till 5:50 pm
Ewing Building, Room 118
Cleveland, Mississippi

MINUTES

Members present: Bill Hays, Chair
Maureen Brooks, Vice-Chair
John Quon
Dwain Stephens
William Bell, proxy (non-voting)
Camille Branton
John Tiftickjian, proxy
Darry Hardy
Loretta Shannon
Val Hinton
Dave Heflin
Don Skelton
Jerry Dallas
Georgene Clark
Victoria Chase
Elise Dreaden
Burrow Brooks
Edward Bahr
Mark Butler
Louise Seals
Marcus Steele
Robert Brown
Mike Carr

Members absent: Collier Parker
Florence Ouzts, Secretary
Robert Romigh
Carol Boyd
William Hayes, Past-Chair
Tommy Sledge

AGENDA

- I. Introductions
- II. Approval of the minutes for the September meeting
- III. Old Business
- IV. New Business
- V. Announcements

AGENDA BUSINESS

- I. The meeting was called to order by Chair Hays. Dwain Stephens, the newly elected Senator for the Dept. of

Aerospace Studies, was introduced. David Heflin, former proxy for the Dept. of Health, Physical Education & Recreation, was welcomed as a new Senator for the department filling the recent vacancy left by Frank Young. In addition, the following proxies were also welcomed: William Bell (Dept. of Commercial Aviation) and John Tiftickjian (Biological Sciences).

- II. The following corrections to the September minutes were brought to attention before their approval:

Page 5 - McArthur misspelled
 Page 8 - Robbins misspelled
 Page 7 - Paragraph E, Change "stated" to "asked"
 Page 6 - Second line, correct too
 Delete Sentence: "The evaluations are"

The minutes were corrected and approved.

III. Old Business

- A. Chair Hays reported that Gwen Ayers is willing to invite a PERS representative to come to our campus for a general, campus-wide meeting, to address any questions relative to the recent changes in PERS. Scheduling an appropriate meeting time for all campus faculty and staff was discussed. It was suggested that a Tuesday or Thursday in November, during the lunch period, would be the most feasible.
- B. Chair Hays attended a Seminar on Legal Issues in Higher Education held in Jackson on September 9th. A Senator from each university was invited to attend. The following information was shared:

1. Relative to the Status of Sovereign Immunity/ Personal Liability Insurance for All Faculty
 The need for faculty to be protected against possible tort and civil right violations was discussed. Legal advisors recommended that all faculty carry some type of liability insurance for this purpose.

The Faculty Senate Committee on University Services was asked to check with the Faculty and Staff Fringe Benefits Committee about the possibility of blanket coverage for all faculty members.

2. Social Host Liability Law - In the state of Mississippi, the Social Host Liability Law applies only to minors. If alcoholic beverages

are served at a social function and any accident or tragedy occurs in which the minor who is at fault is "under the influence", the social host may be equally liable. Several other states extend the Social Host Liability Law to both minors and adults. When hosting faculty/student socials, it may be best not to serve alcoholic beverages.

3. Academic Freedom and Others - A faculty member's right to academic freedom within his/her classroom is not found above one's civil rights. Any behavior which violates the constitutional rights of a student or participant may be cause for legal suit.
 4. Academic faculty advisors are considered to be legal agents of the university. Chair Hays cautioned advisors about following the appropriate channel of approval for securing course waivers so that they are not liable for inaccurate advisement. The need for consistency in all advisement procedures was emphasized.
- C. A progress report was given by the Committee on General Academic Affairs regarding possibilities for additional outstanding teacher awards at DSU. Loretta Shannon met with Dr. McArthur to find out more about the Kossman award and to see if the award could be divided. She reported that the award could not be divided. Dr. McArthur liked the idea of having additional awards but stated that the Kossman's wanted only one recipient for their award. Dr. McArthur also requested that any questions regarding the Kossman award be directed personally to him and not to the Kossmans. Dr. Shannon distributed a copy of the criteria used in selecting the recipient. Carr inquired about the structure of the "secret committee" responsible for making the final selection, but this information was not released.

Mark Butler asked about additional school awards. John Quon stated that the School of Business has a fine outstanding teacher award. The recipient is nominated and selected by the students. The School of Business arranged for the award monies to be provided through the DSU Foundation.

Dr. McArthur asked that all additional awards be arranged through the DSU Foundation. It was suggested that Dr. Shannon's committee check with the Foundation to see if funds could be raised for additional awards.

- D. Faculty compensation, salary inequities, and Dr. McArthur's Model generated discussion. A progress report from the Committee on Finance regarding the methods of distribution of faculty compensation at peer institutions was presented. Val Hitton reported that he had checked with 7-8 schools none of which reported having a plan such as that of the McArthur Model. Some of the universities which have unions have a formula, however.

Dr. McArthur would like for the Senate to endorse the model, but the Senate would like more information before accepting the plan.

Further discussion centered on the rationale for the existing salary inequities. Camille Branton asked "Is it (The McArthur Model) a set plan?" and "Why is Behavioral Science near the bottom"? Val Hitton commented that the scale is based on the supply and demand of the discipline and what can be made on the market. Branton stated that current salaries paid to counselors in Behavioral Sciences are not commensurate with what can be made on the market. What is the difference between an accountant in the field vs. a counselor in the field in respect to marketable value?

Georgene Clark inquired as to the explicit function of the formula. "Is it used to better equate faculty compensation or a means to justify present inequities?"

Dr. Hitton and Chair Hays will speak to Dr. McArthur on this issue and, perhaps, invite him to come to a future meeting if possible.

- IV. A. Loretta Shannon raised the point that The DSU Faculty/Staff Handbook addresses personal leave for twelve-month employees only. Is it okay for faculty to list "personal" as a reason for absence? Mark Butler asked if there was a state-wide policy regarding personal leave days for faculty? Darry Hardy stated that the public school teachers are allowed two personal leave days per year. Dwain Stephens suggested a trade off whereby one sick day might be exchanged for a personal leave day. Chair Hays said he will check this out with Dr. McArthur.
- B. Camille Branton expressed concern over the informal continuous registration procedure and wondered if it was a problem in other departments. She reported that during

the summer, classes in her discipline were filling up before pre-registration and regular registration. Most of the Senators felt that it was not a real problem in their areas.

It was suggested that the period for late registration may be too long. Don Skelton suggested that we tighten the policy, allowing only those students who have legitimate reasons to register early or late to do so. Should there be restrictions placed on those students who register early solely because they don't want to "fight the crowd"?

- C. Edward Bahr read a formal letter written by James Craig, a former Senator, expressing his dissatisfaction with the university's sending the DSU band to Greenville for President Bush's recent visit. Who asked for the DSU band to perform? Was it the Governor or Dr. Cleere? Some members felt that it was a complement for DSU to be asked to perform while others objected to the mandatory attendance demanded of the students for a political event. No formal motion was made to investigate the issue further.
- D. Chair Hays gave a report on the activities of the Academic Council:
- (1) The 1993 Summer classes will be lengthened to 105 minutes.
 - (2) Spring vacation will be moved back to March.
 - (3) The Academic Council voted unanimously in favor of granting 1/4 (3 hrs.) release time to the Chair of the Faculty Senate; but did not approve release time for the Senate Secretary. Final approval for the 1/4 release time for the Chair is pending Dr. Wyatt's approval.
 - (4) The title "Chairman" will be changed to "Chair" as a referent used in all DSU documents and publications.
- F. Chair Hays distributed an updated Senator/Proxy list and an updated listing of Senate committee assignments. A final copy of the 1993-1994 University Calendar was also distributed.

V. Announcements

Jerry Dallas was commended for his outstanding article which appeared in the Clarion Ledger.

Thanks and congratulations were extended to Don Skelton and the DSU football team for their victory over North Alabama.

The meeting was adjourned at 5:00 pm.

MEMORANDUM

To: Members of the DSU Faculty Senate

From: William S. Hays, Chair

Re: Next Regular Senate Meeting

Date: Thursday, October 8, 1992

Time: 3:30 p.m.

Place: 118 Ewing Hall

Agenda

I. Introductions

II. Minutes of the September meeting. Please review the enclosed copies before the meeting and note any corrections or modifications.

III. Old business

- A. University-wide meeting with a representative from PERS**
- B. Report from Seminar on Legal Issues in Higher Education**
- C. Progress report from the Committee on General Academic Affairs on additional outstanding teaching awards**
- D. Progress report from the Committee on Finance on methods of distribution of faculty compensation at peer institutions**

IV. New Business

- A. Personal leave days for faculty members**
- B. Problems with continuous registration**
- C. Sending the D S U band to Greenville for President Bush's visit**
- D. Report on activities of the Academic Council**
- E. Revised list of Senators, Proxies, & Senate committee assignments**

V. Announcements

**DELTA STATE UNIVERSITY
FACULTY SENATE
COMMITTEE ASSIGNMENTS
1992-93**

Committee on University Standing Committees

Camille Branton, Chair
Bill Hayes
Florence Ouzts
John Quon

Committee on General Academic Affairs

Loretta Shannon, Chair
Ed Bahr
Maureen Brooks
Collier Parker
Dave Heflin
Mark Butler
Jerry Dallas

Committee on Finance

Val Hinton, Chair
Marcus Steele
Tommy Sledge
Darry Hardy
Vicky Chase

Committee on University Services

Carol M. Boyd, Co-Chair
Georgene Clark, Co-Chair
Rob Brown
Robert Romigh
Dwain Stephens

Elections Committee

Elise Dreaden, Chair
Vicky Chase
Burrow Brooks
Don Skelton
Louise Seals

UNIVERSITY FACULTY SENATES ASSOCIATION

Alcorn State University

Delta State University

Jackson State University

Mississippi State University

Mississippi University for Women

Mississippi Valley State University

University of Mississippi

UM Medical Center

University of Southern Mississippi

Chair: Gail Russell, Box 5044, University of Southern Mississippi, Hattiesburg, Mississippi 39406 (601) 266-4077

October 14, 1992

Mr. Frank Crothwait, President
Board of Trustees, Mississippi Institutions of Higher Learning
100 Court Street
Indianola, Mississippi 38751

Dear Mr. Crothwait:

At the October 14, 1992 meeting of the University Faculty Senates Association, which consists of elected representatives of the faculty of the eight state universities and the Medical Center, the following were unanimously endorsed:

1. The IHL Board should request sufficient time to develop a proposal for resolving the Ayers case and ask the court to require the parties to identify all issues that must be addressed to finally resolve the suit.
2. During this extension, the IHL Board, the Commissioner of Higher Education, the universities (including both the administration and faculty), and the legislature should jointly identify and prioritize goals and develop the proposal.
3. The primary goal must be to achieve equal access and equal opportunity for achievement for all Mississippi's students.
4. A stable funding base must be established to provide this equal access and equal opportunity for achievement while accomplishing individual institutional missions.

Sincerely,



Gail Russell, Chair
University Faculty Senates Association

cc: Dr. Donald Zacharias, Chair
Presidents' Council

Dr. W. Ray Cleere
Commissioner of Higher Education

October 16, 1992

Members of the Executive Committee of the Faculty Senate met with Dr. Wyatt to discuss the Ayers Case and present suggestions for providing more equitable racial balance between the Mississippi Valley and DSU campuses. The following members were present:

Dr. Bill Hays, Chair
Dr. William Hayes, Past Chair
Dr. Maureen Brooks, Vice-Chair
Dr. Florence Ouzts, Secretary
Dr. Camille Branton
Dr. Loretta Shannon
Dr. Val Hitton
Ms. Georgene Clark
Ms. Elise Dreden
Ms. Carol Boyd

The following cross-over activities between DSU and Mississippi Valley were suggested:

1. Begin by focusing on the upper-level division courses, offering DSU classes at Mississippi Valley in various disciplines as a means of having more white faculty present on the Valley Campus.
2. Reestablish the Honors Program at DSU jointly with the Valley Campus. This should be an incentive to draw white students on the Valley campus and promote better multi-cultural relationships. The possibility of using a DSU van to transport DSU students to the Valley Campus was discussed.
3. Dr. Wyatt suggested that we offer lower-level criminal justice courses at the Valley Campus. Sophomore and Junior level courses in the major would be taken at the DSU campus. Lower division courses in the major would be offered at the Valley Campus only. The students enrolled in such courses would have the option to receive college credit either through DSU or Mississippi Valley.
4. Faculty social-interaction meetings between the two campuses would enable the faculty to get to know each other, thus promoting better multi-cultural relations between campuses.
5. Dr. Wyatt suggested the possibility of offering teaching contracts to DSU faculty requiring them to teach classes on M-W-F at the DSU campus and, perhaps, T-Th classes at the Valley. The Senate thought the faculty should be polled on this issue, but it was thought to be feasible.
6. Explore the possibility of offering developmental-level introductory classes on the Valley campus to better

prepare students with insufficient language and critical thinking skills to adapt to the academic demands of the curriculum. It was recognized that learning styles vary cross-culturally; therefore, different teaching methods and techniques are needed.

In addition, there is a strong need for promoting joint cultural-diversity workshops both on the campuses and within the community to educate individuals regarding common cultural misconceptions and myths. The availability of more adequate housing for minority faculty within the DSU vicinity was also recognized.

Model Proposal

This model proposes a system consisting of four Level I universities that will become responsible for all graduate level work: the University of Mississippi, the University of Southern Mississippi, Mississippi State University and Jackson State University. Mississippi Valley State University and Delta State University are proposed to be merged to create a unit of the University of Mississippi to be known as Delta Valley University at Cleveland. Alcorn State University is proposed to become a unit of Mississippi State University. Mississippi University for Women is proposed to become a unit of the University of Southern Mississippi. DVU, MUW, ASU will function as "stand-alone" units for accreditation purposes, separate from that of Level I institutions. Level I institutions will have administrative responsibility for units. Jackson State University's urban mission will be enhanced with facilities and programs being upgraded.

LEVEL I: UNIVERSITIES & UNITS

University of Mississippi (UM)
 Delta Valley University (DVU)
 University of Southern Mississippi (USM)
 Mississippi University for Women (MUW)
 Jackson State University (JSU)
 Mississippi State University (MSU)
 Alcorn State University (ASU)

ELEMENTS

1. One shared mission for all Level I institutions
2. System-wide admission standards
3. Level I institutions responsible for all graduate work
4. Reduced program duplication
5. Centralized payroll (personnel), general accounting & purchasing
6. Coordinated telecommunications
7. Coordinated correspondence courses
8. Transfer of academic programs
9. Faculty/staff incentive programs
10. JSU Center for Graduate Studies
11. Degree Centers
 - Meridian & Vicksburg assigned to MSU
 - Tupelo, Southaven & Yellow Creek assigned to UM
 - Gulf Park & Stennis assigned to USM
 - Natchez assigned to ASU
12. Convert Gulf Coast Research Laboratory to a system-wide undergraduate center for marine studies assigned to USM
13. Close the veterinary and dental schools

*Summary of
proposal*

The Faculty of the State Institutions of Higher Learning unequivocally oppose the plan to settle the Ayers case through cannibalizing the system of higher education in Mississippi. All of Mississippi's universities are underfunded and historic inequities cannot be remedied through redistribution of the existing funds.

A plan should be developed which addresses the key issues of increased access to higher education and increased racial diversity of the individual institutions. This plan must be based on documented analyses of the effectiveness and consequences of alternative recommendations. These analyses must include significant input from the individual universities and appropriate outside sources, for example, accrediting agencies.

We contend that the IHL Board has not been provided with adequate information on which to base its recommendations. As the highest ^{advocate} ~~level of advocacy~~ for higher education in Mississippi, the IHL Board must not adopt the assumption that ~~court-mandated~~ changes to resolve the Ayers case be implemented from existing revenues.

Fax to: William S. Hayes

846 - 4443

State Faculty serial association
Statement - will give to
The Board Thursday!

Whom to call

- Home phone numbers of College Board members:
- Frank Crosthwait, Indianola, president, 887-1703.
 - Sidney Rushing, Gulfport, vice president, 863-6021.
 - Nan McGahey Baker, Winona, 283-1310.
 - Will Hickman, Oxford, 234-3339.
 - James Luvens, Holly Springs, 252-4800.
 - Diane Miller, Gulfport, 832-6042.
 - Marlin Ivey, Kosciusko, 289-5524.
 - Jake Mills, Tupelo, 844-2775.
 - Carl Nicholson, Hattiesburg, 268-7158.
 - Ricki Garrett, Clinton, 924-1500.
 - Cass Pennington, Indianola, 375-9258.
 - Bill Crawford, Meridian, 485-8345.

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reconciling?

*NO NO NO NO
layers proposal*

DELTA STATE UNIVERSITY FACULTY SENATE
November 12, 1992, 3:30 pm till 4:50 pm
Ewing Building, Room 118
Cleveland, Mississippi

MINUTES

Members present: Bill Hays, Chair
Florence Ouzts, Secretary
Dwain Stephens
Collier Parker
Thomas Sledge
John Tiftickjian, proxy
Darry Hardy
Loretta Shannon
Val Hinton
Don Skelton
Jerry Dallas
Sarah Jordan, proxy
Georgene Clark
Victoria Chase
Paul Starkey, proxy
Burrow Brooks
Mark Butler
Louise Seals
Robert Brown
Carol Boyd

Members absent: John Quon
Camille Branton
William Hayes, Past Chair
David Heflin
Maureen Brooks, Vice-Chair
Robert Romigh
Elise Dreaden
Marcus Steele
Mike Carr

AGENDA

- I. Introductions
- II. Approval of the minutes for the October meeting
- III. Old Business
 - A. University-wide meeting with a representative from PERS
 - B. Personal leave days for faculty members on nine month contracts
 - C. Report from Committee on General University Services on professional liability insurance as a perk for employees

IV. New Business

- A. Updated eligibility list from each unit for the Elections Committee
- B. Public copy of the 1992-93 DSU budget
- C. Report from the OCT. 14 meeting of the University Faculty Senates Association, including the session with the Presidents' Council
- D. Problems with equipment return from students withdrawing from DSU
- E. Report from the Executive Committee Meetings of Oct. 16 & Oct. 21
- F. Summary of extraordinary Faculty Senate meeting of Oct. 21
- G. Report from the Executive Committee Meeting of Oct. 23
- H. Vote of no confidence for Ray Cleere

VI. Announcements

AGENDA BUSINESS

- I. After the call to order for regular agenda business, Chair Hays asked for a moment of silence for Dr. William F. La Forge, Dean, School of Arts & Sciences & Professor of History, and Dr. Johnny Ouzts, Associate Dean, Arts & Sciences and Professor of Biology, two members of our extended faculty family who recently passed away.
- II. Chair Hays introduced Paul Starky, proxy for the Division of Management and Marketing to the Faculty Senate.
- III. The following errors were brought to attention regarding the October minutes: 1. Val Hinton (misspelled) - pg. 4; 2. Change rational to rationale - pg. 4; 3. Item IV (A) Change the interrogative structure to a declarative structure - third sentence; and 4. Item C-pg. Delete the possessive 's from Kossmans in the fourth sentence. After the corrections were noted, Tommy Sledge moved that the minutes be approved. Georgene Clark seconded the motion. The motion passed unanimously.

IV. Old Business

- A. Gwen Ayers met with Charles Dennis, a member of the PERS Board of Directors, to see if he could come to the DSU campus for a university-wide meeting to discuss the recent changes in **PERS**. He was unable to make a formal commitment because of his class schedule. Because he could only come during the morning hours, the **PERS** office agreed to send a video tape as a substitute. The video tape was available for viewing in Kethley, in the office of Arts and Sciences, throughout the week. If after viewing the video additional questions need to be addressed, the **PERS** office will try to answer them. Gwen Ayers also stated that she would try to arrange a future visit to the DSU campus by Dr. Dennis, if the faculty and staff were interested. Chair Hays informed the Senate that Dr. Dennis is very knowledgeable and is available for consultation. He also added that Dr. McArthur said that faculty could use the telephone code in their department when calling Dr. Dennis for information since **PERS** questions do constitute university business.
- B. Chair Hays approached Dr. McArthur about personal leave days for faculty members on nine month contracts. Dr. McArthur stated that nine month employees are not eligible for personal leave. Chair Hays shared Col. Stephens' suggestion of a trade off whereby one sick day might be exchanged for a personal leave day. Dr. McArthur thought something might be worked-out at the local level. In a separate conference with Gwen Ayers, Chair Hays was informed that the present policy of no personal leave days for nine month employees may be state law. Chair Hays mentioned Darry Hardy's information regarding personal leave days for public school teachers. Ms. Ayers said that she would investigate this matter further and will inform us of her findings.
- C. The Faculty Senate Committee on University Services was asked to check with the Faculty/Staff Fringe Benefits Committee about the possibility of blanket professional liability coverage for faculty members. Georgene Clark spoke with Gwen Ayers about group liability coverage. She was informed that Blue Cross does not have any such

coverage available at this time. Ms. Ayers stated that most faculty members obtain some type of coverage through their professional organizations. The number of faculty having such coverage was not indicated. The two committees will continue to explore possible options for liability coverage.

V. New Business

- A. Paul Starkey asked that each unit submit an updated eligibility listing to the Election Committee. Faculty Senators who did not bring their revised lists to the meeting were asked to mail them to Elise Dreaden as soon as possible.
- B. Chair Hays announced that, after some delay, a bound, public copy of the 1992-93 DSU budget is now in the library for perusal. Dr. Nettles, Vice President for Business Affairs, informed Chair Hays that there is no policy regarding public access to the university budget and that President Wyatt decides each year if he wants the document to be placed in the library.
- C. Chair Hays summarized important issues of the Oct. 14 meeting of the University Faculty Senates Association, including the session with the Presidents' Council. The University Faculty Senates Association discussed plans for a state wide meeting in Jackson sometime in the spring to enhance the public profile of Higher Education. Plans are in the making to invite a nationally renowned speaker to the conference. There may be travel subsistence available for those interested in attending the conference. Chair Hays will keep us informed.

The issue of the uniform university calendar was an issue of discussion. None of the eight universities were happy with the increased length of the academic calendar to 2450 minute/3 hr. course. This was an IHL Board generated decision. Hays stated that this came directly from the Board not the staff. There is universal agreement among the University Faculty Senates Association and the Presidents' Council opposing the extended academic year but no one seems to

have challenged the Board. More input from the faculty might turn the calendar back. Chair Hays also informed the Senate that the calendar change would reflect a change in our Thanksgiving holiday schedule next year. We would no longer get out at noon on Wednesday, but would be required to work until 5:00. However, the university presidents may be able to informally dismiss classes if they choose to do so. Marlin Ivey of Kosciusko is the Board member responsible for recommending the extended academic year, and the Board went along with it. Chair Hays provided a list of the board members names and their telephone numbers.

- D. Ed Bahr expressed concern with problems of equipment return when students withdraw from DSU. The Music Department loans students textbooks and instruments many of which are not returned. Dr. Bahr stated that students frequently drop out of school without checking with their instructors who have entrusted them with equipment, and the instructor has no way of tracking the student down for the missing property. He suggested that the students be required to return to their instructors for their signatures on their withdrawal form. Carol Boyd stated that she was a member of the Student Retention Committee and that the committee was in the process of determining what should be included on a student's withdrawal slip. Presently, it includes the advisor's signature. Perhaps the request for instructor signatures could also be added to the form.

- E. Chair Hays summarized the critical events of the Executive Committee Meetings of Oct. 16, Oct. 21, and Oct. 23 relative to the Ayers Case and also the events of the extraordinary Faculty Senate meeting held on Oct. 22.

Chair Hays reported to the Senate that on Oct. 14 the University Faculty Senates Association met in Stonesville and went on record as wanting more input into the IHL Board's proposal for resolving the Ayers case. Gail Russell, Chair of the University Faculty Senates Association presented the Association's recommendations to Mr. Frank

Crosthwait, President of the Board of Trustees. Chair Hays provided the Senate members with copies of the recommendations submitted.

President Wyatt called Chair Hays on Oct. 15 and informed him that he had information on the Ayers Case and wanted the Faculty Senate's input on important issues. An Executive Committee Meeting was held on Oct. 16 in the President's conference room, and Dr. Wyatt asked the Committee for its suggestions for cross-over programs between DSU and Mississippi Valley to promote more equitable racial balance between the two campuses. Chair Hays provided a copy of the recommendations that were presented.

President Wyatt contacted Chair Hays on Monday (Oct. 19) and expressed that the IHL Board's proposal would be faxed to him on OCT 22, and that he feared that it would be bad news for DSU. The Executive Committee met the afternoon of Oct 21. The Committee decided that it would be best that President Wyatt schedule a university-wide meeting and address the entire faculty, staff, and student body at one time. He agreed to do so. The Executive Committee also decided to call an extraordinary Faculty Senate meeting on Oct 22 after President Wyatt's public response to the Board's plan.

Dr. Wyatt received the fax of the IHL Board's proposal Thursday afternoon (Oct. 22) and responded to it publicly, just moments after its delivery to him. After Dr. Wyatt made his public statement, he brought a photostatic copy of the original fax to Chair Hays during the extraordinary Faculty Senate meeting. Chair Hays informed the Senate that every member of the Executive Committee has a copy of the fax and there is also a copy on reserve in the library. Every faculty member can obtain a copy of the fax for his/her department if he/she so desires. Chair Hays commented that the second page is missing from the original fax. Dr. Wyatt received the fax without the second page which specifically describes the assumptions. No one knows why the assumptions were left out.

During the extraordinary Faculty Senate meeting, Darry Hardy recommended that DSU contact Mississippi Valley's Faculty Senate Chair and find out what their plans are. Perhaps DSU and Mississippi Valley, at some future time, may want to release a joint statement.

The Executive Committee met on Oct. 23, Homecoming Weekend, and invited the Administrative Staff Council, the SGA, and the DSU Alumni to plan additional strategies. The Board of Directors of the DSU Alumni Association met earlier in the day and had formulated a public statement defending Delta State's position. The positive tone of the statement carried the endorsement of all the organizations present. Chair Hays provided Faculty Senate members with copies.

Individual lobbying efforts with the Board members who voted for the proposal was a strategic effort suggested by some of the alumni present. The Faculty Senate was provided with names of significant Board members. The DSU Alumni Association has hired independent attorneys to monitor the situation and provide council for DSU.

- F. The vote of no confidence for Ray Cleere was reopened for discussion. It was the general consensus of the Faculty Senate that Ray Cleere's efforts to merge the universities into one system is not of the best interest for Higher Education in Mississippi. In light of all the happenings with the Ayers case, the timing seems appropriate to reconsider the vote of no confidence once again. Val Hinton made the motion that DSU get the vote of no confidence for Ray Cleere on the agenda of the next University Faculty Senates Association meeting. If most of the sister institutions were in agreement and a vote of no confidence polled, Chair Hays and William Hayes would have the right to cast a no confidence vote at the next meeting. The motion was seconded by Tommy Sledge. The motion passed unanimously with Senator Stephens abstaining.
- G. Chair Hays announced that he had just received a fax from Gail Russell, chair of the University Faculty Senates Association,

of a statement drafted by the Association in opposition to the IHL Board's proposal of resolution in the Ayers case. John Tiftickjian moved that the Faculty Senate endorse the Association's statement, and Jerry Dallas seconded the motion. The DSU Faculty Senate unanimously adopted this statement with Senator Stephens abstaining.

John Tiftickjian moved that the meeting be adjourned, and Don Skelton seconded the motion.

The meeting was adjourned at 4:50 pm

MEMORANDUM

To: Members of the DSU Faculty Senate

From: William S. Hays, Chair

Re: Next Regular Senate Meeting

Date: Thursday, November 12, 1992

Time: 3:30 p.m.

Place: 118 Ewing Hall

Agenda

I. Introductions

II. Minutes of the October meeting. **Please review the enclosed copies before the meeting and note any corrections or modifications.**

III. Old business

- A. University-wide meeting with a representative from PERS
(Well, they agreed to send a video tape; I'll try to explain.)
- B. Personal leave days for faculty members on nine month contracts
- C. Report from Committee on General University ^{Services} Affairs on professional liability insurance as a perk for employees

IV. New Business

- A. Updated eligibility list from each unit for the Elections Committee
- B. Public copy of the 1992-93 DSU budget
- C. Report from the Oct. 14 meeting of the University Faculty Senates Association, including the session with the Presidents' Council
- D. Problems with equipment return for students withdrawing from D S U
- E. Report from the Executive Committee Meetings of Oct. 16 & Oct. 21
- F. Summary of extraordinary Faculty Senate meeting of Oct. 22
- G. Report from the Executive Committee Meeting of Oct. 23
- H. Vote of no confidence for Ray Cleere

VI. ~~Announcements~~ ^{INTERNET}

DELTA STATE UNIVERSITY FACULTY SENATE
December 10, 1992, 3:30 pm till 4:50 pm
Ewing Building, Room 109
Cleveland, Mississippi

MINUTES

Members present: Bill Hays, Chair
Florence Ouzts, Secretary
Maureen Brooks, Vice-Chair
William Hayes, Past Chair
John Quon
Russell Jackson, proxy
Carolyn Stone, proxy
Camille Branton
Loretta Shannon
Val Hinton
Don Skelton
Dave Heflin
Jerry Dallas
Susan Ford, proxy
Vicky Chase
Elise Dreaden
Burrow Brooks
Edward Bahr
David Schubert, proxy (non-voting)
Bill Tatum, proxy (non-voting)
Alinda Sledge, proxy
Mike Carr
Jim Spencer, proxy (non-voting)

Members absent: Dwain Stephens
Tommy Sledge
Georgene Clark
Mark Butler
Marcus Steele
Louise Seals
Robert Brown
Darry Hardy

AGENDA

- I. Introductions**
- II. Approval of the minutes for the November meeting**
- III. Old Business**
 - A. Questions for a representative from **PERS**
 - B. Personal leave days for faculty members on nine month contracts
 - C. Updated eligibility list from each unit for the Elections Committee

IV. New Business

- A. Report from the November 12 meeting of the University Faculty Senates Association
- B. Faculty support for library purchase of **INTERNET**
- C. Copies of DSU Faculty Senate minutes for deans
- D. Vote of no confidence for Ray Cleere (Status report, not an item for new action)

V. Announcements

AGENDA BUSINESS

- I. The meeting was called to order by Chair Hays. He introduced the following proxies: Alinda Sledge (Social Work); Russell Jackson (Aerospace Studies); Jim Spencer (Commercial Aviation); David Schubert (Music); and Bill Tatum (Physical Sciences).
- II. Edward Bahr's name was added to the Members present list on page 1 of the November minutes, and the incorrect spelling of Paul Starkey on page 2 was corrected. After making these corrections, Loretta Shannon moved that the minutes be approved. Elise Dreaden seconded the motion. The minutes were approved without opposition.
- III. Old Business
 - A. Chair Hays reported that the PERS video was viewed by only a few individuals and raised more questions than answers. Hays called Charles Dennis, our member of the PERS Board of Directors, for further clarification.

The first question addressed was "Why are we having a change of status option?" Dr. Dennis informed Hays that according to EEOC, the state retirement system was discriminatory in its offerings for disabilities based on federal law; hence the new option. However, it is not always clear as to which is the better option to go with for each individual. If you have no dependent children and are close to the retirement age, you may be better off staying with the original plan. Chair Hays stated that Ms. Brenda Teasley, who works in the PERS Claims Department, was very helpful in answering his personal questions regarding the new plan. He stated that she would be helpful in assisting individuals in the calculation of their benefits. She can be reached at PERS: (1-800-444-7377).

Bill Tatum inquired as to why it is necessary that one ~~choose a specific option~~ at this time? He stated that,

perhaps, those who might fall into the so called gray area might be able to make a better decision at a later date. "Why choose at this time?" Chair Hays said that he would check with Dr. Dennis regarding this.

A second issue addressed was student employment as part of the retirement system. Individuals who had served as TAs in the state of Mississippi may be able to claim their student years of employment toward future retirement. However, the deadline for claiming such was October 1, 1992. Chair Hays asked Dr. Dennis if PERS would allow an additional period for those eligible to claim student employment for retirement benefits. Dr. Dennis stated that this could be done only if the legislature would allow it. He further stated that the state retirement system was not created to benefit students. Several Senators expressed that they had no knowledge of the October deadline and wondered what could be done about this. Many did not receive the PERS newsletter.

It was also noted that individuals having served as public employees in other states can purchase five years of retirement time in the state of Mississippi if they did not ~~pay into the other state systems~~ ^{pay into the other state systems}. However, Dr. Dennis advised that this would be costly since this could not be done until 90 days prior to one's retirement, and one would have to purchase the designated years at the highest rate of income.

- B. Chair Hays reported that the Attorney General's Office was contacted regarding personal leave days for faculty members on nine month contracts. He stated that accumulated sick leave cannot be used for personal leave. He further stated that individuals on 12 month contracts do accumulate personal leave which they can use for sick leave but not vice versa. Public school teachers are 9 month employees but are not considered as state employees as far as sick leave is concerned. Variance occurs with each individual school board and system. Dr. McArthur suggested that the issue might be pursued at the IHL Board level as a fringe benefit. Hays reported that the University Faculty Senates Association may approach the legislature on this issue. Dr. McArthur also suggested that, when possible, the issue may be handled informally in house.

Several Senators commented on the semantic problem involved with the issue. The expressed faculty concern is for "privacy protection" not cumulative vacation time. Alternate labels suggested were emergency leave or professional leave. The topic was "tabled" for further

discussion at a later date pending on new information and personal need.

- C. Elise Dreaden announced that she will send an updated eligibility list for final verification by each unit. She explicitly asked that each unit specifically verify those eligible to serve as senators and those eligible to vote. Part-time faculty (those teaching 9 hrs. or more) can vote, but their names will not be on the eligibility list to serve. Faculty members who are eligible to serve but do not want to serve can request that their name be removed from the ballot. Special election ballots for one semester will be circulated to fill existing vacancies for specific units. The Department of Military Science has one unfilled position and also the Department of Health, Physical Education, and Recreation may have one soon.

IV. New Business

- A. William Hayes and Maureen Brooks reported on the November 12 meeting of the University Faculty Senates Association. They informed the Senate that it may be about five years before a resolution to the Ayers Case is reached and there will, more than likely, be an appeal. Senator Hayes stated that Attorney Kirchmayr thought the IHL Board's plan "would not fly." Senators Hayes and Brooks informed the Senate that the next five years will be very critical for DSU relative to the Ayers Case. The point was made by several Senators that the indecisiveness is working against recruitment for DSU; therefore, we should all take this case very seriously. It was also reported that Ole Miss, Mississippi Valley, and MUW were not present at the meeting.
- B. Vicky Chase, Senator from Library Services, sought faculty support for library purchase of INTERNET. She explained that INTERNET is an international scholarly and business related computer network. The network would allow us to have linkage with other libraries as well as keeping us abreast of current grant work being done daily. The faculty would have access to many additional journals and resources. The cost of the equipment would be about \$30,000 with an additional \$10,000 yearly for maintenance. Senator Chase has copies of articles describing INTERNET in more detail and can make them available to interested faculty members. You can reach her at Ext. 4430. She would like each unit to poll its faculty to see if there is interest in such a purchase.
- C. Chair Hays reported that the deans had requested copies of the minutes of the DSU Faculty Senate meetings. Hays stated that, as an organization, we are not constitutionally ~~structured to report to the deans but rather directly to the~~

President. Chair Hays said that Dr. McArthur would pay for the copying cost, and Judy Godbold would make the copies. The topic was presented for discussion. Many of the Senators agreed that a supply of copies of the minutes to the deans would allow them to see the issues that concern us, as well as serving as a useful tool for rumor control. Maureen Brooks moved that the deans receive official courtesy copies of all DSU Senate minutes provided that the Office of Academic Affairs pays for the copying cost. Mike Carr seconded the motion. The Senate unanimously passed the motion with John Quon abstaining.

- D. Chair Hayes reported that the statement on the Ayers Case drafted by the University Faculty Senates Association on November 12 had been approved by three University Senates to date (DSU, USM, and MSU). Gail Russell, Chair of the University Faculty Senates Association, informed Hays that she will release the statement to the press when six institutions have endorsed the statement.

Chair Hays reported that the vote of no confidence for Ray Cleere was not yet on the agenda of the University Faculty Senates Association meeting, because this body will not meet in December. He will keep us informed on this issue.

V. **Announcements**

Chair Hays announced that President Wyatt granted 3 hrs. of release time to the DSU Senate Chairs but none for the Secretaries. This has not been received in writing. It may not be instituted this Spring semester.

Chair Hays announced that Don Skelton would be leaving DSU thus vacating his Senate seat. Hays praised Senator Skelton for his extraordinary leadership during the past two and one-half years. We will all miss Don and wish him well.

John Quon moved that the meeting be adjourned, and Bill Tatum seconded the motion. The motion passed unanimously.

The meeting adjourned at 4:50 pm

DELTA STATE UNIVERSITY FACULTY SENATE
December 10, 1992, 3:30 pm till 4:50 pm
Ewing Building, Room 109
Cleveland, Mississippi

MINUTES

Members present: Bill Hays, Chair
Florence Ouzts, Secretary
Maureen Brooks, Vice-Chair
William Hayes, Past Chair
John Quon
Russell Jackson, proxy
Carolyn Stone, proxy
Camille Branton
Loretta Shannon
Val Hinton
Don Skelton
Dave Heflin
Jerry Dallas
Susan Ford, proxy
Vicky Chase
Elise Dreaden
Burrow Brooks
Edward Bahr
David Schubert, proxy (non-voting)
Bill Tatum, proxy (non-voting)
Alinda Sledge, proxy
Mike Carr
Jim Spencer, proxy (non-voting)

Members absent: Dwain Stephens
Tommy Sledge
Georgene Clark
Mark Butler
Marcus Steele
Louise Seals
Robert Brown
Darry Hardy

AGENDA

- I. Introductions**
- II. Approval of the minutes for the November meeting**
- III. Old Business**
 - A. Questions for a representative from **PERS**
 - B. Personal leave days for faculty members on nine month contracts
 - C. Updated eligibility list from each unit for the Elections Committee

IV. New Business

- A. Report from the November 12 meeting of the University Faculty Senates Association
- B. Faculty support for library purchase of **INTERNET**
- C. Copies of DSU Faculty Senate minutes for deans
- D. Vote of no confidence for Ray Cleere (Status report, not an item for new action)

V. Announcements

AGENDA BUSINESS

- I. The meeting was called to order by Chair Hays. He introduced the following proxies: Alinda Sledge (Social Work); Russell Jackson (Aerospace Studies); Jim Spencer (Commercial Aviation); David Schubert (Music); and Bill Tatum (Physical Sciences).
- II. Edward Bahr's name was added to the Members present list on page 1 of the November minutes, and the incorrect spelling of Paul Starkey on page 2 was corrected. After making these corrections, Loretta Shannon moved that the minutes be approved. Elise Dreaden seconded the motion. The minutes were approved without opposition.
- III. **Old Business**
 - A. Chair Hays reported that the PERS video was viewed by only a few individuals and raised more questions than answers. Hays called Charles Dennis, our member of the PERS Board of Directors, for further clarification.

The first question addressed was "Why are we having a change of status option?" Dr. Dennis informed Hays that according to EEOC, the state retirement system was discriminatory in its offerings for disabilities based on federal law; hence the new option. However, it is not always clear as to which is the better option to go with for each individual. If you have no dependent children and are close to the retirement age, you may be better off staying with the original plan. Chair Hays stated that Ms. Brenda Teasley, who works in the PERS Claims Department, was very helpful in answering his personal questions regarding the new plan. He stated that she would be helpful in assisting individuals in the calculation of their benefits. She can be reached at PERS: (1-800-444-7377).

Bill Tatum inquired as to why it is necessary that one ~~choose a specific option at this time?~~ He stated that,

perhaps, those who might fall into the so called gray area might be able to make a better decision at a later date. "Why choose at this time?" Chair Hays said that he would check with Dr. Dennis regarding this.

A second issue addressed was student employment as part of the retirement system. Individuals who had served as TAs in the state of Mississippi may be able to claim their student years of employment toward future retirement. However, the deadline for claiming such was October 1, 1992. Chair Hays asked Dr. Dennis if PERS would allow an additional period for those eligible to claim student employment for retirement benefits. Dr. Dennis stated that this could be done only if the legislature would allow it. He further stated that the state retirement system was not created to benefit students. Several Senators expressed that they had no knowledge of the October deadline and wondered what could be done about this. Many did not receive the PERS newsletter.

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The meeting adjourned at 4:50 pm

UNIVERSITY FACULTY SENATES ASSOCIATION

Alcorn State University

Mississippi State University

University of Mississippi

Delta State University

Mississippi University for Women

UM Medical Center

Jackson State University

Mississippi Valley State University

University of Southern Mississippi

Chair: Gail Russell, Box 5044, University of Southern Mississippi, Hattiesburg, Mississippi 39408 (601) 266-4077

October 14, 1992

Mr. Frank Crosthwait, President
Board of Trustees, Mississippi Institutions of Higher Learning
100 Court Street
Indianola, Mississippi 38751

Dear Mr. Crosthwait:

At the October 14, 1992 meeting of the University Faculty Senates Association, which consists of elected representatives of the faculty of the eight state universities and the Medical Center, the following were unanimously endorsed:

1. The IHL Board should request sufficient time to develop a proposal for resolving the Ayers case and ask the court to require the parties to identify all issues that must be addressed to finally resolve the suit.
2. During this extension, the IHL Board, the Commissioner of Higher Education, the universities (including both the administration and faculty), and the legislature should jointly identify and prioritize goals and develop the proposal.
3. The primary goal must be to achieve equal access and equal opportunity for achievement for all Mississippi's students.
4. A stable funding base must be established to provide this equal access and equal opportunity for achievement while accomplishing individual institutional missions.

Sincerely,



Gail Russell, Chair
University Faculty Senates Association

cc: Dr. Donald Zacharias, Chair
Presidents' Council

Dr. W. Ray Cleere
Commissioner of Higher Education

MEMORANDUM

To: Members of the DSU Faculty Senate

From: William S. Hays, Chair

Re: Next Regular Senate Meeting

Date: Thursday, January 14, 1993

Time: 3:30 p.m.

Place: 118 Ewing Hall

Agenda

I. Introductions

II. Minutes of the December 10 meeting. Please review the enclosed copies before the meeting and note any corrections or modifications.

III. Old business

A. Questions for a representative from PERS, one more time

B. Faculty support for library purchase of INTERNET

C. Follow-up reports on pending issues

1. Introductions of new personnel at the first faculty/staff meeting each year
2. The Ray Cleere motion
3. New information on the Ayers case

IV. New Business

A. Enforcement of the D S U smoking policy

B. D S U contributions to Ray Cleere's discretionary fund

C. Report on salary disparities between regional and comprehensive universities in the Southeastern United States

D. Summer school pay

V. Announcements

Salary Disparities: 1986-7 through 1991-2

Comparison of State-Supported Comprehensives vs. Regionals in the Southeastern United States

The "Disparity Index" values appearing on this table were computed by (1) dividing Regional Salaries by Comprehensive Salaries, and (2) converting to percentages. Explanation of footnotes and a table with adjusted values follow.

Professor:

	86-7	87-8	88-9	89-90	90-1	91-2
MS	23.42	23.75	28.04	28.90	30.88	29.45
AL	15.81	17.90	21.42	19.20	18.70	19.76
AR	15.20	18.23	19.63	18.15	16.31	16.76
FL	11.33	12.00	11.77	14.78	7.38	8.98
GA	22.97	24.89	24.95	26.02	25.73	26.82
NC	21.14	20.89	20.70	20.88	20.54	19.57
SC(1)	20.39	21.01	21.59	21.12	19.21	21.43
KY	21.69	19.39	19.70	19.60	19.28	21.43
LA	15.86	16.91	19.82	19.33	16.30	16.90
TN	15.79	15.28	16.45	14.78	13.84	11.30
VA(1)	24.12	26.71	26.34	26.63	26.88	27.07

Associate Professor:

MS	18.67	14.02	21.01	19.75	22.91	19.70
AL	9.27	9.91	12.06	11.90	11.10	10.84
AR	7.14	8.04	9.63	8.67	6.42	6.66
FL	5.22	6.86	5.55	(2)	3.21	.56
GA	12.69	14.00	14.04	15.73	17.02	16.69
NC	10.38	9.83	8.38	8.34	8.56	8.79
SC(1)	10.36	11.00	11.30	(2)	9.58	10.14
KY	11.48	10.09	9.55	9.61	7.65	10.46
LA	7.90	8.02	9.62	9.58	6.88	7.73
TN	4.95	7.89	7.16	9.46	7.61	6.40
VA(1)	13.50	14.52	15.58	15.62	14.78	14.67

Assistant Professor:

MS	15.58	16.49	21.04	21.28	21.58	20.48
AL	4.68	7.34	8.63	6.36	5.30	8.02
AR	4.89	6.12	9.70	10.34	8.27	8.74
FL	4.47	4.98	6.08	(2)	.56	.87
GA	13.68	14.13	14.80	17.10	16.08	17.14
NC	9.02	10.38	10.18	7.38	6.68	6.21
SC(1)	11.83	11.00	14.42	13.97	13.17	16.61
KY	10.07	9.63	9.57	10.78	9.27	10.78
LA	8.71	7.61	10.03	9.94	9.63	9.72
TN	9.11	9.21	9.38	8.54	9.89	10.83
VA(1)	12.66	14.24	14.23	12.29	11.63	10.86

Explanation of Footnotes:

(1) South Carolina and Virginia are unique in that their university systems are composed entirely of Baccalaureate or Doctoral I institutions. All other states have at least 2 levels of regional university: Baccalaureate Only, Baccalaureate plus some Graduate Programs (like JSU and DSU). Since faculty salaries are higher with increasing levels of degree offerings, SC and VA have an artificially high disparity index when Comprehensive University Salaries are compared to only the lower level of regional university. Removing those states yields the table below.

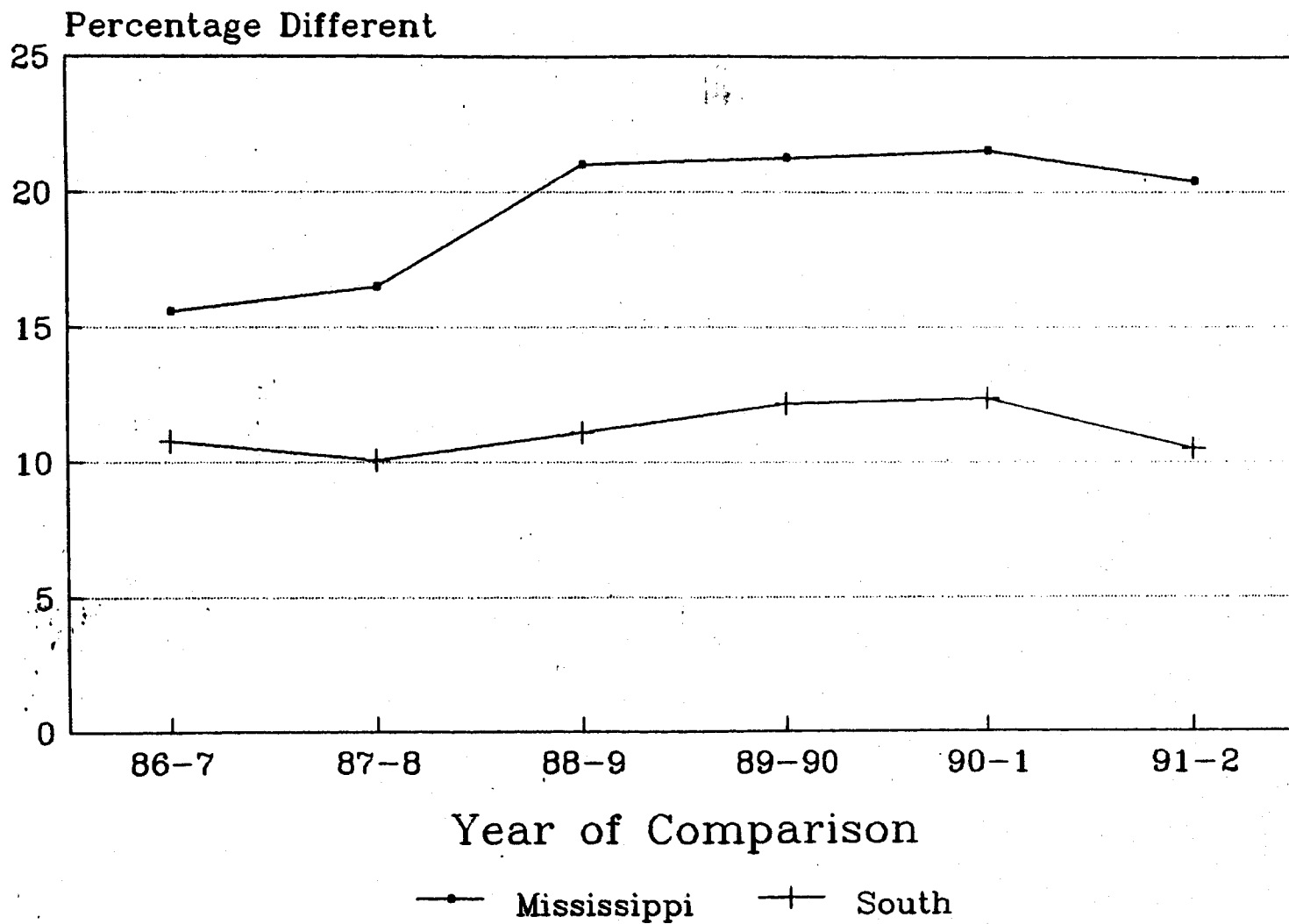
(2) Florida and South Carolina reported only part of their salaries for 1989-1990, distorting the disparity index. Consequently those data were omitted.

Salary Disparities: 1986-7 through 1991-2

	86-7	87-8	88-9	89-90	90-1	91-2
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Comprehensive/Regional Salary Disparity

Assist. Prof. (Mississippi vs. South)



Source: Chronicle of Higher Education

**MISSISSIPPI UNIVERSITIES
FULL-TIME FACULTY EMPLOYED BY CURRENT ACADEMIC RANK AND BY AVERAGE CONTRACT AMOUNT
FALL SESSION, 1991-92**

Institution	PROFESSOR		ASSOCIATE PROFESSOR		ASSISTANT PROFESSOR		INSTRUCTOR		TOTAL	
	NUMBER	AVERAGE	NUMBER	AVERAGE	NUMBER	AVERAGE	NUMBER	AVERAGE	NUMBER	AVERAGE
ASU	16	\$37,440	37	\$33,619	37	\$29,988	61	\$21,002	151	\$28,037
DSU	74	\$42,010	31	\$32,574	54	\$27,819	65	\$23,633	224	\$31,950
JSU	89	\$41,779	76	\$35,615	106	\$32,099	62	\$25,589	333	\$34,277
MSU	345	\$55,624	216	\$41,709	194	\$36,590	64	\$22,713	819	\$44,874
MUW	45	\$38,734	6	\$30,150	38	\$28,365	35	\$24,207	124	\$31,040
MVSU	26	\$35,125	19	\$33,466	48	\$25,993	28	\$22,667	121	\$28,359
UM	172	\$54,547	142	\$40,893	183	\$36,168	76	\$31,452	573	\$42,230
USM	206	\$55,941	170	\$42,411	208	\$33,988	77	\$26,301	661	\$42,100
TOTAL	973	\$51,571	697	\$39,889	868	\$33,556	468	\$25,117	3,006	\$39,542

SOURCE: IHLMIS EMPLOYEE TAPE AND IHLMIS BIOGRAPHICAL TAPE.

DELTA STATE UNIVERSITY FACULTY SENATE
February 11, 1993
Ewing Building, Room 118
Cleveland, Mississippi

MINUTES

Members present: Bill Hays, Chair
Florence Ouzts, Secretary
Maureen Brooks, Vice-Chair
William Hayes, Past Chair
John Quon
Dwain Stephens
Tommy Sledge
Camille Branton
Val Hinton
Dave Heflin
Jerry Dallas
Georgene Clark
Victoria Chase
Elise Dreaden
Burrow Brooks
Edward Bahr
Mark Butler
Marcus Steele
Robert Brown
Carol Boyd
Mike Carr

Members absent: Collier Parker
Darry Hardy
Loretta Shannon
Dorothy Seals

AGENDA

- I. Introductions**
- II. Approval of the minutes of the January meeting**
- III. Old Business**
 - A. Lingering questions about **PERS**, yet again
 - B. Faculty support for library purchase of **INTERNET**
 - C. Summer school pay, status report
- IV. New Business**
 - A. Report on Academic Council business
 - B. Report on the February 2 meeting of the University Faculty Senates Association

- C. Recording of absences on midterm and final grade reports
- D. House bills 1322 and 1324
- V. **Announcements**

AGENDA BUSINESS

- I. The meeting was called to order by Chair Hays. He welcomed Janis Tyderle, a former senator and charter member of the Faculty Senate, to the meeting.
- II. The following corrections were noted in the January minutes:

pg. 1 - Add Senator Mark Butler's name to the members present list.

pg. 3 - Item B, line 7 - Change to read: "Senator Chase stated that the library has applications for grant monies from the National Science Foundation ..."

pg. 6 - Paragraph one - Change line 5 to read: "Part-time faculty members teaching 9 hrs. or less should be removed from the list."

Tommy Sledge moved that the minutes be approved after the corrections are made. John Quon seconded the motion. The motion passed unanimously.

III. Old Business

- A. Chair Hays spoke with Dr. Milton Walker, Executive Director of PERS, about the change of status option for disability benefits. The question of concern being: Is there a possibility that the PERS Board might defer the time period for choosing a specific option until the time of actual disability? Dr. Walker stated that he would never support such a proposal nor would the Board. He reasoned this would be analogous to one choosing double indemnity on life insurance after one's death. Dr. Walker stated that PERS is giving us a choice which is all the federal law and EEOC rulings require. There will probably be no change in the policy options in the future.

Chair Hays also discussed the issue of the October 1992 deadline for claiming part-time student employment for retirement benefits with Dr. Walker but received no support. The legislature would have to bring the issue up again. Chair Hays spoke with our local legislators, Rep. Capps, Rep. Coleman, and Sen. Miller, and found them to be sympathetic to our position. They reported that it was too

late to introduce a new bill this session, but agreed to support this in the next session of the legislature. They asked Chair Hays to notify them in December of 1993 regarding this matter.

Chair Hays reported that if anyone is not getting the PERS Newsletter, he/she should call the PERS office to be placed on the mailing list.

- B. At the January meeting, faculty senators were asked to poll the faculty within their units regarding the library purchase of INTERNET, an international scholarly and business related computer network. The reporting senators expressed that many faculty members were interested in its purchase but requested additional information. Senator Chase was helpful in answering several questions. She reported that there is an additional fee to access information for some things. It depends on the information requested. Camille Branton mentioned that monies for accessing information can be written into grants under indirect costs. It was also reported that the computer terminals in faculty offices, presently planned for future use, could be linked to INTERNET, if it is purchased. Senator Chase was not sure as to what office would be in control of INTERNET, the library or Data Processing. The library would like to encourage the purchase of this network. After some discussion, Senator William Hayes moved that the University purchase INTERNET providing its purchase does not impinge upon future funding of book and periodical budgets. Senator Dwain Stephens seconded the motion. The motion passed unanimously.
- C. Chair Hays provided each of the senators with a copy of a January 20 letter which he sent to President Wyatt requesting a 31% increase in summer school pay for DSU faculty. President Wyatt responded, in writing, on February 2. Dr. Wyatt stated that both he and the Cabinet are sympathetic to our needs. However, he informed Chair Hays that we would have to wait until the legislature's 1993-94 appropriation for DSU is known before any action can be taken. Dr. Wyatt invited the Senate's input at that time.

IV. New Business

- A. Chair Hays gave a report on the Academic Council's business meeting held on January 27. Three items affect faculty directly.
1. Change in Advisement Procedures for Undecided Majors Dr. McArthur reported that the Counseling Center will no longer be responsible for advisement of undecided majors. Effective in the Fall Semester, all

undecided majors will be absorbed into the various schools. Dr. McArthur is looking at new ways of handling student advisement within the schools' structure. Faculty may see an increase in their advisement load.

2. Introductions of New Faculty The Deans have agreed with the Faculty Senate's request that consistency and brevity of introductions be followed when introducing new faculty/staff at the opening meeting in the Fall semester. They also agreed that content should be limited to professional information only.

3. Policy Statement Regarding Involvement of Faculty/Staff in External Grants/Contract

Chair Hays presented a copy of a proposed policy describing the External Grants/Contracts. Senator Branton had asked "What is meant by External Grants/Contracts" as listed in this statement?" It was reported that the policy statement applies to only those grants/contracts coordinated through DSU or those that involve university facilities. Independent consultant work is permissible and is not affected by the clause. Senator Branton pointed out that the proposed policy is open to salary inequities. The policy states that "additional grant responsibilities during the academic year cannot exceed 50% of the employee's contracted salary and/or hours." Also, "the total amount paid by external funds for summer salaries cannot exceed one-third of the academic year salary compensation." The policy, as stated, may prevent appropriate compensation to those who are most deserving in respect to expertise and amount of work devoted to a project. An additional statement should be inserted to handle this disparity, should the need arise. A statement such as "Exceptions to this policy can be granted by the Vice-President for Academic Affairs" might suffice. Chair Hays noted that Dr. McArthur is in agreement with his change.

B. Chair Hays reported on the February 2 meeting of the University Faculty Senates Association. Gail Russell, Chair of the University Faculty Senates Association attends the IHL Board meetings and presented a summary of the January meeting to the Senators. Important issues were:

1. She reported that, according to an Attorney General's opinion, the 2% cost cut in personnel required of state agencies for next year would not affect higher education.
2. Sidney Rushing will be President of the IHL Board

next year and is reported to be very faculty oriented and interested in faculty development.

3. The IHL Board discussed at its December meeting the issue of adopting a Code of Ethics Policy which would prevent Board members from talking about or criticizing agenda business outside the Board meetings. The issue was not addressed at the January meeting.

Chair Hays reported that Chair Russell was very sensitive to the Ray Cleere motion (vote of No Confidence) and placed it on the agenda so as to leave no paper trail. He reported that the Senates Association moved from the ninth floor of the R&D Center to the basement before opening the topic of discussion. Chair Hays presented DSU's position. Discussion ensued, but the results were not as we had hoped. Three schools were not represented: Mississippi Valley, University of Mississippi Medical School, and Jackson State University. While all representatives present generally were in agreement, the big schools were not willing to openly take a firm stand in voicing a no confidence vote at this time. Chair Russell suggested that the Senate Association wait for Board action. Many Senators felt that the Board is particularly defensive now in light of all the recent press coverage. Chair Hays reported that Mississippi State's representative seemed most strongly against the issue. He believed that the forthcoming state meeting would crumble, since Ray Cleere is funding the meeting. No action was taken at this time.

Chair Hays also reported that the plans for a state-wide Senate meeting are moving forward. Randy Robinette of Mississippi State is the leader. This meeting, slated for April 2-3, is to be a rallying point for higher education in general. The Faculty Senates Association is co-sponsoring the meeting along with the IHL Board. Ray Cleere was present for a planning of the event. He originally budgeted \$3500 for the event and then doubled it to cover the cost of the speakers and receptions. Chair Hays stated that Cleere has asked the university presidents to pay the expenses of all faculty who attend the meeting out of their own budgets, not from the travel budgets of individual departments.

There will be a panel presentation Friday evening by selected IHL Board members to answer direct questions from the faculty; however, Cleere doesn't want questions to be "institutionally specific." He hoped that the question/answer forum will not result in a direct shouting match between the Board and the faculty members. Additional speakers slated to speak on the following day are: David Sansing, who will speak on the History of Higher Education

in Mississippi and the IHL Board; Dr. Edwin Nichols, an expert in multicultural education, will address the issue of cultural diversity, and a nationally renowned speaker will talk about tenure. The press will be invited as well as key legislators.

Chair Hays encouraged as many senators and faculty representatives as possible to attend the meeting, pending the availability of seats. Each university will be allocated a specified number of seats based on the university's size. Chair Hays will keep us posted on the final arrangements. There will be no classes missed because of this event.

- C. The recording of absences on midterm and final grade reports was discussed. Presently, there is no place on the new computerized data read-out sheets to record such information. This is a problem when students protest/contest their grades. Senator Jerry Dallas moved that student attendance be recorded on both midterm and final grade reports. Senator Maureen Brooks seconded the motion. The motion passed unanimously.
- D. Dr. McArthur informed Chair Hays that the legislature was considering two House bills that would significantly limit some of Ray Cleere's power. House Bill 1322 would take away Ray Cleere's tenure in the state system, and House Bill 1324 would change his title and take away some of his power. Because time was of the essence, Chair Hays polled the Executive Committee of the Faculty Senate regarding the two bills. He was able to poll 7 of the 10 members, thus constituting a quorum. The members polled supported the two bills unanimously. Chair Hays contacted Rep. Coleman and Rep. Capps and informed them of our support on these two bills. House Bill 1324 died in committee. House Bill 1322 passed the House (107/12). It will next go to the Senate.

V. **Announcements**

Dr. Wyatt asked the Faculty Senate to select a representative for an ad hoc committee to name several buildings on campus. Senator Georgene Clark made the motion that Senator Maureen Brooks attend as our representative. Senator Dave Heflin seconded the motion. The motion passed unanimously.

According to Chair Hays, Dr. Wyatt has no new information to report on the Ayers case at this time. Dr. Wyatt is cautious and stated that no news is not necessarily good news at this time.

Last year when Dr. Wyatt was President of the Presidents'

Council, he presented the DSU Faculty Senate's proposal requesting that family tuition scholarships for faculty/staff be reciprocal between the eight universities. Dr. Wyatt presented the proposal to the Council but did not receive 100% support from the presidents. Without 100% agreement, the proposal was not taken before the IHL Board. Dr. Zacharias, President of MSU, blocked the endorsement; however, Dr. Wyatt feels that the Faculty Senate should continue to pursue this issue. He stated that if we can get MSU's Faculty Senate to back this proposal, Zacharias may back down, and we may eventually get it. In light of the Ayers Case, this would certainly open opportunities for greater access to all campuses. Chair Hays will contact Robinette on this.

Dr. McArthur has agreed to review a request from the Faculty Senate for a separate page in the 1993-94 budget. The Senate will make its own expenditures. Senators should submit their suggested budget requests to Chair Hays.

Elections for the 1993-1994 Faculty Senate will be soon. Any faculty member not wanting to run for senator should officially remove his name from the ballot before the February 22 deadline. Contact Elise Dreaden if you wish to have your name removed.

The new senator for HPE&R is Senator Darvin Barnes, and the official proxy is Kenneth Vanderpool.

President Wyatt has agreed to grant one-quarter (3 hrs.) release time, effective this semester, to the Senate Chair for his/her duties. This has not, however, been presented formally in writing. Chair Hays commented that Dr. Wyatt should write a letter verifying this.

A Faculty Senate appreciation luncheon is planned for April 1 in the Sunset Room in the Union at 12:15 p.m. Chair Hays will give us more information on this at our March meeting.

- VI. Senator Bill Hayes moved that the meeting be adjourned, and Senator Mike Carr seconded the motion. The motion passed.

The meeting adjourned at 4:50 pm

**Delta State University Faculty Senate
March 11, 1993
Ewing Building, Room 118
Cleveland, Mississippi**

Minutes

Members present: Bill Hays, Chair
Maureen Brooks, Vice-Chair
John Quon
Dwain Stephens
Collier Parker
Tommy Sledge
John Tiftickjian, Proxy
Loretta Shannon
Dave Heflin
Jerry Dallas
Georgene Clark
Victoria Chase
Burrow Brooks
John Simmons
Edward Bahr
Mark Butler
Dorothy Seals
Carol Boyd
Mike Carr

Members absent: Florence Ouzts
Camille Branton
William Hayes
Darry Hardy
Val Hinton
Darvin Barnes
Elise Dreaden
Marcus Steele
Robert Brown

Agenda

- I. Introductions**
- II. Approval of minutes of the February meeting**

III. Old Business

- A. University Faculty Senates Association/IHL Board sponsored state meeting
- B. Recording of absences on midterm and final grade reports
- C. House bill 1322, status report
- D. Tuition reciprocity for faculty/staff dependents
- E. Ambiguous wording of DSU no smoking sign, status report
- F. Faculty Senate appreciation luncheon

IV. New Business

- A. Report on Academic Council business
- B. Proposed Faculty Senate budget for 1993-94
- C. Concerns about purchases in the DSU bookstore
 - 1. Purchase of office supplies
 - 2. Purchase of textbooks
- D. Housing perks for top DSU administrators

V. Announcements

Agenda Business

- I. The meeting was called to order by Chair Hays. Captain John Simmons, the new Senator from the Department of Military Science, was introduced. The Chair also announced that in the absence of Florence Ouzts, the Secretary of the Faculty Senate, Maureen Brooks would be taking minutes.
- II. The following corrections were noted in the February minutes:
 - pg. 2 - Item A, line 10 - Add comma after choice
 - pgs. 3 & 4 - Change effect to affect in three places:
 - page 3 - Item A, line 2
 - page 4 - # 3, line 10
 - page 4 - Item B, line 9
 - pg. 4 - # 3, line 6 omit first quotation marks

pg. 4 - # 3, line 26 change his to this

pg. 5 - Next to last line, omit colon

pg. 7 -Line 3 change between to among

Loretta Shannon moved that the minutes be approved after the corrections are made. Victoria Chase seconded the motion. The motion passed unanimously.

III. Old Business

- A. The proposed University Faculty Senates Association/IHL Board sponsored state meeting scheduled for April has been postponed. Chair Hays read a letter from Ray Cleere indicating that the President of the IHL Board, Frank Crosthwait, had blocked the meeting, "officially," because the IHL Board's schedule is too full this spring. The meeting will be rescheduled for the fall, after Sidney Rushing becomes the new President of the IHL Board.
- B. Chair Hays talked with Bob Morris, Director of Data Processing, about the lack of information on absences on current grade reports. Banner, the new university computer software program, does include information on absences. Mr. Morris indicated that the information on absences would not need to be programmed into Banner from scratch. Chair Hays then discussed this problem with Dr. McArthur. According to Dr. McArthur, "no policy change has been made about recording absences on grade reports." He further stated that the lack of this information was an oversight in Data Processing and it could be corrected. Dr. McArthur supports the Senate's position on this issue and will take the necessary action to see that the problem is corrected. However, the change cannot take place until after the spring semester.
- C. As mentioned in the February minutes, House bill 1322 on deletion of Ray Cleere's tenure in the state system passed the House (107/12). This bill, however, died in the Senate Universities and Colleges Committee. Chair Hays called Willie Simmons, the Vice-Chair of this committee, to indicate the strong support of the DSU Faculty Senate for the passage of this bill. Sen. Simmons informed Chair Hays that the bill died because Hob Bryan, the Chair of the Senate Universities and Colleges Committee, refused to allow the committee to discuss the bill.

- D. Chair Hays talked with Randy Robinette, Chair of the Faculty Senate at Mississippi State University, on tuition reciprocity for faculty/staff dependents. Senator Robinette will discuss this issue with the MSU Faculty Senate at its next meeting. The President of Mississippi State University is the one university head who was against this fringe benefit when it was discussed by the President's Council.
- E. Chair Hays spoke with Wayne Blansett about the ambiguous wording of the DSU no smoking signs. Some of the buildings on campus do not have a designated smoking area. Therefore, some signs need to say *no smoking*. When new signs are printed, (there were 700 signs printed recently), there will be two types of restrictive signs: *No Smoking* and *No Smoking except in Designated Areas*.
- F. Official invitations to the Faculty Senate Appreciation luncheon were distributed to all Senators. Chair Hays requested faculty Senators who could not attend to call him by March 26.

IV. New Business

- A. Chair Hays read a letter from the Attendance Committee related to the current policy about students who cut out of class. The Attendance Committee suggested modifying the policy to read that a professor should have the option of giving a student a grade of "W" or "F" when a student cuts out. Action was delayed until faculty Senators survey their respective units.
- B. Chair Hays passed around copies of the proposed budget for the Faculty Senate for the 1993-94 school year. Suggestions were made to modify the amounts in some of the line items. Senator Sledge moved that the modified budget be approved. Senator Carr seconded the motion. The motion passed unanimously. (See Attachment.)
- C. Office supplies as well as textbooks must be purchased in the bookstore, according to information on pages 48, 55 and 56 of the DSU Handbook. Several Senators expressed concern about the wisdom and legality of this policy. The question was raised: Is this policy a University policy or an IHL Board policy. Chair Hays will bring this concern up at the next Academic Council meeting.

- D. There was a change in one of the free housing units for administrators last semester. Housing perks have been discussed before by the Faculty Senate when suggestions for downsizing were being made. With the new change in residence of one of the housing units, it was felt that some change might have been made about the free housing status. Senator Carr made a motion to request an investigation into the free housing policy for administrators. Senator Stephens seconded the motion. The motion carried unanimously. Chair Hays will investigate and report to the Senate.

V. Announcements

Senator Victoria Chase announced some special events related to National Library Week, which starts April 8th.

Maureen Brooks moved that the meeting be adjourned, and Senator Butler seconded the motion. The motion passed unanimously.

The meeting adjourned at 5:00 p.m.



Cleveland, Mississippi 38733

FACULTY SENATE

March 12, 1993

To: Dr. Frank McArthur
Vice President for Academic Affairs

From: Dr. William S. Hays *WSH*
Chair of the Faculty Senate

Re: Faculty Senate Budget Request for 1993-94

As I hope you recall at an informal meeting that you and I had on February 2 of this year, you agreed to accept a formal budget request from the Faculty Senate for fiscal year 1993-94. On behalf of the Senate, I would like to thank you for agreeing to take this action. The Senate is greatly encouraged by your position on this matter.

Attached you will find the Senate's budget request and the unit plan that the University is now requiring all cost centers to file as part of the institutional planning process. I have discussed this plan with Dr. Myers, and he agrees that the Senate should have a separate budget, and he was most helpful in making suggestions about the plan for the Senate.

If you have any questions about this request, please contact me. I assume that the Senate will, like other cost centers at the University, have a budget hearing. Please let me know when our hearing will be held. Thank you for your attention to this matter, and your continued support of the Senate's activities.

UNIT PLAN
1993-94 BUDGET REQUEST
DSU FACULTY SENATE

I. Review of Current Status

The Faculty Senate has never had its own budget as such; thus, we cannot review our current budget status. However, we can easily justify the need to have our own budget for both philosophical and practical reasons. The Senate operates independently of separate academic departments and the dean structure of the University. Therefore, a separate budget is needed to reflect this autonomy and to increase the Senate's visibility within the University structure. Furthermore, because our funding has heretofore been "hidden" in the budgets of the office for Academic Affairs and those of other departments, our expenditure process has been a confusing and cumbersome one that often inhibits the Senate's work.

II. Proposed Changes in the Budget

As this is the first budget request that the Faculty Senate has officially made, there are no proposed changes. However, we are requesting a total of \$2646 for fiscal year 1993-94. Moreover, each item in this budget request was carefully examined by the membership of the Senate at its March 11 meeting. We think this is a conservative budget, and that each item is fully justifiable. After this examination, the Senate voted unanimously to submit this budget proposal. (Please see the attached document for full details.)

III. Assessment

The impact of this budget will be determined by surveying the officers and any other members of the Senate who are responsible for making these expenditures.

APPROVED William A. Hoops
Chair of the Faculty Senate

Vice President

1993-94 BUDGET REQUEST FOR THE FACULTY SENATE

DATE: March 12, 1993

DEPARTMENT NUMBER:

OBJECT NO.	OBJECT DESCRIPTION	AMOUNT
	TRAVEL	\$ 900
	POSTAGE	50
	TELEPHONE, L. D.	200
	SUBSCRIPTIONS	96
	PRINTING-BINDING-PADDING	50
	DUPLICATION-REPRODUCTION	800
	OFFICE SUPPLIES	200
	FOOD FOR PERSONS	350
	TOTAL	\$ 2646

Student Tuition Charges for Summer School
Summer 1985 - Summer 1992

Summer 1985

Undergraduate: \$34/semester hour, plus \$10 registration fee
Graduate : \$34/semester hour, plus \$10 registration fee

Summer 1986

Undergraduate: \$38/semester hour, plus \$10 registration fee
Graduate : \$38/semester hour, plus \$10 registration fee

Summer 1987

Undergraduate: \$48/semester hour, plus \$10 registration fee
Graduate : \$48/semester hour, plus \$10 registration fee

Summer 1988

Undergraduate: \$52/semester hour, plus \$10 registration fee
Graduate : \$52/semester hour, plus \$10 registration fee

Summer 1989

Undergraduate: \$52/semester hour, plus \$10 registration fee
Graduate : \$52/semester hour, plus \$10 registration fee

Summer 1990

Undergraduate: \$52/semester hour, plus \$10 registration fee
Graduate : \$52/semester hour, plus \$10 registration fee

Summer 1991

Undergraduate: \$62/semester hour, plus \$10 registration fee
Graduate : \$79/semester hour, plus \$10 registration fee

Summer 1992

Undergraduate: \$67/semester hour
Graduate : \$90/semester hour

1843

≥ 93/sem hour
≥ 110/sem hour

SUMMER CREDIT HOURS

<u>YEAR</u>	<u>UNDERGRADUATE</u>	<u>GRADUATE</u>
1984	9542	4028
1985	8579	2494
1986	9004	3306
1987	8606	2595
1988 *	10424	1254
1989	9017	3392
1990	9417	3454
1991	9306	3317

* 1988 -- Apparently some graduate hours were reported as undergraduate hours.

SUMMER ENROLLMENT

<u>YEAR</u>	<u>UNDERGRADUATE I</u>	<u>UNDERGRADUATE II</u>	<u>GRADUATE I</u>	<u>GRADUATE II</u>
1984	1062	736	672	283
1985	943	773	554	349
1986	960	764	529	267
1987	991	756	302	264
1988	945	708	403	326
1989		1211		514
1990		1275		587
1991		1329		528
1992		1396		421

1984 - 1988 Summer enrollment was reported for each term, Summer I and Summer II. Enrollment should not be added ; some students would be counted twice.

1989 - present Enrollment is reported for the entire summer - unduplicated headcount.

MEMORANDUM

To: Members of the DSU Faculty Senate

From: William S. Hays, Chair

Re: Next Regular Senate Meeting

Date: Thursday, March 11, 1993

Time: 3:30 p.m.

Place: 118 Ewing Hall

Agenda

I. Introductions

II. Minutes of the February 11 meeting. Please review the enclosed copies before the meeting and note any corrections or modifications.

III. Old Business

A. University Faculty Senates Association/IHL Board sponsored state meeting

B. Recording of absences on midterm and final grade reports

C. House bill 1322, status report

D. Tuition reciprocity for faculty/staff dependents

E. Ambiguous wording of DSU no smoking signs, status report

F. Faculty Senate appreciation luncheon

IV. New Business

A. Report on Academic Council business

B. Proposed Faculty Senate budget for 1993-94

C. Concerns about purchases in the DSU bookstore

1. Purchase of office supplies

2. Purchase of textbooks

D. Housing perks for top DSU administrators

V. Announcements

DELTA STATE UNIVERSITY FACULTY SENATE
May 11, 1993
Ewing Building, Room 118
Cleveland, Mississippi

MINUTES

Members present: Bill Hays, Chair
Florence Ouzts, Secretary
Tony Wilson
Dwain Stephens
Collier Parker
Tommy Sledge
Camille Branton
Ed Williams
Darry Hardy
Joe Garrison
Val Hinton
Jerry Dallas
Debra Smith
Bill Spencer
Georgene Clark
Jo Wilson, proxy
Robert Fleming
Burrow Brooks
Mark Butler
Edward Bahr
Dorothy Seals
Marcus Steele
Robert Brown
Carol M. Boyd

Members absent: Darvin Barnes
David Heflin
John Simmons
Victoria Chase

AGENDA

- I. **Introductions**
- II. **Approval of the minutes of the April 8 meeting**
- III. **Old Business**
 - A. Tuition reciprocity for faculty/staff dependents, status report
 - B. Senate's proposal to increase summer school pay for faculty, status report and other budget matters
- IV. **New Business**
 - A. Report on the business of the Academic Council

- B. Verification of information on 1993-94 Faculty Senate roster, see attachment
- C. Election of officers for 1993-94 Faculty Senate
- D. Faculty return of library books for new classification
- E. Increase of litter on campus, especially in informal smoking areas
- F. Early date for graduating seniors' grade reports/scheduling exams after graduation
- G. Conflict of graduation with Mother's Day
- V. **Announcements**

AGENDA BUSINESS

- I. The meeting was called to order by Chair Hays. He introduced the following newly-elected senators: Joe Garrison, Curriculum and Instruction; Tony Wilson, Accounting; Debra Smith, Home Economics; Ed Williams, Biological Sciences; Robert Fleming, Management and Marketing; and Bill Spencer, Languages and Literature. Jo Wilson, proxy for Victoria Chase in Library Services, was also introduced.
 - II. The following corrections were noted in the April 8 minutes:
 - Pg. 4 - delete line one, a repeat of the last line of page 3.
 - Pg. 4 - Change the first sentence in Section E (paragraph 3) to read, "Several questions were generated . . . as a result of the discussion which ensued."
 - Pg. 5 - Add the word "campus." to the last sentence in Section F (paragraph 3) to read "In addition, . . . thus requiring housing on or near campus."
 - Pg. 6 - Delete the first two words ("faculty/staff") in line one. Add instead, the following three lines before the second sentence:
 - Senator Heflin informed the Senate that
 - temporary housing is one of the amenities DSU
 - sometimes offers faculty/staff.
- Delete the top 4 lines from pg. 7, a repetition of

content found on page 6.

Senator Sledge moved that the minutes be approved after the corrections. Senator Stephens seconded the motion. The motion passed unanimously.

III. Old Business

- A. Chair Hays presented a status report relative to the tuition reciprocity proposal initiated in early April with the Faculty Senate at Mississippi State University. Chair Hays had faxed a letter on April 8 to Randy Robinette, Chair of the MSU Faculty Senate, asking that this issue be placed on the agenda at their next Senate meeting. It became an agenda item for the April 16 MSU Faculty Senate meeting. Randy Robinette reported to Chair Hays that a number of MSU Senators support the idea, and it has been assigned to the Faculty Affairs Committee for further action. The Chair will continue to monitor the action at MSU and report new information to the Senate when it is available. Chair Hays stated that hopefully in 6-12 months, the faculty and staff might be granted tuition reciprocity as a fringe benefit.
- B. Chair Hays presented a status report on the Senate's proposal to increase summer school pay for faculty. In January, Chair Hays sent a letter to President Wyatt requesting a 31% increase in summer school pay for DSU faculty. Factors taken into consideration for this increment were: (1) the increase in university revenue based on a large increase in fees for credit hrs. over the last five years, and (2) the fact that the extended school calendar has increased the number of classroom contact minutes by 15%. President Wyatt's response to the request at that time was supportive; however, no action could be taken until the 1993-94 legislative appropriations for DSU were made known. Dr. Wyatt reported that he would ask for the Senate's recommendations once our legislative appropriations were decided.

Chair Hays recently met with President Wyatt for an update on the summer school pay proposal. He was informed that no money would be available this year for summer school salaries because of funding limitations. Specific reasons given by Dr. Wyatt for the lack of revenue were only a \$394,000 increase in state generated funding was granted for 1993-94 and several expenditures not anticipated by the University, including a projected deficit in self-generated revenue amounting to \$200,000 less than current revenues.

Also, a reported \$150,00 for a tort claims pool is needed because sovereign immunity expires June 30, thus making DSU more vulnerable to law suits. In addition, \$40,000 is needed to cover the rising costs of our health insurance.

In light of these increased expenditures, President Wyatt reported that summer school salary raises could not be granted unless they were obtained from monies designated for total faculty salaries for 1993-94. Dr. Wyatt reported that 5% of the total faculty salary pool for 1992-1993 has been made available for faculty raises for 1993-94. He suggested that we consider using 1% of these monies for summer school salaries. **This was the only option offered.** President Wyatt asked for the Senate's input on this matter, and needed a decision by the end of the week. Because Chair Hays did not have time to get the entire Faculty Senate together for a meeting, he polled the Executive Committee. All 10 members voted against the proposal. Voting in favor of the proposal would have made everyone's projected base salary lower. Since raises are calculated on a percentage of one's base, all faculty would be negatively affected. Thus, the Senate refused the proposed offer.

Chair Hays reported that the administration is making some effort to cut administrative expenses. One FTE administrative position will be eliminated by closing the Office of Continuing Education. The deans of the various schools will now handle off campus instruction.

Chair Hays announced that contracts for 1993-94 will be available sometime after the June IHL Board meeting, probably no later than the first week of July. He added that faculty are free to bargain and negotiate their contracts if they wish to do so.

IV. New Business

A. Chair Hays summarized the activities of the Academic Council which has met twice since the last Faculty Senate meeting in April. Four topics of discussion were noteworthy.

1. The recording of absences on midterm and final grade reports is targeted to become effective again by the first term of summer school. The currently used forms do not have a place to record this information; however, new forms have been ordered. When the new forms have been received, absences will once

again be officially recorded on all grade reports.

2. The Academic Council took no action to change the current "cut-out" policy as stated in the DSU Bulletin. The policy will stand as currently printed.
3. Chair Hays provided each Senator with a copy of the proposed changes in the DSU Policy Statement Regarding Involvement of Faculty/Staff in External Grants/Contracts. Senator Branton had formerly pointed out that the policy was open to salary inequities. Her expressed concern was that the policy, as originally stated, might prevent appropriate compensation to those who are most deserving in respect to one's expertise and amount of work devoted to a project. The Senate requested that an additional statement should be inserted to handle disparities, should the need arise. The new policy statement includes such a provision for handling any salary inequities (See Attachment - policy statement, paragraphs 2 and 3).
4. The Academic Council discussed the issue of regular and more consistent evaluations of DSU administrators. (The Faculty Senate had discussed the issue at the April 8 meeting. The majority of the Senators felt 10 years was too long of a period between evaluations for administrators and recommended that more frequent evaluations be conducted. Two major concerns were, 1. Who should evaluate the administrators? and 2. How should this be done?)

Dr. Richard Myers reported that the SACS standards are vague. Evaluations are to be done primarily in three areas: Students evaluation of faculty, faculty evaluation by chairs, and administrative evaluations. He further stated that in meeting SACS requirements, all evaluations must be documented. Most SACS team will say, "If it is not documented, it doesn't exist."

Chair Hays reported that the discussion which ensued was emotionally impacted. Some deans did not want subordinates to evaluate superiors. The meeting ended with no clear,

uniform evaluation procedure in place. However, the Dean of Arts and Sciences has asked his faculty to evaluate him.

- B. Chair Hays provided the senators with hand-outs of the 1993-94 rosters of DSU faculty senators and senate proxies. He asked the members to verify the information on the rosters. Two corrections were noted: 1. Collier B. Parker's phone no. is 846-4721 and Ed William's phone no. is 846-7341.
- C. Chair Hays called for nominations for Faculty Senate Chair for 1993-94. Senator Burrow Brooks was nominated by Senator Spencer, and Senator Jerry Dallas was nominated by Senator Hardy. Senator Dallas declined the nomination. Senator Clark moved that the nominations be closed. Senator Hinton seconded the motion. The motion passed unanimously. Thus, Senator Burrow Brooks was elected Chair by acclamation of the house.

Chair Hays called for nominations for Faculty Senate Vice Chair for 1993-94. Senator Georgene Clark was nominated by Senator Parker. Senator Butler moved that the nominations be closed. Senator Bahr seconded the motion. The motion passed unanimously. Thus, Senator Clark was elected Vice Chair by acclamation of the house.

Chair Hays called for nominations for Faculty Senate Secretary for 1993-94. Senator Camille Branton was nominated by Senator Garrison. Senator Clark moved that the nominations be closed. Senator Boyd seconded the motion. The motion passed unanimously. Thus, Senator Branton was elected Secretary by acclamation of the house.

- D. Jo Wilson, proxy for Library Services, reported that 3,000 books are missing from the library and need to be returned for reclassification. All faculty are asked to cooperate in this endeavor by returning any outstanding library books they might have. The library must reclassify these books or delete them from their records, in which case our library holdings will decrease significantly. The library is preparing for the SACS review and urgently needs our help. If you have books that have not been bar coded, please return them immediately for reclassification. The library will be glad to arrange for someone to come get them, if needed.
- E. Senator Brown expressed concern about the increase of

litter on campus, especially in informal smoking areas. Senator Brown moved that the Senate propose to the Vice President of Student Affairs that ashtrays be placed near all entrances to academic buildings where smoking is prohibited. Senator Clark seconded the motion. The motion passed unanimously.

In addition, Senator Williams stated there is a move across campus to support a recycling program and also participate in efforts toward campus beautification. The SGA is has initiated a new program "Clean your own campus." However, Senator Williams expressed that only a few people on campus have been supportive of the recycling program, and the SGA would like to see more participation both on campus and within the community. Senator Williams added that Dr. Nettles did not think DSU generated enough trash to warrant recycling. Those supporting the recycling program feel otherwise. Senator Williams encouraged everyone to become more involved in campus beautification and recycling.

- F. Because of the limited time factor, two agenda items, 1. Early date for graduating seniors' grade reports/scheduling exams after graduation, and 2. Conflict of graduation with Mother's Day were postponed for discussion until the June meeting.

V. **Announcements**

Chair Hays announced that Dr. Wyatt had no new information on the Ayers Case. A trial is probably slated for early 1994.

Chair Hays had extra copies of the **PEER Report** for the senators who were not present at the April meeting.

- VI. Senator Steele moved that the meeting adjourn, and Senator Smith seconded the motion. The motion passed unanimously.

The meeting adjourned at 2:00 p.m.

DELTA STATE UNIVERSITY FACULTY SENATE
May 11, 1993
Ewing Building, Room 118
Cleveland, Mississippi

MINUTES

Members present: Bill Hays, Chair
Florence Ouzts, Secretary
Tony Wilson
Dwain Stephens
Collier Parker
Tommy Sledge
Camille Branton
Ed Williams
Darry Hardy
Joe Garrison
Val Hinton
Jerry Dallas
Debra Smith
Bill Spencer
Georgene Clark
Jo Wilson, proxy
Robert Fleming
Burrow Brooks
Mark Butler
Edward Bahr
Dorothy Seals
Marcus Steele
Robert Brown
Carol M. Boyd

Members absent: Darvin Barnes
David Heflin
John Simmons
Victoria Chase

AGENDA

- I. **Introductions**
- II. **Approval of the minutes of the April 8 meeting**
- III. **Old Business**
 - A. Tuition reciprocity for faculty/staff dependents, status report
 - B. Senate's proposal to increase summer school pay for faculty, status report and other budget matters
- IV. **New Business**
 - A. Report on the business of the Academic Council

- B. Verification of information on 1993-94 Faculty Senate roster, see attachment
- C. Election of officers for 1993-94 Faculty Senate
- D. Faculty return of library books for new classification
- E. Increase of litter on campus, especially in informal smoking areas
- F. Early date for graduating seniors' grade reports/scheduling exams after graduation
- G. Conflict of graduation with Mother's Day
- V. **Announcements**

AGENDA BUSINESS

- I. The meeting was called to order by Chair Hays. He introduced the following newly-elected senators: Joe Garrison, Curriculum and Instruction; Tony Wilson, Accounting; Debra Smith, Home Economics; Ed Williams, Biological Sciences; Robert Fleming, Management and Marketing; and Bill Spencer, Languages and Literature. Jo Wilson, proxy for Victoria Chase in Library Services, was also introduced.
- II. The following corrections were noted in the April 8 minutes:
 - Pg. 4 - delete line one, a repeat of the last line of page 3.
 - Pg. 4 - Change the first sentence in Section E (paragraph 2) to read, "Several questions were generated . . . as a result of the discussion which ensued."
 - Pg. 5 - Add the word "campus." to the last sentence in Section F (paragraph 3) to read "In addition, . . . thus requiring housing on or near campus."
 - Pg. 6 - Delete the first two words ("faculty/staff") in line one. Add instead, the following three lines before the second sentence:
 - Senator Heflin informed the Senate that
 - temporary housing is one of the amenities DSU
 - sometimes offers faculty/staff.
 - Delete the top 4 lines from pg. 7, a repetition of

content found on page 6.

Senator Sledge moved that the minutes be approved after the corrections. Senator Stephens seconded the motion. The motion passed unanimously.

III. Old Business

A. Chair Hays presented a status report relative to the tuition reciprocity proposal initiated in early April with the Faculty Senate at Mississippi State University. Chair Hays had faxed a letter on April 8 to Randy Robinette, Chair of the MSU Faculty Senate, asking that this issue be placed on the agenda at their next Senate meeting. It became an agenda item for the April 16 MSU Faculty Senate meeting. Randy Robinette reported to Chair Hays that a number of MSU Senators support the idea, and it has been assigned to the Faculty Affairs Committee for further action. The Chair will continue to monitor the action at MSU and report new information to the Senate when it is available. Chair Hays stated that hopefully in 6-12 months, the faculty and staff might be granted tuition reciprocity as a fringe benefit.

B. Chair Hays presented a status report on the Senate's proposal to increase summer school pay for faculty. In January, Chair Hays sent a letter to President Wyatt requesting a 31% increase in summer school pay for DSU faculty. Factors taken into consideration for this increment were: (1) the increase in university revenue based on a large increase in fees for credit hrs. over the last five years, and (2) the fact that the extended school calendar has increased the number of classroom contact minutes by 15%. President Wyatt's response to the request at that time was supportive; however, no action could be taken until the 1993-94 legislative appropriations for DSU were made known. Dr. Wyatt reported that he would ask for the Senate's recommendations once our legislative appropriations were decided.

Chair Hays recently met with President Wyatt for an update on the summer school pay proposal. He was informed that no money would be available this year for summer school salaries because of funding limitations. Specific reasons given by Dr. Wyatt for the lack of revenue were only a \$394,000 increase in state generated funding was granted for 1993-94 and several expenditures not anticipated by the University, including a projected deficit in self-generated revenue amounting to \$200,000 less than current revenues.

Also, a reported \$150,00 for a tort claims pool is needed because sovereign immunity expires June 30, thus making DSU more vulnerable to law suits. In addition, \$40,000 is needed to cover the rising costs of our health insurance.

In light of these increased expenditures, President Wyatt reported that summer school salary raises could not be granted unless they were obtained from monies designated for total faculty salaries for 1993-94. Dr. Wyatt reported that 5% of the total faculty salary pool for 1992-1993 has been made available for faculty raises for 1993-94. He suggested that we consider using 1% of these monies for summer school salaries. **This was the only option offered.** President Wyatt asked for the Senate's input on this matter, and needed a decision by the end of the week. Because Chair Hays did not have time to get the entire Faculty Senate together for a meeting, he polled the Executive Committee. All 10 members voted against the proposal. Voting in favor of the proposal would have made everyone's projected base salary lower. Since raises are calculated on a percentage of one's base, all faculty would be negatively affected. Thus, the Senate refused the proposed offer.

Chair Hays reported that the administration is making some effort to cut administrative expenses. One FTE administrative position will be eliminated by closing the Office of Continuing Education. The deans of the various schools will now handle off campus instruction.

Chair Hays announced that contracts for 1993-94 will be available sometime after the June IHL Board meeting, probably no later than the first week of July. He added that faculty are free to bargain and negotiate their contracts if they wish to do so.

IV. New Business

A. Chair Hays summarized the activities of the Academic Council which has met twice since the last Faculty Senate meeting in April. Four topics of discussion were noteworthy.

1. The recording of absences on midterm and final grade reports is targeted to become effective again by the first term of summer school. The currently used forms do not have a place to record this information; however, new forms have been ordered. When the new forms have been received, absences will once

again be officially recorded on all grade reports.

2. The Academic Council took no action to change the current "cut-out" policy as stated in the DSU Bulletin. The policy will stand as currently printed.
3. Chair Hays provided each Senator with a copy of the proposed changes in the DSU Policy Statement Regarding Involvement of Faculty/Staff in External Grants/Contracts. Senator Branton had formerly pointed out that the policy was open to salary inequities. Her expressed concern was that the policy, as originally stated, might prevent appropriate compensation to those who are most deserving in respect to one's expertise and amount of work devoted to a project. The Senate requested that an additional statement should be inserted to handle disparities, should the need arise. The new policy statement includes such a provision for handling any salary inequities (See Attachment - policy statement, paragraphs 2 and 3).
4. The Academic Council discussed the issue of regular and more consistent evaluations of DSU administrators. (The Faculty Senate had discussed the issue at the April 8 meeting. The majority of the Senators felt 10 years was too long of a period between evaluations for administrators and recommended that more frequent evaluations be conducted. Two major concerns were, 1. Who should evaluate the administrators? and 2. How should this be done?)

Dr. Richard Myers reported that the SACS standards are vague. Evaluations are to be done primarily in three areas: Students evaluation of faculty, faculty evaluation by chairs, and administrative evaluations. He further stated that in meeting SACS requirements, all evaluations must be documented. Most SACS team will say, "If it is not documented, it doesn't exist."

Chair Hays reported that the discussion which ensued was emotionally impacted. Some deans did not want subordinates to evaluate superiors. The meeting ended with no clear,

uniform evaluation procedure in place. However, the Dean of Arts and Sciences has asked his faculty to evaluate him.

- B. Chair Hays provided the senators with hand-outs of the 1993-94 rosters of DSU faculty senators and senate proxies. He asked the members to verify the information on the rosters. Two corrections were noted: 1. Collier B. Parker's phone no. is 846-4721 and Ed William's phone no. is 846-7341.
- C. Chair Hays called for nominations for Faculty Senate Chair for 1993-94. Senator Burrow Brooks was nominated by Senator Spencer, and Senator Jerry Dallas was nominated by Senator Hardy. Senator Dallas declined the nomination. Senator Clark moved that the nominations be closed. Senator Hinton seconded the motion. The motion passed unanimously. Thus, Senator Burrow Brooks was elected Chair by acclamation of the house.

Chair Hays called for nominations for Faculty Senate Vice Chair for 1993-94. Senator Georgene Clark was nominated by Senator Parker. Senator Butler moved that the nominations be closed. Senator Bahr seconded the motion. The motion passed unanimously. Thus, Senator Clark was elected Vice Chair by acclamation of the house.

Chair Hays called for nominations for Faculty Senate Secretary for 1993-94. Senator Camille Branton was nominated by Senator Garrison. Senator Clark moved that the nominations be closed. Senator Boyd seconded the motion. The motion passed unanimously. Thus, Senator Branton was elected Secretary by acclamation of the house.

- D. Jo Wilson, proxy for Library Services, reported that 3,000 books are missing from the library and need to be returned for reclassification. All faculty are asked to cooperate in this endeavor by returning any outstanding library books they might have. The library must reclassify these books or delete them from their records, in which case our library holdings will decrease significantly. The library is preparing for the SACS review and urgently needs our help. If you have books that have not been bar coded, please return them immediately for reclassification. The library will be glad to arrange for someone to come get them, if needed.
- E. Senator Brown expressed concern about the increase of

litter on campus, especially in informal smoking areas. Senator Brown moved that the Senate propose to the Vice President of Student Affairs that ashtrays be placed near all entrances to academic buildings where smoking is prohibited. Senator Clark seconded the motion. The motion passed unanimously.

In addition, Senator Williams stated there is a move across campus to support a recycling program and also participate in efforts toward campus beautification. The SGA is has initiated a new program "Clean your own campus." However, Senator Williams expressed that only a few people on campus have been supportive of the recycling program, and the SGA would like to see more participation both on campus and within the community. Senator Williams added that Dr. Nettles did not think DSU generated enough trash to warrant recycling. Those supporting the recycling program feel otherwise. Senator Williams encouraged everyone to become more involved in campus beautification and recycling.

- F. Because of the limited time factor, two agenda items, 1. Early date for graduating seniors' grade reports/scheduling exams after graduation, and 2. Conflict of graduation with Mother's Day were postponed for discussion until the June meeting.

V. **Announcements**

Chair Hays announced that Dr. Wyatt had no new information on the Ayers Case. A trial is probably slated for early 1994.

Chair Hays had extra copies of the **PEER Report** for the senators who were not present at the April meeting.

- VI. Senator Steele moved that the meeting adjourn, and Senator Smith seconded the motion. The motion passed unanimously.

The meeting adjourned at 2:00 p.m.

By Brian E. Coutts
with John B. Richard

THIS YEAR, *LJ* breaks with tradition to include a CD-ROM title on its list of outstanding reference sources. Britain's distinguished daily *The Guardian* called the publication of The Oxford English Dictionary Second Edition on Compact Disc one of the major publishing events of the year. A person could now skim the 2.4 million quotes to determine who said what. Locating words with particular national etymologies became a breeze. Since the July release of the dictionary, Oxford University Press has sold approximately 1000 CD-ROM versions of the OED2, as opposed to 130 of the 20-volume printed set (according to *The Guardian*).

Several major reference sets were completed in 1992 after many years in production, representing a generation's synthesis of knowledge on a particular topic or discipline. Notable among these are the *Anchor Bible Dictionary*, which includes contributions totaling six million words from 1000 scholars; *The New Royal Horticultural Society Dictionary of Gardening*, the first major gardening dictionary in 40 years; *The New Palgrave Dictionary of Money and Finance*, the ne plus ultra for today's fast-changing economy; and the authoritative and up-to-date *Encyclopedia of Sociology*. It was a very good year for music reference sources, too. In its list of outstanding musical events of the year, the *Washington Post* noted that *The New Grove Dictionary of Opera*, in four massive volumes, had established "a new standard for reference works in the field." Slightly less massive, but just about as comprehensive, is *The Guinness*

Brian E. Coutts is Head, Department of Library Public Services, Western Kentucky University, Bowling Green, and a long-time *LJ* reviewer; John B. Richard is Director, East Baton Rouge Parish Library, Louisiana. Special thanks to Donna Phillips, Facilities Coordinator, Western Kentucky University Libraries, and to the East Baton Rouge Parish Library Reference and Information Division

BEST REFERENCE SOURCES of 1992

Encyclopedia of Popular Music.

There was renewed attention to environmental concerns in 1992. ABC-Clío's *Recycling in America* offers a status report on an important topic everyone seemed to be talking about, while *The Conservation Atlas of Tropical Forests: Africa* pinpoints major conservation problems on the continent. The *Atlas of the 1990 Census* makes that massive compilation of data understandable through a series of marvelous graphics, while the *Atlas of North American Exploration* plots the routes of every explorer to visit North America and even a few who probably didn't.

The most beautiful reference book of the year is *The Encyclopedia of Herbs, Spices, and Flavorings*: the pictures are so delectable you almost want to eat the pages. For those curious about perfumes, *The Perfume Handbook* describes the secret essences in the major fragrances for both women and men. On the bargain side, Collectors' Information Bureau's *Directory to Secondary Market Retailers* furnishes advice and places for unloading those collectibles you just had to have but now can't wait to get rid of.

As in past years, we began our search by reviewing reference sources in our own collections and then check-

The
ENCYCLOPEDIA
 of
HERBS
 SPICES & FLAVORINGS
 A COOK'S COMPENDIUM
 ELISABETH LAMBERT ORTIZ

travel and communication, and music and musical instruments. There is even a lengthy article on computers in Biblical studies. With its sound scholarship, good organization, and readable prose, the *ABD* deserves a place in all academic and public libraries. (LJ 1/93)

The Conservation Atlas of Tropical Forests: Africa, S. & S. Academic Reference. (World Conservation Union). 282p. ed. by Jeffrey A. Sayer & others. index. ISBN 0-13-175332-0. \$95.

Africa's forests are being decimated faster than those of any continent; this massive atlas provides an analysis of its ecological history, superb maps based on satellite imagery of country-by-country forest resources, and a discussion of biodiversity, conservation areas, and initiatives for conservationists. Divided into two major parts, the atlas follows the format of its 1991 predecessor *The Conservation Atlas of Tropical Forests: Asia and the Pacific*. Since more than half of the world's land species inhabit tropical forests, the consequences of forest clearance for agricultural uses, water, and fuel make environmentalists eager to preserve forests for future generations. An excellent single-volume source, this is highly recommended for academic libraries and for large public libraries with special collections on Africa and the environment. (LJ 9/15/92)

Contemporary Composers. St. James Pr. 1019p. ed. by Brian Morton & Pamela Collins. ISBN 1-55862-085-0. \$125.

Compiled by English music enthusiasts, this title is a highly selective biographical survey of approximately 500 serious living composers (with the exception of a few "senior" composers who died during the writing of the project). Worldwide in scope, the profiles are written by 162 contributors, mostly academics, and consist of three main sections: a short biographical sketch; a list of works with dates of completion and first performance; and a brief assessment of each composer's work within the context of his or her day. Since the editors have not attempted an exhaustive survey of

**Notable
 Black
 American
 Women**

**The Oxford
 English
 Dictionary**

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Second Edition

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ing titles at conventions, bookstores, and in publishers' catalogs. Reference reviews in *LJ* and in many other newspaper and library media sources were also examined. The cost of the 30 sources here adds up to \$5,969, down slightly from \$6,271 in 1991. Excluding the CD-ROM and sets costing over \$500 reduces the price to \$2,834, or an average of \$109, about \$26 more per source than last year's list.

The Anchor Bible Dictionary. 6 vols. Anchor: Doubleday. 7200p. ed. by David N. Freedman. ISBN 0-385-19351-3. \$360.

More than 30 years after the pub-

lication of *The Interpreter's Bible Dictionary*, the appearance of the *Anchor Bible* version represents the collective scholarship of a new generation of Bible scholars. With the goal of providing a readable yet authoritative reference source for all readers of the Bible, the editors draw from the expertise of the leading archaeologists, Assyriologists, Egyptologists, classicists, philosophers, and ancient historians. Unlike earlier dictionaries, the *ABD* devotes far less space to Biblical/lexical items and far more to cultural history, social institutions, and archaeological sites. Thus, for example, there are articles on folklore in the ancient Near East,

contemporary composers, some readers might question the inclusion or exclusion of particular composers. Nevertheless, this is an important reference work for all university libraries with music departments, and it also should be included in large public library collections.

A Dictionary of American Proverbs. Oxford Univ. Pr. 848p. ed. by Wolfgang Mieder & others. ISBN 0-19-505399-0. \$49.95.

Fifty years in the making, this scholarly work includes 15,000 proverbs with variants currently used in the United States and parts of Canada. Entries are arranged alphabetically under key words and are often followed by variants and cross references. The editors have attempted to include only "pure" proverbs, which they define as "concise statements of apparent truths that have common currency." This collection differs from most such compilations because the proverbs were collected by field workers rather than from written sources. The work sets new standards for understanding the oral tradition in America and is an essential purchase for ready-reference collections in academic and public libraries. (*LJ* 12/91)

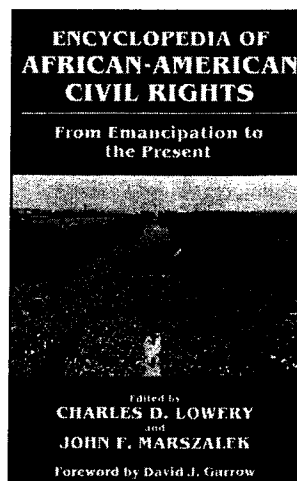
Dictionary of Mexican Literature. Greenwood. 768p. ed. by Eladio Cortes. bibliog. index. ISBN 0-313-26271-3. \$96.

Five previous titles in Greenwood Press's "Dictionaries to World Literatures" series have appeared on *LJ*'s "Best Reference Books." The present volume continues that distinguished tradition with 500 entries covering the most important writers, literary schools, and cultural movements in Mexican literary history. The 41 contributors include American, Mexican, and Hispanic scholars with assistance from some of the authors themselves. The awarding of the 1990 Nobel Prize for literature to Mexican author Octavio Paz spotlighted the distinguished literary tradition of that country. Entries include brief biographical sketches, critical comments on the writers' major works, a complete list of their literary works, and nearly complete lists of literary criticism. In addition to articles on individuals, there are useful essays on topics ranging from Baroque poetry to theater in colonial Mexico. A nice touch is the editor's decision to provide English translations for all liter-

ary works. An outstanding compilation for academic and public libraries.

Directory to Secondary Market Retailers: Buying and Selling Limited Edition Artwork. Collectors' Information Bureau, dist. by Wallace-Homestead. 212p. ed. by Diane Carnevale Jones. ISBN 0-87069-677-7. pap. \$11.95.

"Secondary market" is the operative phrase in this unique little reference work that answers the questions people ask about limited editions and discontinued items. Simply stated, secondary markets exist for items that are no longer produced or manufactured and have been sold out by distributors. Arranged alphabetically by shops, this inexpensive directory lists 200 retailers nationally and is heavily oriented toward collectibles such as china, crystal, silver, and other objets d'art. Users can easily locate the specialty shops through a general subject index and a second index arranged geographically by state. Entries include business histories, addresses, telephone and FAX numbers, and secondary market lines. A very useful ready-reference source for public libraries.



Encyclopedia of African American Civil Rights: From Emancipation to the Present. Greenwood. 672p. ed. by Charles D. Lowery & John F. Marszalek. illus. bibliog. index. ISBN 0-313-25011-1. \$59.95.

With more than 800 entries contributed by 150 scholars, this alphabetically arranged encyclopedia presents an overview of the century-long struggle for civil rights. One can find entries on leaders like Martin Luther King Jr. and Ralph Abernathy Sr., people associated with events, such as

Rosa Parks and James Meredith, mass movements like the Montgomery Bus Boycott and the Chattanooga Freedom Walk, and groups like the Black Muslims and Black Panthers. Dozens of well-known and not so well-known court cases document the slow progress of civil rights. Each entry includes a brief bibliography, and there is a helpful chronology at the end. While there are numerous new reference works on the African American experience, none provides such ready-reference access as this. (*LJ* 5/1/92)

Encyclopedia of Early Childhood Education. Garland. 518p. ed. by Leslie R. Williams & Doris Pronin Fromberg. index. ISBN 0-8240-4626-9. \$95.

With educational reform underway in almost every state and with special attention being paid to Head Start programs, required kindergartens, and ungraded primary schools, this new encyclopedia will prove helpful to planners, policymakers, teachers, teacher educators, school administrators, and parents. It focuses on the education and care of children from birth to age eight, preparation of the adults who work with them, and important policy issues. Some 240 contributors, including many distinguished scholars, have written articles on the history of early childhood education, the evolution of curriculum materials, and the pioneers in early childcare. In this multifaceted encyclopedia include Islamic influences, the McMillan Nursery School, children's literature, and noted pioneers such as Maria Montessori. An excellent addition for all libraries.

Encyclopedia of Ethics. 2 vols. Garland. 1462p. ed. by Lawrence C. & Charlotte B. Becker. bibliog. index. ISBN 0-8153-0403-X. \$150.

The first general encyclopedia on ethics, this work includes 435 signed articles written by an impressive cast of international scholars. While the core of the work is its coverage of philosophical ethics in the Western tradition, there are also lengthy surveys on the history and current status of philosophical ethics in other areas of the world. Sections likely to be heavily consulted in most libraries include articles on the relationship of philosophical ethics to important contemporary social/political movements and problems. An article on abortion phrases the question in terms of permissives,

restrictives, and moderates. An article on capital punishment discusses views held by retentionists and abolitionists. There are balanced articles on academic freedom, ethics in government, homosexuality, reproductive technologies, and terrorism. Each entry is accompanied by an up-to-date bibliography. Like the now dated *Encyclopedia*

of Bioethics (1979), this accessible source will be much in demand in all libraries. (LJ 6/15/92)

The Encyclopedia of Herbs, Spices, and Flavorings. Dorling Kindersley. 288p. ed. by Elisabeth Lambert Ortiz. illus. index. ISBN 1-56458-065-2. \$34.95.

Profusely illustrated with more

than 750 full-color photographs, this is a comprehensive sourcebook on 200-plus herbs and spices. Divided into nine broad subject areas such as Kitchen Herbs; Oils, Vinegars, and Dairy Products; and Coffee, Tea, and Spiced Drinks, each entry includes a brief history of the ingredient, its affinity to other spices and foods, as well

"Best Reference" publishers aren't betting on CD-ROM yet

CD-ROM REFERENCE: COMPETING WITH PRINT?

By Francine Fialkoff

"THE OED2 [Oxford English Dictionary Second Edition on Compact Disc] is our only 'mass market' product," said Royalyon O'Connor, product manager for electronic publishing at Oxford University Press. While it's hard to think of OED2 as mass market, interest both in and outside the library market has been enormous, with continuing review attention and sales far beyond Oxford's expectations (about 1000). Initial sales were mainly to libraries, but the breakdown between libraries and consumers is now about 50-50.

Despite the success of OED2 on CD-ROM, Oxford and other publishers whose titles appear on this year's "Best Reference" list are still cautious about providing their books in that format. They're grappling with a number of issues.

"If we produce a database, we want to deliver it in the platform or medium end users wish to have," said Rod Gauvin, executive VP of marketing and corporate development at Gale Research. "But if we're picking one medium, we wouldn't take *Notable Black American Women* [on the "Best Reference" list] and put it in CD-ROM. Why bother unless there's something you can't do with print."

Oxford's O'Connor concurred. "If it's going to be used exactly like the print version, what's the point? For the CD-ROM, you need different points of access, different cross-referencing, supplemental material," she asserted. All of the publishers *LJ* spoke to ask themselves whether it's worth the expense to transfer a small text onto CD-ROM.

Keying costs

One prohibitive cost factor is keying data, or digitizing it. Publishers are much more likely to produce CDs of material already in their databases. That was the impetus behind the first edition of OED on CD-ROM in 1987. In preparation for publishing the second edition, the entire 13-volume first edition was keyed in. "When we collect data for new editions," said O'Connor, "we can store, tag, and hold it to use in a CD-ROM as well." A brand new Facts on File (FOF) product, *Native American Multimedia Encyclopedia on CD-ROM*, is based on four books FOF has published, plus additional materials. Its value added over the print versions includes documents, photo-

graphs, and sound. "Our own material in electronic format can be used quicker and at lower cost," commented FOF's president, Martin Greenwald. Scribner has collected several sets on American authors together into one CD-ROM: *Scribner Writers' Disc*, *American Authors*, is due out this month. And Gale has married material from its many literary biography and criticism sources, as well as new material, to create *Discovering Authors*, a CD-ROM on the 300 most studied authors.

Once print scanning technology improves—when it's cheaper, faster, and has better resolution—digitizing text will be more practical. Scanning would eliminate the huge keying costs and might lessen publishers' reluctance to put their books on CD-ROM. The cost of producing the disc itself isn't exorbitant. (One company even offers the equipment needed to produce a CD-ROM for about \$10,000, and some libraries already are digitizing their special collections.)

Hidden factors

Another factor publishers wrestle with is whether to put their product into DOS or Windows. "If you publish right now," said Neale Sweet, president of Macmillan's reference group, "you'll get a larger market in DOS. We've done some questionnaires for librarians, though, and we're not sure what they tell us. Some want DOS, some Windows." For the time being, publishers who want to capture most of the library market will have to provide basic DOS, Windows, and Macintosh versions, though the trend is toward Windows.

There are other hidden factors with producing CD-ROMs. "It's not just techie work," said Greenwald. "You need connectors between information. In our *Native American CD*, you click on a chief and get a picture, a biography, it's integrated. A lot of these connectors are done by hand. It takes hours and hours of someone sitting there and making connections. Time is money." It's not only the "connections" that are costly. Publishers use experts to help them determine what a researcher would be looking for.

CD-ROM products also require customer support. "People call up and say 'I can't get it to work,'" reported Greenwald. "It's not like a book—it doesn't end with the product." While most publishers are thinking about electronic potential for their data, Macmillan's Sweet perhaps best sums up publishers' attitudes: "We're not gearing ourselves to bet the ranch on electronic publishing."

Francine Fialkoff is Executive Editor, *LJ*

as numerous recipes that exhibit each ingredient to its best advantage. Editor Ortiz served as consultant on the Time-Life series "Foods of the World" and has written numerous books on international cuisine. An introductory section includes information on growing, harvesting, and drying herbs, and the index gives quick access to information on each ingredient. This stunning book will be a welcome addition to both the public library reference shelf and its circulating collection. (LJ 11/15/92)

Encyclopedia of Sociology. 4 vols. Macmillan. 2359p. ed. by Edgar F. & Marie L. Borgatta. ISBN 0-02-897051-9. \$340.

Edited by two scholars at the University of Washington, this outstanding set is a collaborative effort involving more than 335 academics mainly from the United States and Canada. Arranged alphabetically into 370 broad subject areas, it provides authoritative summaries on current sociological concepts and investigations. The signed articles are au courant in focus and terminology and include both classic sociological concerns as well as new issues like alternative lifestyles, homelessness, intergenerational relations, and long-term care. Written for "literate audiences," most articles should be understood by college students and a discerning public library clientele. An excellent index provides users with numerous cross references. The set belongs in all academic and large public libraries. (LJ 7/92)

Gill, Sam D. & Irene F. Sullivan. **Dictionary of Native American Mythology.** ABC-Clío. 425p. illus. maps. bibliog. index. ISBN 0-87436-621-6. \$65.

With Native American studies programs proliferating and Native Americans taking more aggressive stands on preserving burial grounds, this timely and nicely edited dictionary will be an important addition to all reference collections. Defining a myth as any story that reflects the quality and character of a specific Native American culture or Native American cultures generally, the authors have included entries representing more than 150 Native American language groups. They have performed the incredibly difficult task of rendering these in their most commonly used Anglicized forms. For each of the alphabetically arranged entries, tribal

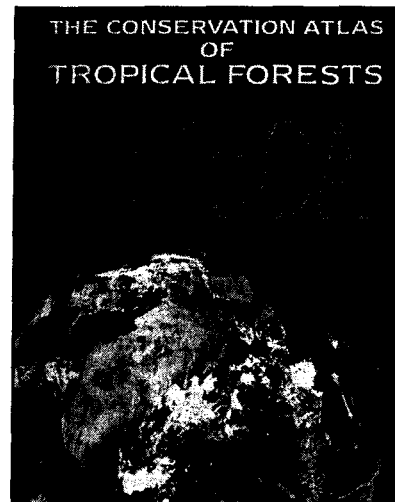
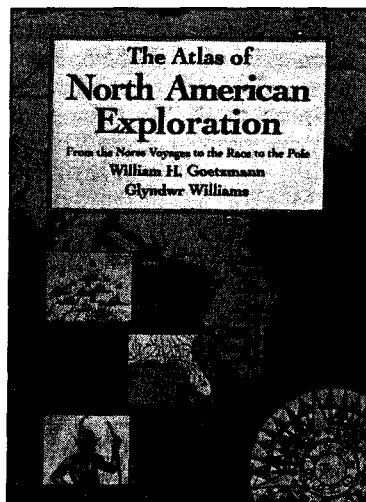
source and culture area are included. A collection of vivid black-and-white illustrations is reprinted. A comprehensive bibliography and index by tribe complete this excellent reference work. (LJ 2/15/93)

Goetzmann, William H. & Glyndwr Williams. **The Atlas of North American Exploration: From the Norse Voyagers to the Race to the Pole.** Prentice-Hall General Reference. 224p. illus. maps. bibliog. index. ISBN 0-13-297128-3. \$40.

The authors have produced a single-volume atlas on North American explorers that is painstakingly researched, authoritatively written, and generously illustrated and printed. In five major parts, the authors introduce readers to the myths and legends of early exploration to the "not so new

favorite perfume or cologne are revealed in this valuable source. Groom's reference provides brief biographical sketches of some of the world's great noses, flacon designers, and other celebrities associated with the perfume business. It also offers profiles of the major companies and houses that produce and sell the world's most sought-after fragrances. About 200 commercial perfumes are reviewed for their key ingredients; an appendix lists 1300 modern fragrances by house, year, and family. There is even a section of recipes for making perfume at home. An unusual, notable reference work.

The Guinness Encyclopedia of Popular Music. 4 vols. New England Pub. Assocs., PO Box 5, Chester, CT 06412. 329p. ed. by Colin Larkin. bibliog. in-



world" and then concentrate their attention on North American explorers during the last 500 years. Charted are the routes of scores of explorers, from John Cabot and Ponce de León to Lewis and Clark and Admiral Peary. The atlas reproduces historical maps, journals and letters of the time, and eyewitness accounts that record the early explorers' perceptions of the North American continent, its inhabitants, and the atrocities of rival powers seeking gold, converts, and trade routes to the East. An essential purchase for public, school, and academic libraries and a worthwhile selection for circulating collections.

Groom, Nigel. **The Perfume Handbook.** Chapman & Hall. 323p. illus. bibliog. ISBN 0-412-46320-2. \$29.95.

The secret ingredients of one's fa-

ISBN 1-882267-00-1. \$295.

Who was the luckless drummer fired from the Beatles in 1962? How many different people have actually formed part of the Beach Boys? Answers to these questions and thousands of others can be found in this superb new guide to popular music, here defined as everything from ragtime to rap and including rock 'n' roll, jazz, blues, soul, country-and-western, reggae, Latin, and African pop. With more than 14,500 entries contributed by a host of editors and consultants, this is the most comprehensive and critical treatment of popular music ever attempted. For baby boomers it is like going on a long nostalgia trip. Alphabetical entries provide biographical information and discuss the careers of groups and individuals, comment critically on their records

and live performances, and place them in a contemporary perspective. Certain to be in demand in all libraries. (LJ 1/93)

Kimball, Debi. *Recycling in America*. ABC-Clio. (Contemporary World Issues). 254p. bibliog. index. ISBN 0-87436-663-1. \$39.50.

Just the thing for an issue that is now politically correct, this gives a brief history of the recycling movement, a chronology of developments from 10,000 B.C. to the present, and biographies of noteworthy people in the field of recycling. Particularly helpful for researchers are the detailed descriptions of widely recycled materials from aluminum cans to telephone directories. It seems even old toilets are recyclable these days—in Santa Barbara they are crushed and

bibliographer Covington and written by 49 leading scholars and noted bibliographers. It includes an introduction to the nature of research and research trends in each discipline (from anthropology to women's studies), a guide to the principal sources for research, and selective descriptions of specialized resources held in various libraries. The section on history provides a general bibliography, essays on colonial history to 1750, history from 1750–1850, history since 1850, and the history of Brazil. For each section there is also a specialized bibliography. Included is a helpful essay on electronic sources for Latin America available in the United States and Europe as well as in Latin America itself. Listing more than 6000 sources, this guide will be indispensable for students, librarians, and scholars of Latin America studies.

duces each speech and places it and the occasion in historical context, then identifies the techniques that make the speech memorable. This work is not only a first purchase for the reference shelf in most high school, public, and academic libraries, but should be included in circulating collections as well. (LJ 9/15/92)

Mattson, Mark T. *Atlas of the 1990 Census*. Macmillan. 168p. ISBN 0-02-897302-X. \$90.

Originally designed to determine the number of seats that the states were allocated in the U.S. House of Representatives, the U.S. census has evolved since 1790 to count much more than population every ten years. Since Americans define themselves in terms of place, it has become essential to know how we are alike and how we differ. Mattson has produced an atlas based on data from the 1980 and 1990 census reports that graphically show where we have been, where we are now, and where we are headed. Organized into sections that cover population, households, housing, race and ethnicity, economy, and education, the atlas contains 200 four-color maps and 80 tables that visually depict population variables. Computers have provided opportunities for statisticians and cartographers to crunch numbers in a graphic manner that make data accessible to students and planners alike. A significant compilation that belongs on the reference shelves of all university and large public libraries.



reused in roadway paving projects. The longest section in the book describes the laws and regulations pertaining to each state, giving us a kind of report card in this area. There is an annotated list of national organizations and federal agencies involved in recycling and a detailed section on sources for additional information. The book is even printed on acid-free recycled paper. An ideal source for a subject frequently written about in student term papers. (LJ 12/92)

Latin America and the Caribbean: A Critical Guide to Research Sources. Greenwood. 924p. ed. by Paula H. Covington. index. ISBN 0-313-26403-1. \$115.

A veritable "Sheehy" of Latin American studies, this outstanding reference source is edited by Vanderbilt

Lend Me Your Ears: Great Speeches in History. Norton. 957p. sel. & intro. by William Safire. index. ISBN 0-393-03368-6. \$35.

Included in this wonderful volume are 201 great speeches spanning the centuries from the likes of Cicero and Jesus to Ronald Reagan and Boris Yeltsin. Librarians will quickly locate the most famous, including speeches by Lincoln, both Roosevelts, Kennedy, King, and Malcolm X, as well as numerous significant but lesser-known examples of oratorical eloquence. Safire, *New York Times* columnist and former speechwriter for the Nixon White House, has grouped his selections chronologically into 13 thematic categories such as "Memorials and Patriotic Speeches," "Speeches of Social Responsibility," and "Gallows and Farewell Speeches." The author intro-

The New Grove Dictionary of Opera. 4 vols. Grove's Dictionaries of Music. 4240p. ed. by Stanley Sadie. illus. bibliog. ISBN 0-935859-92-6. set \$850.

Thanks in part to television, the high-brow entertainment of opera has enjoyed new popularity; its wider audience has helped generate a larger repertory as well as a greater choice of recordings (CD and LD) and video performances from the principal opera houses worldwide. The fourth multivolume specialist set developed from *The New Grove Dictionary of Music and Musicians* (LJ 12/15/80), this massive compilation by 1300 contributors is much more than a spin-off from its parent publication. It contains alphabetically arranged articles on individual operas, composers, and librettists, as well as on cities and countries. This set is not a

comprehensive dictionary of musical theater; rather, it is a discussion of opera from its beginnings in Italy about 1600 to the present. It will serve scholars and lay readers alike; most academic and large public libraries will need this definitive work. (LJ 2/15/93)

The New Palgrave Dictionary of Money and Finance. 3 vols. Stockton Pr. 2621p. ed. by Peter Newman & others. bibliog. index. ISBN 0-333-52722-4. \$595.

After waiting almost 100 years for a revision of *Palgrave's Dictionary of Economics*, we now have an embarrassment of riches: two Palgraves in less than five years (the *New Palgrave Dictionary of Economics* was published in 1987). Covering both domestic and international aspects of money, banking, and finance, this newest Palgrave includes 1,008 essays written by a distinguished international cast of contributors. Intended as a companion work to the *Dictionary of Economics*, it provides essays on public accounting, investment, consumption spending, and balanced budgets, as well as the money systems of most major countries. For the uninitiated, some of the theoretical articles with their reliance on advanced mathematics may be hard-going. Fortunately, even these have brief summaries accessible to the average reader. The depth of information included here makes this an essential addition to business reference collections. (LJ 1/93)

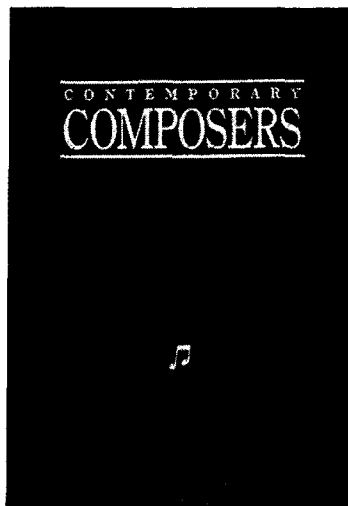
The New Royal Horticultural Society Dictionary of Gardening. 4 vols. Stockton Pr. 3200p. ed. by Anthony Hoxley & others. illus. bibliog. ISBN 1-56159-001-0. \$795.

This is the first major dictionary of gardening since the Royal Horticultural Society's 1951 edition. Since many of the plants described in the 1951 edition no longer exist and many new cultivars have been developed in recent years, the editors scratched the old edition and began anew. The combined effort of 250 of the world's leading horticultural and botanical talents has produced descriptions of 50,000 plants and articles on every conceivable aspect of gardening from soil maintenance to urban greening. The editors have made a conscious effort to temper the British bias of the earlier edition by expanding coverage to include North America, Europe, Australia, and Ja-

pan. With its 4000 line drawings, numerous illustrations, a full index of popular names, and a complete glossary of sources, not to mention an extensive bibliography, this outstanding compilation seems likely to be the standard reference for the next several decades. At this high price, however, you may need a fundraiser in order to add it to your collection. (LJ 6/1/92)

Notable Black American Women. Gale. 1334p. ed. by Jessie Carney Smith. ISBN 0-8103-4749-0. \$49.95.

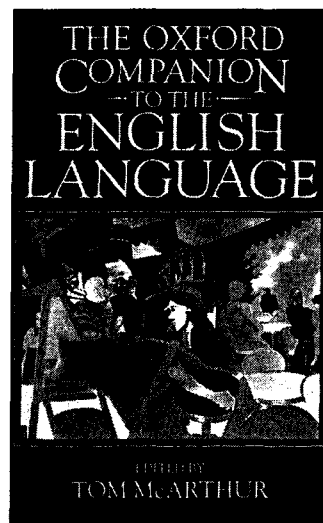
Librarians and teachers will make excellent use of this collection as a resource on African American women from colonial times to the present. Arranged alphabetically, the 500 biographies illustrate a wide range and diversity of experiences



and accomplishments—from such famous leaders as Sojourner Truth and Mary McLeod Bethune to contemporary writers Maya Angelou and Alice Walker. The earliest birth entry dates from 1730 and the most recent is 1956. Photographs accompany a third of the essays; entries vary greatly in length and style. Future editions would benefit from more careful editing; however, this pioneering work breaks new ground and brings a vast amount of information together in a single source. The "Contents by Area of Endeavor" and the comprehensive subject index provide users easy access to the material. Libraries will need this even if they also buy *Black Women in America* (LJ 2/15/93). Highly recommended for high school, public, and academic libraries. (LJ 3/1/92)

The Oxford Companion to the English Language. Oxford Univ. Pr. ed. by Tom McArthur. 1184p. ISBN 0-19-214183-X. \$45.

The Oxford Companions are recognized as standard reference works in fields as diverse as medicine, chess, law, gardening, and animal behavior. The *Companion to the English Language* is a one-volume survey of the language through the centuries, compiled by more than 100 international scholars and painstakingly edited. The 3300 entries include information on grammar, linguistics, literature, style, and rhetoric, as well as numerous biographical profiles—mostly of English authors and linguists. Future editions would benefit from more authors from this side of the pond (e.g., Poe, Hawthorne, Twain, Faulkner, and Hemingway). This is, however, a su-



perb survey of the English language and a first purchase for all public and academic libraries. (LJ 11/1/92)

The Oxford Companion to the Supreme Court of the United States. Oxford Univ. Pr. ed. by Kermit L. Hall & others. 1032p. ISBN 0-19-505835-6. \$49.95.

The *Companion to the Supreme Court* is destined to become the definitive one-volume survey on the work of the Supreme Court and its role in American law and life. This impressive work provides over 1000 alphabetical entries that cover biographical sketches of every Supreme Court Justice, rejected nominees, and prominent judges, as well as presidents who were most influential on the high court. Additionally, the work includes every major case decided by the court,

essays on controversial issues, articles on the amendments to the Constitution, and a comprehensive four-part history of the court itself. An essential purchase for academic, law, and large public libraries. (*LJ* 9/1/92)

The Oxford English Dictionary Second Edition on Compact Disc. Oxford Univ. Pr. and Software B.V. Rotterdam. \$895.

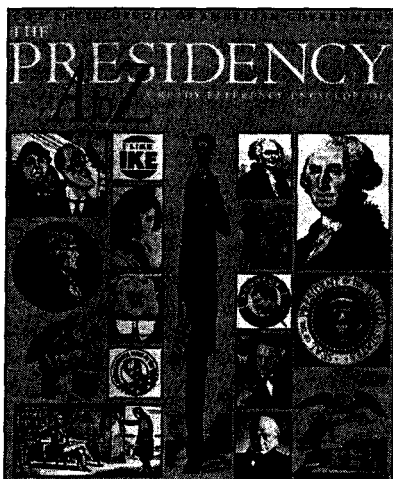
The 20-volume hardcover edition of this dictionary published in 1989 occupied four feet of shelf space and weighed more than 137 pounds. The CD-ROM version comes in a package no larger than a hardcover book: included are one disk, two manuals, and the CD. *PC* magazine calls it "a monumental reference work boasting the combination of massiveness and precision you'd find in a steamroller built

attention is riveted on the next presidential election: this is the source to answer all those questions about the history, processes, and people involved in 200 years of the U.S. presidency. Approximately 300 entries describe the background of the presidents, their public experiences, daily and family life, powers and life in the White House, and deaths. Extensive essays explore concepts relating to the presidency such as Constitutional powers, the budget process, diplomatic activity, the cabinet, and the relationship of the presidency to Congress and the courts. With numerous appendixes listing cabinet members, backgrounds of presidents, and summaries of presidential elections, this helpful reference guide is a storehouse of presidential information. (*LJ* 3/1/93)

E.L. Doctorow. There is even a chapter of recommended books for young adults. Because of the vast and varied literature on topics of Jewish interest, this splendid guide, designed for the general reader, will be a welcome addition to virtually all public and academic libraries.

Waldman, Carl & Alan Wexler. **Who Was Who in World Exploration.** Facts on File. 712p. illus. bibliog. ISBN 0-8160-2172-4. \$65.

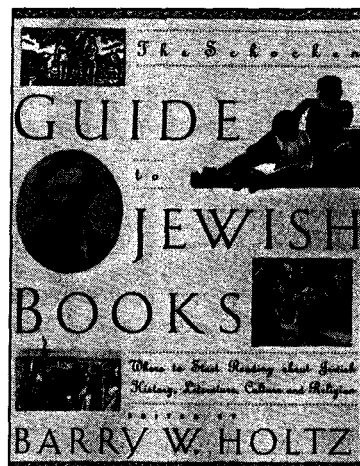
Numerous books have appeared in the wake of the Columbus quinquennial, which stimulated interest among scholars and lay readers alike in world explorers and exploration. However, this book provides a broader picture than most. Arranged alphabetically from Henry Larcom Abbott to Laventry Alekseyevich Zagoskin, it includes information on more than 800 explorers from ancient times up to the 20th century. Each entry begins with a chronology of an explorer's accomplishments and concludes with a discussion of his or her place in world exploration. Masterfully printed, the work contains 120 black-and-white illustrations as well as period and original maps. Two excellent appendixes and an extensive bibliography enhance the usefulness of this essential reference work for public/academic libraries.



by Rolls Royce." Among the advantages of the CD over the paper edition are fast searching in locating suffixes, ability to do proximity searches, speed in locating etymologies, and greater currency. The CD-ROM contains information through late 1991. Said *LJ*'s reviewer, "It is impossible to see how OED2 on CD could be improved The OED2 is recommended enthusiastically for college and university libraries . . . and for quality high school and public libraries" (*CD-ROM Review, LJ* 10/15/92).

The Presidency A to Z: A Ready-Reference Encyclopedia. Congressional Quarterly. (Encyclopedia of American Government). 574p. ed. by Michael Nelson. illus. bibliog. index. ISBN 0-87187-667-1. \$100.

Every four years, the country's



The Schocken Guide to Jewish Books. Schocken. 357p. ed. by Barry W. Holtz. illus. index. ISBN 0-8052-4108-6. \$24.50; pap. ISBN 0-8052-1005-9. \$17.

Designed as a kind of reader's advisor to Judaism, Jewish history, and Jewish culture, this book provides a virtual "talking bibliography" for diverse views on a variety of subjects. Holtz and 16 other expert contributors, in a series of skillfully written chapters, critically examine important works on the Bible, Talmud, Jewish history, the Holocaust, contemporary Israel, religious life and customs, mysticism, Hebrew and Yiddish literature, and feminism. Mark Shechner's chapter on the Jewish novelist in America traces the development of Jewish fiction from Abraham Cahan's *The Rise of David Levinsky* (1917) to more recent works by Philip Roth and

The World's Master Paintings: From the Early Renaissance to the Present Day. 2 vols. Routledge. 1984p. comp. by Christopher Wright. illus. bibliog. index. ISBN 0-415-02240-1. \$399.

Designed to serve as a guide to specific and accurate information about the works of the great painters and the thousands of places that house them, this unique source will be a boon to reference librarians trying to identify locations of paintings or museums with the best collections on an individual painter. It will also be eagerly read by art aficionados as they plan travel itineraries. Four parts provide an alphabetical list of 1300 master paintings; artists chronologically arranged by century and national school; location information for 4000 galleries and museums where the work of each painter is displayed; and a title index with more than 115,000 paintings, giving the artist and location of each. While not a perfect reference source, this monumental work by a noted art historian is likely to draw heavy use in all reference departments that can afford it.

1993-94 BUDGET REQUEST FOR THE FACULTY SENATE

DATE: March 12, 1993

DEPARTMENT NUMBER:

OBJECT NO.	OBJECT DESCRIPTION	AMOUNT
	TRAVEL	\$ 900
	POSTAGE	50
	TELEPHONE, L. D.	200
	SUBSCRIPTIONS	96
	PRINTING-BINDING-PADDING	50
	DUPLICATION-REPRODUCTION	800
	OFFICE SUPPLIES	200
	FOOD FOR PERSONS	350
	TOTAL	\$ 2646

250.00
50.00
100.00
250.00 Com.

CHAS: 1 DELTA STATE UNIVERSITY
 FUND: 10 UNRESTRICTED GENERAL FUND
 PRD ORG: 30 GENERAL ACADEMIC
 DRG: 3034 FACULTY SENATE

ACCOUNT	ACCOUNT TITLE	ADJUSTED BUDGET	CURRENT PERIOD ACTIVITY	YEAR TO DATE ACTIVITY	BUDGET RESERVATIONS	AVAILABLE BALANCE	CMT TYP
61200	FACULTY	1,500.00	.00	.00	.00	1,500.00	U
63000	FRINGE BENEFITS	225.00	.00	.00	.00	225.00	U
TOTAL	LABOR	1,725.00	.00	.00	.00	1,725.00	
7400	TRAVEL	250.00	.00	.00	.00	250.00	U
75210	POSTAGE & POST OFFICE CHARGES	50.00	.00	.00	.00	50.00	U
75230	TELEPHONE LONG DISTANCE	100.00	.00	.00	.00	100.00	U
7600	COMMODITIES	250.00	.00	.00	.00	250.00	U
TOTAL	DIRECT EXPENDITURES	650.00	.00	.00	.00	650.00	
TOTAL ORGANIZATION							
3034	FACULTY SENATE					1,725.00	
TOTAL	LABOR	1,725.00	.00	.00	.00	650.00	
TOTAL	DIRECT EXPENDITURES	650.00	.00	.00	.00		
NET		-2,375.00	.00	.00	.00	-2,375.00	

MEMORANDUM

To: Members of the DSU Faculty Senate

From: William S. Hays, Chair

Re: Next Regular Senate Meeting

Date: Thursday, April 8, 1993

Time: 3:30 p.m.

Place: 118 Ewing Hall

Agenda

I. Introductions

II. Minutes of the March 11 meeting. Please review the enclosed copies before the meeting and note any corrections or modifications.

III. Old Business

A. Recording of absences on midterm and final grade reports, status report

B. Tuition reciprocity for faculty/staff dependents, status report

C. Proposed policy change for students cutting out of classes, unit reports

D. Proposed Faculty Senate budget for 1993-94, status report

E. Concerns about purchases in the D S U bookstore, status report

1. Purchase of office supplies
2. Purchase of textbooks

F. Housing perks for top DSU administrators, status report

- profit?

12 houses

IV. New Business

A. Regular and more consistent evaluations of DSU administrators

B. Report on business of the University Faculty Senates Association/ PEER Report

C. Scheduling conflicts/omissions in the University calendar

D. Results of the Faculty Senate elections of 1993

V. Announcements



Cleveland, Mississippi 38733

FACULTY SENATE

June 22, 1993

Dr. Kent Wyatt
President of the University
Box A-1
Campus

Dear Dr. Wyatt:

As Vice-Chair of the Delta State University Faculty Senate, I have been asked to share with you some suggestions/recommendations that we have about commencement. It is our sincere hope that these suggestions can be addressed and implemented.

The first suggestion has to do with the date on which graduation is held. Many faculty members are concerned about graduation being held on Mother's Day. It forces us to sacrifice a time traditionally set aside for the family (and we impose that choice on others). A possible solution would be to hold graduation on the Saturday before the second Sunday in May, thereby retaining the essence of the already established schedule, but freeing those for whom the Sunday creates an emotional hardship.

Another suggestion that we have has to do with the time of day the ceremony takes place. We recommend that graduation be changed to a morning hour. Since it is so warm in May, and since the coliseum will be filled to capacity, a morning hour should provide more comfort for those in attendance -- as opposed to the afternoon when the sun is hottest.

And finally, the Senate would like to know if there is a possibility in reversing the order in which degrees are presented. That is, degrees would be presented in descending order: doctorates, specialists, masters, and baccalaureate. The rationale for this request is because of the time and effort involved in each, as well as the idea of a hierarchy of accomplishment. Then too, it may also eliminate the noisy exodus that begins as people tend to leave after witnessing their baccalaureate candidate receive his/her degree.

The above suggestions to change graduation to Saturday morning and to present degrees in descending order are made with the best of intentions. We think we can preserve the dignity of the occasion, as well as make more people comfortable if we implement these ideas. While we realize you will need to consult with others about the plausibility of such changes, we do hope you will give them every consideration possible. (The response we've received about the new line-up procedure for faculty has been overwhelmingly positive.)

I look forward to discussing these ideas with you at your convenience.

Please know that your continued support of the Faculty Senate is greatly appreciated.

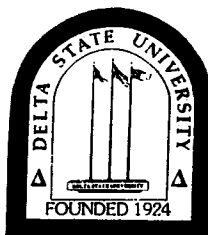
Sincerely,



Georgene Clark, Vice-Chair
DSU Faculty Senate

GC/ai

pc: Dr. Frank McArthur
Mr. James Donald Cooper



Cleveland, Mississippi 38733

Office of the
PRESIDENT

September 3, 1993

Ms. Georgene Clark, Vice-Chair
DSU Faculty Senate
Kethley Hall
Campus

Dear Ms. Clark:

The Cabinet has agreed to implement the recommendation of the Faculty Senate that the graduation ceremony be held on Saturday morning instead of Sunday afternoon.

The order in which degrees will be awarded is still being discussed. Until the final decision is made, we will continue with the present order.

Thanks to you and the Faculty Senate for your recommendations.

Sincerely,

A handwritten signature in cursive script that reads "Kent Wyatt".

Kent Wyatt
President

pw

**MINUTES OF THE BOARD OF TRUSTEES OF
STATE INSTITUTIONS OF HIGHER LEARNING**

OCTOBER 17, 1991

1201.0105 INDIVIDUAL RESPONSIBILITIES

In addition to the provisions of the foregoing policies by which the Board and the institutions undertake to minimize the incidence of conflicts of interest, be advised that the ultimate responsibility, civil or criminal, remains with the individual member, officer or employee to see that such violations do not occur and that Miss. Code Ann., §25-4-105 (1990) contains additional provisions to be followed. These policies are merely a supplement to the conflict of interest laws.

2. Approved the following Administrative Policy: UNANIMOUS CONSENT

The universities shall develop a plan for FY 1992-93 that will generate from existing sources an amount sufficient to fund an average 5% salary adjustment for faculty and professional staff and an average 3% salary adjustment for support staff and administrators. The universities will make every effort in FY 1992-93 to increase purchases of instructional equipment and library materials. In FY 1993-94 the universities will develop a plan that will generate from existing sources and a tuition increase another average 5% salary adjustment for faculty and professional staff and another 3% salary adjustment for support staff and administrators. In FY 1993-94 designated amounts for purchases of instructional equipment and library materials will be generated.

Each university will submit its plan for FY 1992-93 and FY 1993-94 by April 1, 1992 to the Board for review and approval. Funds for the above purposes shall be generated from the following functional categories and be considered in the priority order as listed. The selection of categories for reductions will reflect the unique mission of the university.

1. Reduction in the amount of faculty release time for administration and other non-instructional activities.
2. Reduction in the amount of non-teaching personnel found in Instruction.
3. Reduction in the number of part-time faculty.
4. Reduction or elimination ancillary programs.
5. Reduction in the direct and indirect cost of summer session.
6. Reduction of Academic Support cost, excluding Library.
7. Reduction of Institutional Support cost.
8. Reduction in the cost of Student Services.
9. Reduction in the cost of Operation and Maintenance.
10. Reduction of sabbatical leave payments.
11. Elimination of selected academic programs.
12. Reduction of academic personnel.
13. Reduction of other areas as determined appropriate.

Legislative Summary

Ordinary Session 1992

House Bills

HB 474 **Requires training and educational program for municipal court clerks**
Author: Jones

Provides that the Mississippi Judicial College of the University of Mississippi Law Center prepare and conduct a 12-hour course of training and education for every person appointed as municipal court clerk within the first year of appointment.

Vote on final passage House: 115 - 3
Senate: 52 - 0

HB 616 **Authorizes Forrest County to assist USM**
Author: Jones

Allows the Board of Supervisors of Forrest County to contribute to or assist USM or USM Athletic Department, or both, with funds, equipment, supplies, materials and county employees.

Vote on final passage House: 122 - 0
Senate: 52 - 0

HB 800 **Provides employer training through community colleges for tax credit**
Author: Ellington

Provides that a 25 percent income tax credit shall not exceed 50 percent of the income tax liability in a tax year and may be carried forward for the five successive years if the amount allowable as credit exceeds the income tax liability in a tax year. The measure specifies that nothing in the section shall be interpreted in any manner as to prevent the continuing operation of state-supported university programs.

Vote on final passage House: 116 - 6
Senate: 50 - 1

HB 831 **Authorizes mental health professional loans**
Author: Barnett

Adds nutritionists and dieticians to the categories eligible for loans and provides that state health institutions shall include mental health/mental retardation facilities certified by the Department of Mental Health.

Vote on final passage House: 122 - 0
Senate: 52 - 0

HB 845 **Prohibits state agencies from withdrawing from state employees life and health insurance plan**
Author: McIngvale, Hines, Compretta, McCrory

1) Reconstitutes the membership of the State Employees Insurance Advisory Council to include the State Insurance Commissioner or an appointed representative and employee-representatives of IHL, the Tax Commission, Health Department, Department of Corrections, Corrections, and Human Services.

For Discussion

Academic Year 1993 - 1994

FALL SEMESTER

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
August						
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				
September						
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		
October						
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						
November						
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				
December						
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	
January						
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					
February						
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28					

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
March						
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		
April						
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
May						
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				
June						
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		
July						
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
August						
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

SUMMER SEMESTER

SPRING SEMESTER

- Notes:**
- Classes must begin no later than August 23 for Fall Semester and January 10 for Spring Semester.
 - Classes may end no earlier than December 17 for Fall Semester and May 13 for Spring Semester.
 - Classes must begin no later than May 30 and end no earlier than August 5 for the Summer Semester.
 - Each three semester-hour course must have 2450 minutes of class time regardless of semester.
 - Three class days are shown as holidays during the Fall Semester (Labor Day and two days for Thanksgiving).
 - Seven class days are shown as holidays during the Spring Semester (M. L. King's Birthday, the Friday before Easter, and five days for Spring Break).
 - No holidays fall on class days during the Summer Semester.
 - Modification in the schedule to allow for "study or dead days" before final exams and similar adjustments necessitates beginning earlier or ending later than specified dates.

A COMPARISON OF ADMINISTRATIVE SALARIES AT DELTA STATE UNIVERSITY TO NATIONAL MEDIAN SALARIES AT INSTITUTIONS OF COMPARABLE SIZE FOR 1992-93

POSITION	BY ENROLLMENT* (2,142-4,578)	BY BUDGET* (\$12.2-\$30.2 million)	AT DSU (3,800 Enrollment / \$20,530,501 Budget)
CEO/SINGLE INST.	\$91,225	\$91,375	\$85,000**
CHIEF ACADEMIC OFFICER	\$72,379	\$72,340	\$73,572**
CHIEF BUSINESS OFFICER	\$67,347	\$68,600	\$62,549**
DEAN OF ARTS AND SCIENCES	\$64,640	\$63,075	\$67,025
DEAN OF BUSINESS	\$58,500	\$58,056	\$69,999
DEAN OF CONTINUING EDUCATION	\$55,002	\$54,070	\$65,776
DEAN OF EDUCATION	\$62,480	\$62,096	\$67,025
DEAN OF THE GRADUATE SCHOOL	\$65,000	\$60,240	\$65,776
DEAN OF NURSING	\$53,676	\$50,363	\$65,776
DIRECTOR OF ATHLETICS	\$48,976	\$48,500	\$56,293
DIRECTOR OF ALUMNI AFFAIRS	\$36,000	\$31,000	\$46,587(+ \$3,513 from the DSU Foundation)
CHIEF STUDENT AFFAIRS OFFICER	\$61,565	\$62,622	\$56,625**

* SOURCE: 1992-93 Administrative COMPENSATION SURVEY
By College and University Personnel Association
with assistance from The Brookings Institution

** Note: Figure does not include housing
and utilities perks.

POSITION	Public Inst. BY ENROLLMENT * (2,013-4,498)	Public Inst. BY BUDGET * (\$11.2-28.9 million)	NATIONAL MEDIAN SALARIES AT INSTITUTIONS OF COMPARABLE SIZE AT DSU
CEO/SINGLE INST.	\$89,444	\$90,000	\$77,500**
ASST. TO THE CEO	\$48,546	\$43,962	\$59,453**
CHIEF ACADEMIC OFFICER	\$70,103	\$70,320	\$70,552**
CHIEF BUSINESS OFFICER	\$66,075	\$66,447	\$59,815**
DEAN OF ARTS & SCIENCES	\$64,251	\$63,654	\$33,947 (FUNDED AT .45 FTE)
DEAN OF BUSINESS	\$57,000	\$56,702	\$67,178
DEAN OF CONTINUING EDUCATION	\$53,022	\$51,108	\$63,088
DEAN OF EDUCATION	\$61,059	\$60,043	\$63,088
DEAN OF THE GRADUATE SCHOOL	\$63,088	\$56,879	\$63,088
DEAN OF NURSING	\$54,506	\$54,921	\$63,088
DIRECTOR OF ATHLETICS	\$48,840	\$47,737	\$53,988
DIRECTOR OF ALUMNI AFF.	\$33,875	\$29,725	\$44,581
DEAN OF STUDENTS	\$52,788	\$52,364	\$50,000

* SOURCE: 1991-92 Administrative Compensation Survey
By College and University Personnel Association
with assistance from The Brookings Institution

**Note: Figure does
not include housing
and utilities perks.