

Austin Peay State University
Faculty Senate

Minutes

Meeting of Thursday, February 16, 2006

Preliminary Information

The meeting was called to order by Senate President Dr. John Foote at 3:57 p.m.

The roll call of senators was conducted by Senate Secretary Silverberg. Senators Black, Blake, Dyer, Franks, Hargrove, Hatch, Hodge, Kenney, Lane, Reagan, and Schiller were absent.

The agenda for the meeting was unanimously approved.

Minutes for the Faculty Senate meeting of January 26, 2006 were unanimously approved.

Remarks

As Drs. Hoppe and Speck were not present at the start of the meeting, Senate President **Dr. John Foote gave his remarks** first. Policy 5:009 addresses the **privileges and benefits of retired faculty**. Dr. Foote read the policy aloud. The policy provides for library use, free parking, use of the gymnasium and tennis courts, a website and an email address. Senator Hogan noted that clearance procedures result in the cancellation of email addresses on retirement, so reinstatement must be initiated by the retiree. Retired faculty are also eligible for discounts at the bookstore, access to a central office for all faculty retirees (this office is in the library according to senator Filippo.) Retired faculty have access to faculty mailings, are able to participate in convocation and commencement, and will also receive complimentary season tickets to athletic events provided they hold season tickets on retirement. The discrepancy between the document provided to retirees by Human Resources and Policy 5:009 is being addressed. The President's Subcouncil of the Tennessee Board of Regents allows for retired faculty to receive as much as 60% of their salary when participating in port-retirement work. Austin Peay is now offering 20%. We are still waiting for a ruling about changes in tenure requirements instituted while faculty are in the process.

Dr. Foote announced a **special meeting of the Faculty Senate to be held Thursday, April 6 at 3:50 p.m. to consider faculty handbook changes**. A majority of senators (19) must be present at this meeting for it to carry out official actions: please attend, senators.

Regarding inquiries about the **Faculty Senate archive**, Senator Hogan mentioned that the library holds a history of some things, but this collection is possibly incomplete. The Faculty Senate collection is a component of an archive carried out by the senate webmaster and on site in the library; the electronic archive can be accessed via Frontpage.

Having arrived during Dr. Foote's remarks, **University President Dr. Sherry Hoppe** offered hers. Regarding the: **60% salary maximum for postretirees**: it is unlikely that Austin Peay would pay this much. Only in high demand area would postretirement salaries go to a higher percentage than the current 20%; this will depend on market. Some institutions have no postretirement salary program. The plan was originally to retain good faculty who were difficult to replace, in order to benefit students, the faculty, and the institution. The next decision on the postretirement program will occur later, and will be announced in the fall.

Dr. Hoppe provided information about the **Chancellor's update regarding the budget**. **Salary raises** are now at a low level of discussion: the state legislature may fund 2% and leave any additional raise to the institution, several ideas are out there. If enrollment increases, there is a possibility of raise increases for tenure and promotion.

According to Professor James Ridenhour, there are **now 3.6 million dollars worth of TAF (Technology Access Fund) requests**, while only 1.6 million dollars are available. Many hard choices must be made, particularly as \$900,000.00 is already used up in lab operations. The number of computer labs is being examined, but the subcommittee addressing this has not arrived at any solutions. It is possible that we will retain high-demand labs, and make others reapply for continuation. We currently spend more than 50% of our TAF money every year before any decisions can be made. The non-TAF 3.1 million dollars allocated for equipment is not for furniture requests. We hope to have about 1 million for furniture.

Regarding **changes in promotion and tenure standards**, Dr. Speck joined Dr. Hoppe to comment. Through a conference call with Tennessee Board of Regents general counsel Monishe, along with Dr. Paula Short, Dr. Kay Clark, and Austin Peay's Vice President for Legal Affairs and Strategic Planning, Richard Jackson it was communicated that Board policy is clear: a clause was inserted in 2004 in policies 5:0202200 and 5:020200 allowing for a four-year phase in period for changes; thus they will be effective on July 1, 2008.

Senator Griffy commented that the faculty committee working on this at APSU felt that since there were no substantive changes, the phrase allowing for four years of phase-in in the TBR document was not added to the APSU changes.

Dr. Speck noted that the Tennessee Board of Regents has a general policy on tenure and promotion; requirements are set at the departmental level. Outside reviews for tenure are optional. The policy states that current standards are under review: new ones will be in place July 1, 2006. Templates have been created for each department, and are under review: there is considerable variation across campus: X in one dept, X + 2 in another results in inequities between departments. Legal problems raise questions about standard, and problems arise when it is impossible to tell if standards are met or not. A university-wide minimum requirement may be established but this would need a "translation" for different departments. Whether or not a "phase-in" period is appropriate will be decided when templates are reviewed.

Dr. Hoppe noted that tenure-track contracts show that changes in requirements can be made. Dr. Speck wished to allay fears about accelerating research requirements. He emphasized teaching mission of the university, which entails a heavy teaching load. The next major piece of time for most faculty is devoted to service, then research. The point is not to increase standards, but to be fair across campus. There is a need for a modest standard we can all agree on. For example, requirements for promotion to full professor should be equitable.

Dr. Speck made his remarks.

Dr. Paula Short has created a **Regents Academic Leadership Committee**; Deborah Fetch (Director of the University Library) is a member this year; she has been enthusiastic about it. The administration will forward two names of potential committee members to TBR this year. This is a good initiative to give departments more insight about the TBR.

Faculty will receive an **email survey about e-dossiers**. Dr. Speck solicits input about this process. One question is about resources available for getting e-dossiers online. Faculty, please fill out the survey.

Reports

TBR Subcouncil

Senator Griffy gave no report as the Subcouncil has not met since the January Faculty Senate meeting.

Academic Council

Senator Goldstone was not able to attend the last meeting of the Academic Council, so Dr. Speck delivered a summary of its activity. No major decisions were made at the last Academic Council meeting. No one from the School of Education attended. Some catalog changes were addressed. **A proposal for a minor in dance will be considered at the next academic council meeting. The next Academic Council meeting is the final meeting allowing for changes for next year.**

Deans Council

Senator Hogan reported on four meetings of the Deans Council.

On February 1, two policy changes were introduced. Policy 5:015 (**Instructional Workload**), specifies that 3 hours of load include advisement; chair and director workloads were addressed in the updated Policy 5:02.

On February 17, Chairs and Deans met. The two **academic grievance** policies found on page 165 of the student handbook are not the most current versions.

On February 22, it was announced that Policy 5:061 on **academic promotion** was amended, requiring that voting results for non-recommendations (when a candidate's promotion is voted down) at college and department level must be forwarded to the Provost.

Exceptions to minimum rank qualifications may be made once the faculty member has received a positive recommendation by department and college promotion committees. The Provost stated that it should be made clear that the case is an exception.

Policy 5:016 (regarding **clearance procedures for those leaving university employment**): this includes email accounts for retirees, and the retention of electronic records relative to university business, such as electronic gradebooks, etc., which will have to be made available to department.

According to Dr. Speck, when faculty retire, they turn in their email account. There is a statement showing how to reapply for an email account in Policy 5:009. Dr. Foote noted that this differs from the copy Human Resources has copy given to retirees; they are trying to clean up this problem.

Old Business

Developmental Studies

A **progress report on the Developmental Studies Program** was given by Harriett McQueen in the absence of Kay Haralson. Dr. McQueen (Dean of Enrollment Management and Academic Support) stated that with computer-based delivery students still have access to faculty members. Instructional strategies may be different, and modifications have been made. There are lots of problems in Developmental Studies due to non-attendance; if students do not come to class... there's not a lot we can do about it.

Some students embrace the new computer based program because they are able to take responsibility for their work and make swift progress. Some students were able to complete both DSPM 0800 and DSPM (Developmental Studies Program Mathematics) 0850 in the fall: they liked it.

Student responsibility is a big issue, and new admission standards include conditional admission for students with two or more DSP placements. They will be required to participate in academic strengthening. APSU 1000 instructors have found poor reading skills and the course does not remediate it. 67% of all of D, F, W with no DSP reading prerequisite courses are due to reading problems. ACT and compass scores will show which students will have to take reading assessment test; but the compass test does not tell us where the student should be placed. In the TBR Strategic Plan for 2005-2010 on TBR website, the A-8 objective states that all institutions will increase the speed and success of DS programs. There will be a system-wide community college computer-based system.

Dr. McQueen answered a variety of questions from senators regarding placement, remedial skills, and the fact that DSP math and English prerequisites (which used to keep students out of upper-division classes) having been dropped, students' reading ability seems to be lower.

Dr. McQueen noted that **DSP reading will come back in the fall**. We will staff it with adjuncts: the number of DSP students is increasing, and there is not enough funding to keep full-time faculty in these positions.

Dr. Hoppe added that the **TBR's intent is to have community colleges take care of DSP by 2010**. The University of Memphis has community college next door, which facilitates this, but we don't. We have some responsibility to have access to these courses for these students. Dr. Hoppe also noted that public policy decisions have moved students from higher cost to lower cost institutions.

Dr. McQueen stated that **departments will be allowed to set DSP prerequisites for courses**. We sent out a list of courses without DSP requirements: they are currently set in the Student Information System (SIS).

New Business

Testing Center

The results of the **faculty poll on establishing a Testing Center** were announced by Dr. Foote. The poll was sent to all faculty, but addressed primarily to those who teach online. Of 58 responses, 41 said that a Testing Center is needed; 15 said a Testing Center is not needed; two responses contained other comments. 15 respondents want a Testing Center to administer midterms and finals; 7 respondents asked to have it administer 3 or 4 tests; 7 respondents wanted to use it for finals only. Campus based courses also need testing center. some schools charge students to use it, it will need different hours; underused labs, personnel could be used. Senators suggested charging a small fee for scantron sheets to help pay for the Center; the need to authenticate tests (and test-takers) was pointed out.

August Commencement proposal

Comments from **Dr. Margaret Deitrich (Chair, Commencement Committee)**:

Our numbers are telling us we need an August Commencement. Increased enrollment now means that the Dunn Center is almost unable to accommodate the crowd. We can accommodate about 600 graduates, and this year we had 840 applications for graduation. In the TBR and University of Tennessee systems' seven universities, 5 have an August commencement. East Tennessee State University and the University of Tennessee—Knoxville don't have it, but all others do. We do not limit the number of attendees or give out tickets, but we are getting close to that point. 200-300 students finish their degrees in the summer. Policy allows students lacking one summer course to march in May, but this will change with August commencement.

Dr. Hoppe stated that 150 students finished in August but waited until December to participate in commencement; in excess of 150 walked early (in May) before all requirements were complete.

Senator asked questions and made several comments about the proposal. Senator Eaves asked if there been any creative thinking about numbers: can we change process or need for marching across the platform? He stated that that the ceremony should be streamlined. Dr. Dietrich suggested eliminating the formal musical presentation: no more soloist. The Alma mater and Star-Spangled Banner would still in place. She also mentioned the possibility of deleting the commencement speaker. Senator Myers suggested moving the student awards component to another occasion.

Dr. Foote noted that he has received thirty responses from faculty regarding the proposal. Among their concerns were the scheduling and timing of the event, and the need for faculty to attend it. Dr. Speck noted that it might possible to have the event after the fall report date.

Senators offered several more comments on the August commencement proposal. Senator Christian stated that graduate programs would benefit from the addition of this ceremony. He noted that his department (Mathematics) decides which faculty members will attend as a unit. Senator Christian and Dr. Foote were curious as to the number of faculty who would be needed. Senator Silverberg suggested establishing a graduating student/faculty ratio for the ceremony and a floor (minimum number) of graduates needed to hold the ceremony. Senator Christian advocated for the retention of the musical performance and the deletion of airhorns at the ceremony. Dr. Deitrich stated that the proposed changes have not yet been discussed with the music department.

It was noted that **Jana Hatcher**'s husband passed away today (information provided by Melissa Johnson). Ms. Hatcher is a Graduation Analyst.

Senator David Steele confirmed that the **special called meeting will be held Thursday, April 6 at 3:50 (to consider Faculty Handbook changes).**

Dr. Speck announced that **final changes to next year's Undergraduate Bulletin are due** March 17. He stated that for tenure-track faculty, according to TBR requirements, those hired after 2004 will abide by new policies in effect July 1, 2008. There are conditions at the end of the policy allowing for departmental changes. In answer to a question from Dr. Foote, Dr. Speck stated that deans cannot make direct changes to these policies.

The meeting unanimously and spontaneously adjourned at 5:06 p.m.

Respectfully submitted,

Ann L. Silverberg
Faculty Senate Secretary