

**Austin Peay State University
Faculty Senate
Meeting of Thursday, January 28, 2010
University Center, UC 307
3:00pm**

Senate President Lori Buchanan called the meeting to order at 3:00 p.m.

Recognition of Guests: Melissa Gomez, Harriet McQueen, Patty Mulkeen, Don Daily, Gilbert Pitts, Steve Hamilton, Chad Brooks, Shelia Ross.

Roll call of Senators – Secretary Mercy Cannon. Absent: Senators Gotcher, Kanervo, Matthews, Rabidoux, Wolyne, Ellison, Hardin, Smith-Francis.

Approval of today's agenda. Approved

Approval of minutes for meeting of November 19. Approved

Remarks

1. Senate President Lori Buchanan
 - We will have our traditional “called meeting” on April 8, 2010 at 3:00 p.m. We will address handbook changes and issues.
 - Under Document Review (senate website) – the QEP plan and the 5-year interim report are available. Dr. McQueen is writing the 5-year, mid-year report.
 - Ad Hoc University Strategic Planning Committee – will be convening in March.

2. Dr. Harriet McQueen – SACS 5-year review
 - Showed a PowerPoint on the elements of the report (now online)
 - SACS no longer holds campus meetings on the results of the report.
 - Part III of the review involves adequate numbers of faculty, student support services, qualified administration, evidence of successful outcomes.
 - Part III also addresses admissions policies, curriculum development, student success, degrees awarded, dissemination of information, program length, complaint procedures, recruitment material and compliance with student financial aid.
 - QEP Impact Report: For APSU, student retention was identified as a deficiency, and the Impact Report addresses the ways APSU is addressing this problem:
 - Freshman seminar (APSU 1000): Introduction to Liberal Arts and University Life
 - Benchmark for success: 2% gain in fall-to-fall retention within two years, 5% by 5 years. In 2008, there was a 6.5% increase in retention – success!
 - Early/Academic Alert: fully operational in fall 2004
 - Academic advising: mandatory advisor training.
 - Accountability system & incentive program: 70% of faculty are rated “excellent” or “good”, Fall 2005.
 - Service Excellence Standards
 - New Student Programs – Summer/Winter Welcome.
 - Minority Retention, modified with settlement of Geier. Achieved greater retention rate for African American students than that of white students.

- Computer Assisted Tracking System
 - Academic Support Center – moved to Academic Affairs, located in Marks.
 - Not an initiative to call groups together for discussion; instead, it simply reports what has happened.
3. Dr. Melissa Gomez & Shelia Ross – New Student Programs
- Sixth year for the “Cast Your Net” event. Networking with alumni, who volunteer their time.
 - 51 alumni are signed up to participate. Goal to surpass last year’s alumni numbers (60).
 - Faculty & staff participation great, trying to encourage students to attend. Targeting freshmen & sophomores. Drop-in between 9 and 1 on Feb. 24.
 - Question: Who should the alumni call? 221-7045
Concern expressed over the lack of communication about alumni who are attending.

Senate President **Remarks:**

I think that we all would agree that we live in challenging times. Over the past several weeks, the Tennessee University Faculty Senates and the Tennessee Chapter of the American Association of University Professors have been working behind the scenes on behalf of our faculty as the Tennessee Legislature met in a Special Called Session and passed the “Complete College Act of 2010.” Given the challenges that we face and our desire to maintain the integrity of what we do, there is no doubt in my mind that the APSU faculty will rise to the occasion and find opportunities to continue serving our students well. I believe that our job will be easy because of our administrative leadership – Provost Denley already has a second home down at the Tennessee Board of Regents, and I believe that President Hall practically camped out at the legislature last week. However, I am concerned about their health and the risky sport in which they engage – Polar Plunge photo on the screen – President Hall, we welcome you to Senate:

4. University President – Dr. Tim Hall
- Spent three days at the legislature. Legislation passed overwhelmingly.
 - Two parts = significant impact.
 - *The first* = students will be funneled into the community college system, especially those who aren’t ready for a college environment, via the remedial programs.
 - APSU has already been working with Nashville State to coordinate efforts to help students who need remediation.
 - Gradually, we are likely to see more students go to Nashville State for the first year.
 - *The second* = greater impact. Tennessee will move to an “outcomes model” for funding formulas. In the future, THEC will create a new funding formula that rewards universities for graduation rate. Enrollment rates will be calculated at the end of terms, which will focus on retention, persistence to degree.
 - Hall tried to convince the legislature to take into consideration that a first-generation, adult, military, or low-income student will have significant barriers to quick completion. To measure performance simply as graduation rates is to unfairly penalize student demographics. Must take into consideration inputs as it measures outcomes.
 - Greatest predictor of students quickly graduating = identity of students, not university efforts.

- Our responsibilities to students will change.
- Question about transfer students: Can track transfers within the TBR system.
- Withdrawal policy changes because of end-of-semester counting? Possible. Also, changes in majors may become harder.
- Will programs with caps affect the withdrawal from the university? Perhaps, if they transfer to another school instead of choosing another major.
- THEC is charged with coming up with a graduation plan. We will have to come up with an institutional graduation plan.
- Strategic planning at TBR: we are at beginning of the next 5-year cycle. We will be required to implement a new plan – about core measurements = graduation & retention rates, external funding, online courses.
- The Provost will lead the strategic planning committee, which will encompass many different faculty members in various disciplines.
- Compensation Plan: Last year's committee plan (produced late in the semester) was put off until this year. A small committee chaired by Dr. Griffy was tasked with completing the process. However, there were problems with the formula – many target salaries were lower than current target salaries! Now, Dr. Griffy and a small group will be fixing the salary calculations, along with the Provost, and will produce a broad-stroke plan. The larger committee will reconvene, consider the new plan, hear faculty and staff input, and finish the process.
- Welcoming ideas to address the new funding environment.
- Will admission standards change to help improve graduation rates? Various voices: The governor believes that remedial students shouldn't be in a university. The legislation amended to allow remedial instruction (not courses) for college credit. The American Diploma Project should help Tennessee produce better-prepared students. Issue of access – we share identity with many land-grant universities, educating many types of students. The solution, therefore, isn't to raise standards to UT levels.
- Will there be money for raises? TBR Chancellor believes it would be inadvisable to award increases in advance of November elections. Believes that after elections, there will be the opportunity to increase salaries a small amount.

5. Provost – Dr. Tristan Denley

- Academic Council has traditionally approved programs and changes. This is completely appropriate. However, the committee can also initiate studies and discuss issues such as retention.
- General Education Committee in place, will work with Academic Council.
- Conditional admits left out of formulas? Currently admitted as conditional if deficiencies in math & writing. Looking to broaden conditional to two out of three (math, writing, and reading). With the agreement with Nashville State, such students will not be considered full-time APSU, thus not calculated in our FT formula.
- Where will the initiatives for changes in the funding formula come from? This isn't clear yet.
- What percentage of budget comes from state? Between 30-40%, depending on how we count stimulus money.
- Searches: Assistant Provost on his way, Dr. Brian Johnson (Feb. 7); Associate Provost and Dean of Graduate Studies = recommendation being sent to TBR. Dean of Science & Math, bringing in candidates; Dean of Business, bringing in candidates.
- Questions about new faculty lines: We have about \$1 million for new faculty lines; some three-year positions and temporary lines have been upgraded to tenure-track.

Considering how aggressive to be in creating permanent lines, given student body size and university budget.

- Will all deans be in place by fall? This is the hope.
6. Dr. Patty Mulkeen – NSSE survey results
- Student engagement survey given in 2009, nationally developed survey which allows for comparison among peers. Goes to freshman & senior students.
 - Important for SACS, assessing efforts to improve in student service & instruction.
 - Indicators: academic challenge; active/collaborative learning; student-faculty interaction; campus environment; enriching educational experiences.
 - We are close to our Carnegie peers in most areas, especially for first-year students, and we're improving from year to year.
 - Detailed results are posted on Senate website.
 - Please encourage students to participate and think of incentives.
7. Reports from Faculty Senate Representatives
- Dean's Council – Senator Bill Rayburn
 - Topics discussed: conditional admits, compensation committee, and Academic Council.
 - Summer admissions standards – problems with faculty coverage in committee during summer.
 - Revision of midterm grade reporting – suggested going to 5 week & 10 week, and replacing grades with likely/not likely to pass.
 - Open enrollment for 21 or older: TBR has allowed admissions standards for over 21s.
 - Graduate assistants: GA allocation among units will remain same for next year, but will reconsider after that.
 - SACS has approved Chem Tech program.
 - Academic Council – Senator Phil Kemmerly
 - Reports available on Senate website.
 - Workload review across campus being requested, also seeking information from TBR institutions.
 - President Buchanan – names for a committee to look at workload. These names will be taken to executive committee for consideration. The current economic climate may make this an “academic” exercise, but it is worth doing. Academic Council will have a major role, but Faculty Senate is beginning the effort to study the disparities in contact hours and credit hours. Broad representation on the committee is a goal.
 - TBR Faculty Sub-council – Senator Loretta Griffy
 - Senator Griffy will be TBR Faculty Sub-council President next year.
 - The sub-council has been discussing the legislation primarily. We are already doing much of the work that has now been legislated. We will have to change the way we collaborate with the UT system. The gen ed core is a major component of the conversation. Will there be a new 41-hour core? We aren't sure yet, but will be a part of the discussions.
 - Graduation rates: funding formula has not been defined, nor have the target graduation rates.

- Will they fund the formula that they approve? – They can still take money away.
- The bill says there will be a community college oversight, a central administration. Concerns over level of bureaucracy.
- Looking at how we comply with A-100 guidelines -- They are undergoing significant revision at the state level and we are looking at the most recent draft of the guidelines to see if/how we comply & what modifications might be needed to our current learning support e-sections.
- Committee: Jennie Preston-Sabin, Charla White-Major, and Jackie Vogel.

Old Business

- Reports from Senate Committees
 - Faculty White: Middle College Review, Amy Hamlin:
Dr. McQueen asked for the meeting to take place in February, as new memorandum is being created now. Are Middle College students bumping APSU students in registration? Question under investigation.

New Business

- Leave Bank issues – Faculty Red, Dr. Jordy Rocheleau, chair
Still being examined. Will report in future Senate meetings.

- Haiti Telethon being organized for Jan 31. Please attend.

Adjourned at 4:47 p.m.