



The Florida State University
Tallahassee, Florida 32306-1030

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SEP 15 1999

Dean of the Faculties Office

**AGENDA
FACULTY SENATE MEETING
Dodd Hall Auditorium
September 15, 1999
3:35 p.m.**

- I. Approval of the minutes of the March 17 and April 7, 1999 meeting
- II. Approval of the agenda for the September 15, 1999 meeting
- III. Report of the Steering Committee, K. Laughlin
- IV. Remarks by the Faculty Senate President, Robley Light
- V. Unfinished Business
- VI. New Business
- VII. University Welfare
- VIII. Announcements of Deans and other administrative officers
 - a. Ray Bye, Acting Vice President for Research
 - b. Beverly Spencer, Vice President for University Relations
- IX. Announcements of Provost and Vice President for Academic Affairs, L. Abele
- X. Announcements of the President of the University

*******ANNOUNCEMENT!!*******

Provost and Mrs. Lawrence Abele will host a Wednesday Social in the foyer of the Dodd Hall Auditorium, immediately following the Senate meeting.

**THE NEXT SENATE MEETING WILL BE OCTOBER 20 IN
DODD HALL AUDITORIUM**



The Florida State University
Tallahassee, Florida 32306-1030

Book

Faculty Senate
904-644-6876

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OCT 19 1999

Dean of the Faculties Office

FACULTY SENATE MEETING
Dodd Hall Auditorium
September 15, 1999
3:35 p.m.

EDWARDS, STEVE
VP ACADEMIC AFFAIRS
WES 314 MC: 1480

YNNY-Y-Y-09/16/99-14:33

I. REGULAR SESSION

The regular session of the 1999-2000 Faculty Senate met on Wednesday, September 15, 1999 at 3:35 p.m., in Dodd Hall Auditorium. Senate President Robley Light presided.

The following members were absent. Alternates are listed in parenthesis. R. Atkinson, D. Boroto, F. Brooks, B. Cappuccio, D. Christie, B. Close, D. Ebener, D. Epley, K. Enrdl (J. Kelsay), L. Giunipero, J. Graham-Jones, H. Hawkins, E. Hilinski, E. Klassen, G. Knight, W. Landing, M. Licht, T. Matherly, T. McCaleb, M. Mcelroy, D. Nast, M. Pohl, M. Ragheb, D. Rasmussen, P. Ray, V. Riachard, R. Rill, J. Stnaldey, J. Tull, F. Vickory, Z. Wang.

II. APPROVAL OF THE MINUTES

The minutes of March 17 and April 7, 1999 were approved as distributed.

III. APPROVAL OF THE AGENDA

The agenda for September 15 was approved as distributed.

IV. REPORT OF THE STEERING COMMITTEE, K. LAUGHLIN

The Senate Steering Committee met regularly through May and June and continued meeting occasionally during the rest of the summer. We met three times with President D'Alemberte and also met with other university administrators (including Alan Mabe, Steve Edwards, and Ray Bye) on topics of importance to the faculty that will be described in greater detail below or addressed later in this meeting. In addition, we met with Vice President Jon Dalton, Angela Lupo-Anderson, and Jennifer Buchanan about the Academic Honor system and Honor Code. Two Steering Committee members, Senate President Robley Light, and Karen Laughlin attended the Board of Regents meeting in Tallahassee on July 15 and 16. Steering Committee members Richard, Laughlin, and Light also met recently with Carl Moore as part of his visit to campus to help with planned campus discussions of diversity issues. (More on this below.) The Steering Committee arranged for the Faculty Senate to co-sponsor a visit to campus by Chinese Consul General Wu Zurong in June.

Discussions with President D'Alemberte included, among others, the following issues (many of which were also pursued in additional Steering Committee meetings):

- 1) Eminent Scholar initiatives and particularly the Eppes Professorships, as well as a report on the strength of the FSU endowment.**
- 2) Magnet Lab issues related especially to the agreement with the University of Florida.**
- 3) A departmental review process planned by the Provost. We considered how to coordinate this process with GPC reviews and, in separate meetings, have been engaged in an ongoing discussion about how the new cycle of GPC reviews that is about to begin may be coordinated with changes in the BOR's plans for its review process.**
- 4) Plans for a revised timetable for student registration and in particular an administration decision to register students for the fall semester before they leave in the spring.**
- 5) Developments at the Panama City, Florida, campus as well as the development of the new campus in Panama.**
- 6) The reorganization of SCRI.**
- 7) Ongoing developments in medical education at FSU.**

In addition to these discussions the Steering Committees work focused on several other matters:

- 1. University Budget issues, and especially deliberations concerning the uses of funds from the 5% tuition increase. The Steering Committee made a number of recommendations concerning allocation of funds and plans to meet soon with student government leaders to thank them personally for their role in asking that some of the tuition increase money be used as merit money for faculty and staff.**
- 2. Developments at the Law School and other diversity issues. This was a focus of several discussions with the President. In particular, we voiced our concern about the departure of a significant number of law school faculty members and about public comments concerning the climate of working relations at the law school. The President in turn noted other campus developments, such as controversial faculty publications, and expressed his desire to develop strategies for dealing with issues of diversity, civic responsibility, and civility. The Steering Committee is working actively with President D'Alemberte to help develop several campus initiatives he has suggested for this academic year that would foster campus-wide dialogue on diversity issues.**
- 3. Distance learning issues. In meetings with Alan Mabe, we discussed several items mostly related to distance learning. These included: 1) the University's potential bid for a contract with the Navy to enhance its**

educational programs especially via distance learning offerings; 2) other distance learning initiatives, including summer workshops for faculty and an update on the development of IDL programs as well as related monitoring and evaluation issues. Dean Edwards also brought to our attention concerns about Curriculum Committee approvals of web-based courses funded by summer grants from FSU, and the Steering Committee resolved that such courses could only be approved for a one-time offering by the Dean of Faculties office. After this, these courses need to be processed through the Curriculum Committee following standard course approval procedures.

4. Labor issues and merchandises bearing the FSU logo. We met with University Attorney Alan Sundberg as well as faculty member James O'Rourke to discuss FSU's participation in the Fair Labor Association and the implications of this membership regarding the monitoring of conditions under which apparel bearing our logo may be produced. We anticipate following up on these issues some time during this academic year.

5. The appointment of an "elected" committee to advise on Market Equity distribution. We are nominating a subgroup of the Professional Relations and Welfare Committee for this purpose, and would now request Senate Endorsement of these nominations. They are David Kirby (A&S), Glenn Boggs (Business), David Rasmussen (Social Sciences), Frank Brooks (Education), Virginia Walker (Communication), Michele Stebleton (Music), and Tonya Toole (Human Sciences). (The Senate confirmed the appointment of this committee.)

6. And finally, we have now completed nominations for membership on Senate committees. The Steering Committee invites your confirmation of Senate committee assignments as presented in the listing that was available as you came in to today's meeting. (The Senate confirmed the appointments as presented at today's meeting, Addendum I.)

V. REMARKS BY THE FACULTY SENATE PRESIDENT ROBLEY LIGHT

I would like to begin by expressing appreciation for the confidence you have shown in me by the election to a second term. Last year was an interesting one. I found many things about the job to be challenging and fun, while some things were frustrating. Early last year someone told me the job would be a bit like herding cats. I'll have to admit that there is a kernel of truth to that characterization.

Today I want first to look back at some of the comments in my address to you last year. You may recall that I expressed some cynicism bred over years of experience with the vagaries of the university system and the public's perception of the academy. But I also saw room for hope that things might finally take a turn for the better. Some positive signs included:

- a strong economy
- the initiative by Chancellor Herbert toward mission differentiation

- completion of a successful capital campaign
- taxol royalties fattening the coffers of the Research Foundation
- an improved quality of our entering freshman class
- the enthusiasm of the alumni in support of their alma mater
- good academic performance of our student athletes

I think there is room for even more optimism today than there was last year.

- The academic performance of our athletes, especially our baseball team, has continued.
- Our alumni is very excited about embarking on a campaign to turn the former President's home into an Alumni House, and fund-raising efforts in that regard are well underway. A lead gift of \$1 million was just announced.
- This year's entering freshman class is even better than last year's, and I'm sure Pat Hayward and the Provost will be sharing that data with you soon.
- Ten million dollars from the Research Foundation is being endowed to support ten "Eppes Professorships", allowing the recruitment of outstanding senior faculty to campus.
- Our endowment is growing steadily, and the FSU Foundation is already talking about the second capital campaign.
- The Board of Regents actually adopted the plan for mission differentiation, and the formula for budgetary allocations at last is favorable to graduate education and to rewarding some performance accomplishments at FSU.
- The economy continues to be strong, one result of which was the best legislative year for higher education I can remember in my thirty-seven years here.

Let me comment a little further on that last item. In spite of a record-setting round of vetoes by the governor, vetoes that killed several FSU projects including relocation of the Demonstration School, we still did very well. You are probably all aware by now of some of our good fortune, including a little over \$3.5 million each for undergraduate and graduate enhancement, \$3 million for the Challenger learning center, \$21 million in PECO funds, and \$35 million towards strengthening of basic science programs in anticipation of a larger role in medical education. That latter figure includes \$8 million in recurring dollars that will support about sixty new faculty positions.

Of course, part of our good fortune is a result of supportive alumni who have happened to gain leadership positions in the legislature. An added

plus this year in that regard was the recent election of Tom Petway as Chairman of the Board of Regents. This confluence of FSU alumni in leadership positions reminds us very dramatically of the importance of nurturing and supporting students while they are here. Imagine what a difference there might have been if John Thrasher had left FSU as a disgruntled student, overwhelmed by bureaucracy, taught by boring and disinterested teachers, and treated as just a number in an impersonal system.

Everything was not roses in the legislative session, however. In spite of the bountiful economy, unprecedented tax cuts, and a reasonably generous attitude towards higher education, this was still one of the stingiest years in recent history with respect to salary increases for faculty and staff. That fact looms as the darkest cloud over an otherwise encouraging future. Through increased budgetary flexibility, and programs such as the Eppes Professorships, we have the capability of hiring outstanding faculty at competitive salaries. In fact, we have been doing that over the last ten years or so. But the miniscule raises available to the current faculty have not been sufficient to keep the overall salary scale in line with the market, and salary compression and inversion has become the norm rather than the exception. An analysis of full professor salaries for last year shows that salaries of faculty hired in the last ten years, representing 20% of our professorate, average 18% higher than the average of the 80% who have worked here longer than 10 years. Here is a graph that compares the two groups of faculty, using years since degree as a measure of years of experience. You can see the difference is very dramatic. Only about 10% of the older hires lie above the regression line for the newer hires.

I showed this graph to the Board of Regents during my remarks to them in July. The response of the Chancellor and some of the regents, who finally seem honestly sympathetic to our plight, gratified me. So much so that the BOR has a \$12 million item in its legislative request for next year for "market equity", and is placing that as the number 2 priority out of a list of 25 items in a request totaling \$313 million. An additional \$8 million for faculty performance incentives is at priority number 6, both items representing potential for raises outside the normal raises for all state employees. The Board was to vote on this priority ranking tomorrow, but the BOR meeting has been canceled, and they will presumably handle it by conference call later this week or next.

As an aside to this salary issue, it was also gratifying this year that the student members of the committee appointed to deal with differential tuition voted to spend \$700,000 of this tuition money towards merit raises for faculty and staff. While the size of that raise pool is small, its significance could be very great in helping to call this problem to the attention of members of the legislature.

In my remarks last year, I also set out several goals for us as faculty. If we are serious about not only living up to our designation of a Research I university and joining the ranks of AAU institutions, then our first goal must be to continue to improve as a faculty. That means not only

becoming more productive individually, but also exercising extreme care in recruiting, and investing time and energy in the mentoring of young faculty that we do bring aboard. It also means diligence in the promotion and tenure process—setting standards consistent with the universities we want to emulate. It means paying serious attention to the Sustained Performance Evaluation, and helping mid-career colleagues whose productivity is slipping to regain or refocus their efforts in a productive way. It means improving the way we evaluate ourselves, including the evaluation of teaching performance.

With regard to evaluation of teaching performance, a committee has been active since last year in developing and validating a new teaching evaluation instrument, and I hope we will have a report from that committee before the end of the calendar year. I also hope they will continue to seek alternative means of evaluation other than student surveys.

A second goal I proposed last year arose from recommendations of the Futures Commission reports calling for a fresh look at our liberal studies curriculum. An ad hoc committee on liberal studies has been addressing this question over last spring and summer and has submitted a report to the steering committee. It is my hope that the steering committee can translate this report into some concrete recommendations to bring to the Senate this year.

A third goal was to keep abreast of the many issues surrounding distance learning and its new accompanying technologies. This goal has been facilitated by the appointment of Alan Mabe, Graduate Dean and former Faculty Senate President, as the person to coordinate all distance learning activities on campus, including the introduction of new technologies such as Blackboard, which will support both on-campus and off-campus courses. The Council on Research and Creativity has been taking a new look at our policy on intellectual property rights, and departments which are developing complete degree programs over the internet are having to develop appropriate guidelines for faculty assignment, evaluation, and rewards for these endeavors.

These three challenges, faculty evaluation, liberal studies curriculum, and distance learning continue as three important areas of focus for the coming year. There are other continuing challenges of course. For example, the Library Committee continues to wrestle with the problem of high inflation in the cost of journals and periodicals. The Graduate Policy Committee will have to deal with revising and coordinating their review process with new BOR program review policies.

But this year a larger challenge has emerged from the latest legislative largesse. It is not a challenge for the Senate, per se, but is one for us as a faculty, especially the science faculty. I already mentioned the funds appropriated this year for something like 60 new faculty positions in the basic sciences, and another equivalent appropriation is likely to follow next year. Adding that many new faculties in a short period of time, on top of normal replacements, is bound to change the nature of the institution. If these faculty end up in positions associated with a new medical school, the change could be even greater, and there is a

danger of creating two classes of faculty that do not interact with each other. There is also a danger of being less diligent or selective in our hiring decisions when there are many positions to fill and limited time to fully evaluate all candidates. Our challenge is to absorb this growth without destroying the character of the institution, and to continue high standards in the hiring process.

Publicity surrounding the activities of a few faculties this past year has raised still another new challenge for us. Can we remain collegial and respectful of one-another in spite of strong differences of opinion? Can we support academic freedom and diversity in all of their ramifications, and what does it mean to do so? Several programs and discussions are being planned for this fall to address such issues, and I encourage not only faculty senators but also all faculties to participate in them where they can.

Last year I issued a challenge to the administration on two points. The first was to put more trust in our evaluation decisions. The Provost and President overturned this year only one decision of the Promotion and Tenure Committee. I would like to view that as a positive response. The second challenge was to remember the hardworking faculty majority, the solid citizens who got us where we are today, many of whom represent the red dots in the middle and lower portion of that graph I showed earlier. I asked that ways be found to reward them as well as the top 25% who usually earn most of the merit and discretionary raises. I understand that the Provost put extra money into the performance incentive and market equity pools distributed near the end of last academic year, and I consider that a move in the right direction. As you heard from the steering committee report, we are asking a subcommittee of the Professional Relations and Welfare Committee to advise the Provost on development of procedures to distribute market equity funds that takes both merit and longevity into account.

Lest you think I am acting as an apologist for the administration, I do have a couple of critical remarks to make. First of all, while the outcome of the Promotion and Tenure process was more in line with the committee opinion this year, the time it took for the Provost and President to reach a decision was entirely too long. I realize that some of the delay resulted from a brief illness, but I feel that somehow we need to improve the schedule of review so that final results are known to affected faculty in a much more timely manner.

Secondly, I have been very disappointed this year in the lack of input afforded the University Budget Advisory Committee and the Senate Budget Committee on the development of this year's budget. There was a preliminary meeting of the university committee in late May asking for suggestions about priorities for some of the non-recurring dollars, but no consultation on subsequent budgetary decisions and allocations. Part of that may be our own fault as faculty, however, in that there was a town meeting called to discuss budget priorities and few faculties showed up. Granted that such committees are only advisory, they still should play an important role in communicating

decisions, in developing consensus, and in providing a place for faculty to have some input.

Well, I look forward to another year of working with you. You are the key to strong faculty governance on campus. We will do only as well as your efforts allow. Perhaps we all have something to learn from the experience of this past year's football and baseball teams. We need to develop what I like to call the "Avis Attitude". We are only second best, so we have to try harder.

VI. UNFINISHED BUSINESS

There were no items of unfinished business for today's meeting.

VII. NEW BUSINESS

There were no items of new business for today's meeting.

VIII. UNIVERSITY WELFARE

Senator Imershein brought up the issue of Promotion and Tenure meetings. It appears that FSU is the only SUS institution not having P&T meetings. After considerable discussion on the floor of the Senate the Steering Committee will reopen the decision of not having open meetings brought forth by the President and the Provost, the Steering Committee and the Promotion and Tenure Committee. More information will be given at next month's Senate meeting.

IX. ANNOUNCEMENTS OF DEANS AND OTHER ADMINISTRATIVE OFFICERS

a. Ray Bye, Acting Vice President for Research

Mr. Bye announced that the Contracts and Grants office has a new name and a new location. It is now the Office of Sponsored Research and has moved to 118 N. Woodward Avenue. Moving the staff who deal directly with faculty research grants to the main campus should prove beneficial to both the office and the faculty. Jill Quadagno announced a proposal from the Office of Research to recruit top graduate students at a \$10,000 per year stipend. Details are available through the Office of Research.

b. Beverly Spencer, Vice President for University Relations

VP Spencer reported that even though we've just finished a legislative session, the University is busily preparing for our next appropriation wish list. As mentioned in Senate President Light's remarks, we have several active FSU graduates in legislative positions. If the economy continues to improve FSU should make significant gains in the future. The BOR has recommended that State Employee Fee Waivers be full funded and this is a \$2 million recurring expense for us.

VP Spencer complimented Provost Abele as a great numbers man. Whenever we are asked to provide vital data, Provost Abele is ready to give accurate and up-to-date information.

Some SUS budget issues for 2000-2001 are: \$45 million Challenger Grant, \$8.3 million in Employee Fee Waivers, \$23 million infrastructure, \$12.3 for libraries.

If you have any questions or comments, VP Spencer is eager to discuss them with you.

X. ANNOUNCEMENTS OF THE PROVOST

Provost Abele acknowledged the criticism leveled at him by Senate President Light on the slow response to Promotion and Tenure reviews. He will make ever effort in the future to improve his side of this process.

Provost Abele gave some very encouraging information on enrollment of FTIC and honor students. We are also proceeding very well with 2+2 initiative. As you look around campus you can see some much needed improvements and renovations and we hope to continue this trend.

XI. ANNOUNCEMENTS OF THE PRESIDENT

President D'Alemberte was not available for today's meeting.

XII. ADJOURNMENT

The meeting adjourned at 5:05 p.m.



Janis D. Sass
Secretary to the Faculty

Addendum 1

***NEW APPOINTMENTS **REAPPOINTED**

CHAIRPERSONS

UNDERGRADUATE POLICY COMMITTEE

LIBRARY COMMITTEE

1997-2000

1997-2000

J. ALTHOLZ, SOCIAL WORK
P. DEAN, NURSING
J. DEGEN, THEATRE
*L. HAWKES, A&S
T. MATHERLY, BUSINESS
C. PIAZZA, EDUCATION
J. TULL, A&S

E. CANCALON, A&S
W. CROOK, SOCIAL WORK
*D. EPLEY, NURSING
R. NASGAARD, VIS A&D
*W. OUTLAW, A&S
W. SEROW, SOCIAL SCIENCES
P. STOWELL, FILM
*D. VON GLAHN, MUSIC

1998-2001

1998-2001

G. BUZYNA, ENGINEERING
A. IMERSHEIN, SOCIAL SCIENCES
R. MARSHALL, BUSINESS
*B. PALMER, EDUCATION
G. RUBINI, VIS A&D
P. STOWELL, FILM
P. STRAIT, A&S

M. BALDWIN, LAW
N. JUMONVILLE, A&S
D. KUHN, BUSINESS
G. LEAHY, THEATRE
D. MOORE, A&S
M. A. MOORE, HUMAN SCIENCES
D. PARGMAN, EDUCATION

1999-2002

1999-2002

*S. BUSH-BASKETTE, CRIM
*S. BLUMSACK, A&S
*G. BURNETT, INFO STUDIES
*J. CLENDINNING, MUSIC
**H. HAWKINS, A&S
*W. HILL, HUMAN SCIENCES
**W. MOORE, SOCIAL SCIENCES)
**M. YOUNG, COMMUNICATION

*S. GIBBS, ENGINEERING
**T. HART, INFORMATION STUDIES
**B. JACOBS, COMMUNICATION
*M. RAGHEB, EDUCATION
*R. RILL, A&S
*S. SIRMANS, BUSINESS
G. THOMPSON, SOCIAL SCIENCES
*L. WOLLAN, CRIMINOLOGY

CURRICULUM COMMITTEE

1997-2000

F. JORDAN, COMMUNICATION
K. KELSAY, EDUCATION
S. SAFRON, A&S

1998-2001

S. KELLY, MUSIC
J. OHLIN, BUSINESS
*P. RUTKOVSKY, VIS A&D

1999-2002

**J. COBBE, SOC SCI
*S. FIORITO, HUMAN SCIENCES
J. TATUM, A&S

BUDGET ADVISORY

1998-2000

J. BECKHAM, EDUCATION
F. STANDLEY, A&S
J. TRAVIS, A&S

1999-2001

**J. COBBE, SOCIAL SCIENCES
*G. HEALD, COMMUNICATION
*C. MADSEN, MUSIC
**P. SIMMONDS, BUSINESS

CIRC

1997-2000

*A. BAYLOR, EDUCATION
S. BELLENOT, A&S
P. COATS, BUSINESS
H. LEVITZ, A&S
B. LOCKE, ENGINEERING
D. PULLEN, A&S
B. SAPOLSKY, COMMUNICATION
S. LOSH, SOCIAL SCIENCES

1998-2001

G. BURNETT, INFORMATION STUDIES
D. DICKSON-CARR, A&S
G. DAWSON, EDUCATION
C. GREEK, CRIMINOLOGY
T. HARRIS, NURSING
G. JUDY, THEATRE
K. MADDOX, SOCIAL WORK
P. STOWELL, FILM

1999-2002

*D. CHRISTIE, LAW
**R. FICHTER, VIS A&D
**B. GABOR, MUSIC
**E. HILINSKI, A&S
**C. HOFACKER, BUSINESS
*D. MACPHERSON, SOCIAL SCIENCES
*M. A. MOORE, HUMAN SCIENCES

**HONORS PROGRAM
POLICY COMMITTEE**

1997-2000

C. DARLING, HUMAN SCIENCES
*P. ELLIOTT, A&S
J. MATHES, MUSIC

1998-2001

T. BARTHOLOMEUSZ, A&S
D. NUDD, COMMUNICATION

*J. MCGREGORY, A&S
**J. MYLES, SOCIAL SCIENCES

GRADUATE POLICY COMMITTEE

1997-2000

R. ARORA, ENGINEERING
B. CLOSE, CRIMINOLOGY
G. HEALD, COMMUNICATION
D. HUMPHREY, BUSINESS
B. LANDING, A&S
J. ORCUTT, SOCIAL SCIENCES
V. RICHARD, FILM
J. STANDLEY, MUSIC

1998-2001

S. BAKER, THEATRE
K. ERNDL, A&S
J. FIORITO, BUSINESS
G. GRIZZLE, SOCIAL SCIENCES
E. HAYMES, HUMAN SCIENCES
K. LAUGHLIN, A&S
J. OELTJEN, LAW
E. PLATT, EDUCATION

1999-2002

**G. BATES, A&S
**K. BREWER, A&S
*M. GLUCK, INFORMATION STUDIES
*L. GRUBBS, NURSING
**PATRICIA PHILLIPS, VIS A&D
**T. VICKERS, A&S
*L. VINTON, SOCIAL WORK

**STUDENT ACADEMIC
RELATIONS COMMITTEE**

1998-2000

L. GRUBBS, NURSING
D. PULLEN, A&S

1999-2001

**P. DALTON, A&S
**D. MOORE, A&S
**J. SAMPSON, EDUCATION

ELECTIONS

*W. KEALY, EDUCATION

*A. MOREO, A&S

GRIEVANCE COMMITTEE *Chairperson

1997-2000

**TED CHIRICOS, CRIMINOLOGY AND CRIMINAL JUSTICE
CHARLES DYKES, VISUAL ARTS & DANCE
JACK FIORITO, BUSINESS
TOM HARRISON, ENGINEERING
DALE JORDAN, THEATRE
MARIA MORALES, ARTS & SCIENCES
SHARON NICHOLSON, ARTS & SCIENCES
*CAROLYN PIAZZA, EDUCATION**

1998 - 2001

**CHERYL BEELER, EDUCATION
BRENDA CAPPUCCIO, ARTS AND SCIENCES
PATRICIA DEAN, NURSING
BARRY HIRSCH, SOCIAL SCIENCES
ANN MULLIS, HUMAN SCIENCES
NICK MAZZA, SOCIAL WORK
PATRICK O'SULLIVAN, SOCIAL SCIENCES**

1999-2002

**AMY BROWN, MUSIC
NANCY DEGRUMMOND, ARTS & SCIENCES
MARC FREEMAN, ARTS & SCIENCES
CAROLE JO HARDIMAN, COMMUNICATION
TOM HART, INFORMATION STUDIES
VAL RICHARD, MOTION PICTURES, TELEVISION
 & RECORDING ARTS
ROBERT TURNER, BUSINESS
JOHN YETTER, LAW**

PROFESSIONAL RELATIONS AND WELFARE COMMITTEE

***Chairperson**

1997 - 2000

**WILLIAM ANTHONY, BUSINESS
FRANK BROOKS, EDUCATION
BETTY DESSANTS, ARTS & SCIENCES
JAMES MEYER, ARTS & SCIENCES
MICHAEL RICHEY, THEATRE
FRED SIMONS, ENGINEERING
*MICHELE STEBLETON, MUSIC
LAURIN WOLLAN, CRIMINOLOGY & CRIMINAL JUSTICE**

1998 - 2001

**CHARLES BILLINGS, SOCIAL SCIENCES
ALEJANDRO GALLARD, EDUCATION
EILEEN GROTH LYON, ARTS AND SCIENCES
DAVID RASMUSSEN, SOCIAL SCIENCES
CAROLYN STEELE, SOCIAL WORK
LAURIE TAYLOR, NURSING
TONYA TOOLE, HUMAN SCIENCES**

1999-2002

**GLENN BOGGS, BUSINESS
CHARLES CONAWAY, INFORMATION STUDIES
DAVID KIRBY, ARTS & SCIENCES
MICHAEL MASTERTON-GIBBONS, ARTS & SCIENCES
KAREN MYERS, VISUAL ARTS & DANCE
LOIS SHEPHERD, LAW
PETER STOWELL, MOTION PICTURES, TELEVISION &
RECORDING ARTS
VIRGINIA WALKER, COMMUNICATION**