

**Austin Peay State University  
Faculty Senate  
Meeting of Thursday, April 23, 2009  
University Center, UC 307  
3:00 pm  
Minutes (Approved with corrections)**

**Call to order** – Senate President Dr. Tim Winters called the meeting to order at 3:06 pm

President Winters recognized the following guests: Pat Perdew, Bill Rayburn, Beth Garza, and Rollo Welch.

**Roll call of Senators** – Senate Secretary Elaine Berg called the roll. The following senators were absent: Benita Bruster, Roger Clark, Debbie Ellison, Sue Evans, Dwonna Goldstone, Mike Gotcher, Sara Gotcher, Amy Hamlin, Christopher Hardin, Marcus Hayes, Matt Jones, Segei Markov, Thomas O'Connor, Sheila Pirkle, Michelle Robertson, Perry Scanlan, Ken Shipley, Melan Smith-Francis, Jackie Vogel, Michelle Williams, and Greg Wolyne.

**Approval of today's agenda** – A motion was made and seconded to approve today's agenda. The motion passed unanimously.

**Approval of minutes for meeting of March 26 and April 9, 2009** – A motion was made and seconded to approve the minutes from March 26 and April 9, 2009. The motion passed unanimously.

## **Remarks**

### **1. Senate President**

- President Winters presented the Faculty Senate Staff Award to Beth Garza in appreciation for her hard work. She works in Financial Aid. Dr. Winters presented her a plaque and gift card on behalf of the Senate.
- He thanked the senators for all of their hard work and time this year while serving on Senate. President Winters said he relied on the senate to give him important information to take to President Hall. He then thanked the senators who sat on senate committees for all of their hard work. Pres. Winters thanked the Executive Committee (Lori Buchanan, Elaine Berg, Phil Kemmerly, Ron Gupton, Kay Haralson, Hassan Said, and John Foote) for their hard work and presented each member a plaque.
- President Winters asked the Senate how many of them knew about the compensation plan study. Most senators indicated that they knew about the

compensation study. President Winters then asked how many senators had read the draft report that had been sent out last week. Very few senators indicated that they had read the report. President Winters asked if senators had had enough time to examine the report and comment. Nearly all senators indicated that they had not had enough time to examine and comment on the draft of the report. President Winters, who served on the Compensation Plan Committee, discussed the various delays in the compensation plan report. He said the faculty members on this committee could not attend all the meetings because the meetings frequently lasted three hours and faculty had teaching commitments. President Winters asked if a resolution to put the plan aside for now and examine it later because of the delays in getting it out to the campus was in order. A motion was made and seconded to table the compensation plan draft. Discussion followed. Senators indicated that more details need to be added about salary calculation for current faculty. The question was asked if we table the plan, will the old plan still be in effect. Yes. The good side of this draft plan is that the salaries are a bit higher. The merit section of the draft plan may be an issue. In this plan the amount for merit pay seems to be such a small amount that it's not workable. Merit would be added to base salary so it's real money. Execution of merit pay in proposed plan is problematic. Only 25% of faculty in a department may be granted merit pay in one year. The point is there are too many things we need to talk about and getting the plan in mid-April does not give faculty enough time. Senator Kemmerly (as the AAUP representative) mentioned the issue of compensation and classification of the library faculty. He said he thought we thought we had resolved the issue in Fall 2008. Another issue is bringing in new faculty at higher salaries than current faculty-- inversion. It's a very touchy, thorny issue. The sticking issue is that faculty would like to see faculty interests discussed with the academic side of the university--Dr. Denley, deans, faculty and not with Ted Heidloff and Human Resources. The Senate would like for the process to be more open. The question was asked about what the deadline was for this plan to be submitted. President Winters said June 3, 2009, is when the plan has to be submitted to TBR. The Senate felt that it's not enough time for faculty to give meaningful input. The question was called. A vote was taken and the motion to table the compensation plan draft passed unanimously.

2. **University President –Tim Hall** was not present because he was attending a THEC meeting.
3. **Provost – Dr. Tristan Denley** was not present because he was attending a THEC meeting.

## **Reports from Faculty Senate Representatives**

1. **Academic Council – Senator Phil Kemmerly**

- Academic Council approved the following:
  - ✓ Sports Broadcasting specialization - Communication Dept.
  - ✓ Revision to History Education major – History & Philosophy Dept.
  - ✓ Concentration revision in Music Education with Initial Licensure (M.M.) & Music Education (M.M.) – Music Dept.
  - ✓ Revision to Instruction Technology (Curriculum & Instruction M.A.Ed.), Curriculum & Instruction with Mathematics Specialization (M.Ed.), and Curriculum & Instruction in Special Education (M.A.Ed.) – School of Education
  - ✓ Revision to the Mid-Tennessee Collaborative Master of Social Work Program (M.S.W.) – Social Work Dept.
  - ✓ Revision to major – Sociology Dept.
  - ✓ Revision to major/concentration in Electronics Technology, Construction Technology, and Automotive Technology (all Occupational Studies A.A.S.) – Engineering Technology Dept., FtC
  
- Enrollment management – Reduction in the number of conditionally admitted students walking in at the last minute. After August 5, their enrollment will be delayed until the Fall 2 semester or Spring semester.
  
- Faculty Senate -- Academic Council approved the Faculty Performance Review by Chair form and Policy 5:060 with changes passed by the Senate at its special called meeting on April 9, 2009.

## **2. Deans' Council – Senator Ron Gupton**

- The course proposal for PASS 0900 under the Title 3 grant was presented by Kay Haralson.
- Students should not re-enroll after grades of I, IP, or NR.
- After hours and evenings programs will be recompiled by Julia McGee.
- Deployed soldiers will take an internet based Compass exam if they are taking online courses while deployed.

## **3. TBR Faculty Subcouncil – Senator Kay Haralson**

Senator Haralson's report is available on the Faculty Senate website (<http://www.apsu.edu/senatef/TBRsubcoun.htm>). Senator Kemmerly asked how the faculty regent is selected. Senator Haralson said the position rotates between the 4-year, 2-year, and technical institutions. Senator Kemmerly asked how the name from

APSU is selected for the pool. Senator Haralson will find out. Senator Said asked if the buyouts were permanent. Yes. We don't have these as an option at APSU. President Winters will mention it to President Hall.

4. President Winters spoke with President Hall about:

- 3 year budget plan- APSU submitted a plan with a moderate amount of growth to TBR. TBR thought APSU would break even this year, grow by 2 million next, and more in 2011. President Hall's plan was more conservative.
- Faculty positions- President Hall has plotted out \$450,000 of new lines to keep pace with enrollment growth.
- Distribution of stimulus money- TBR says it has to be spent on one-time expenses and on things that will reduce future and on-going expenses. Green projects are acceptable. President Hall would like suggestions on how to spend the stimulus money (\$21million). It can't be spend on capital projects. Please send your ideas directly to President Hall. The question was asked if you can you remodel a building to save energy. Maybe. These restrictions were placed on us by THEC. Can we get the list of restrictions from THEC? Don't know. Will check on that. Combination of UT, TBR, and THEC reorganization committee is going forward. The Tennessee University Faculty Senates (TUFS) is keeping the faculty voice active.

## Old Business

**1. Update from Ad Hoc Committee on Student Travel Policy – Senator Carson-Grefe**

The document is available on the Senate website (<http://www.apsu.edu/senatef/documentsreview.htm>). The committee wanted to address the big issue of faculty being responsible for students 24/7 while traveling. Also, they wanted to address the issue of transportation, especially student driving to the activity and getting into an accident. Senator Carson-Grefe read document to the Senate. A motion was made and seconded to accept the travel document. The question was asked if this would go forward to the deans and Provost. Yes. The Provost wants to separate international travel from this statement. The motion passed unanimously. Since the hard copy of the document was not available at this meeting, friendly emendations will be accepted.

**2. Update on Student Evaluations– President Tim Winters - no report.**

## New Business

- 1. Senate Election Results – Vice President Lori Buchanan:** new senators are Carrie Brennan, Stuart Bonnington, Jim Diehr, Loretta Griffy, David Kanervo, David Major, Fred Matthews, Bruce Myers, Pat Perdew, William Rayburn, Jordy Rocheleau, Adel

Salama, Gregg Schlanger, and Charla White-Major. The Senate had to break a tie in the Natural Sciences between Carrie Brennan and Allyn Smith. A vote was taken by secret ballot. Vice President Buchanan and Senator Roy Baker counted the votes. Carrie Brennan won the run-off election and is a new senator. The Academic Council election is still in process. All senate seats were filled. President Winters noted that some faculty who had never served on Senate or not served in a long time were elected. The question asked how many tenured members now serve on Senate. Answer was 26 of 46 senators are tenured in next year's senate.

2. **President Winters** publicly thanked Mickey Wadia, Chair of the Handbook Committee, for all of his hard work and time working on faculty issues.
3. **President Winters** asked that we move next Senate meeting to May 5, at 3:45 pm since he will be out of the country. A motion was made and seconded to approve the change in meeting date and time. The motion passed unanimously.
4. **Senate ad hoc Nomination Committee – President Winters** asked outgoing senators Ron Gupton, Elaine Berg, and Mickey Wadia to serve on this committee. President Winters asked if there were nominations from the floor. Senator Said nominated Senator Baker. Senator Baker accepted the nomination. A motion was made and seconded to add Senator Baker to the ad hoc Nomination Committee. The motion passed. There were no other nominations. A motion was made and seconded to accept the ad hoc Nomination Committee. The motion passed.
5. **Executive Committee** presented plaque to President Winters to thank him for his hard work and dedication. President Winters again expressed his appreciation to the senate. He mentioned that he's working to get release time for Senate officers, has asked for office space, an increased budget, and a new computer. It is likely that we will get some office space.

A motion was made and seconded to adjourn the meeting. The motion passed unanimously and the meeting adjourned at 4:30 pm.

Respectfully Submitted,

Elaine Berg,  
Faculty Senate Secretary