

**Austin Peay State University  
Faculty Senate  
Meeting of Thursday, April 22, 2010  
University Center, UC 307  
3:00pm**

**Call to order** – Senate President Lori Buchanan called the Senate to order at 3:00 p.m.

Recognition of Guests – Dr. Sally Lundin-Schiller and Dr. Michèle Butts

**Roll call of Senators** – Secretary Mercy Cannon. Absent Senators: Brennan, Bruster, Diehr, Emery, Evans, Gibson, Goldstone, Hayes, Markov, Rabidoux, Salama, Shipley, Wolynech.

**Today's agenda approved.**

**Minutes for meeting of March 25 and April 8, 2010 approved.**

**Remarks**

1. Senate President – Lori Buchanan

- The TN University Faculty Senates (TUFS) met April 9-11; THEC Director, Richard Rhoda, and UT-Chattanooga Chancellor Roger Brown spoke.
- TUFS endorsed the APSU Senate's pursuit of a change in Tennessee law (TCA 8-50-925) to expand faculty sick leave banks to faculty family leave banks; TBR universities are encouraged to bring this before their Senates and work with their local legislators. The APSU Senate Exec asks that Senator Rocheleau and his committee work with Senator Kemmerly over the coming months to carefully pursue this agenda with Joe Pitts, our local legislator who presently serves on the House Higher Education Subcommittee. Many thanks to Faculty Red for their work on this issue. TUFS also endorsed a proposal that the proposed 3% faculty salary bonus be an equal dollar amount across the board instead of a percentage, each Senate was charged with ratifying this proposal; APSU Senate Exec voted to table this proposal for now given the economic and political landscape.
- John Nolt, TUFS Past President, who is serving as the TUFS representative to the Master Plan Committee outlined in the Complete College Tennessee Act of 2010, will present the TUFS position paper that the APSU Senate voted to adopt last August. Support of the position paper elements, except those related to system governance that are no longer relevant, will be advocated.
- It will be very important for our senate to continue sending representatives to TUFS. The time investment yields good information and the faculty voice is being heard through the efforts of this group.
- Finally, Senate Exec has been working to finalize Faculty Senate office space on our campus for the first time in APSU's history; many thanks to Provost Denley for helping to make this happen.

2. University President – Dr. Tim Hall

- THEC in full speed to develop new funding formula. Hall is part of the committee and is pleased by the process, many different voices contributing. Was most concerned about simplistic approach to funding, BUT this formula will take various student populations into consideration. Low-income, first-generation, and adult students will all count more towards graduation rates. Trying to get part-time/military students to count as well.

- There will not be a sudden shift in resources in the first year, but over a couple of years they will change
- No new budget news – but bleak outlook. Tennessee has yet to reach sales tax amounts that match last year's. Talk of cuts, tax raises – nothing is certain. The state legislature is vigorously debating the budget issues.
- APSU has a large amount of “one-time” (leftover) funds to be used for various projects, not tied to salaries, hiring, etc. Looking to build another new building near the ChemTech facility. State funding for the library is 12-15 years away; we need to find a way to work with the building we have. We have 3000-5000 students come through the library *each day*, so it is a well-used building.
- Our enrollment is keeping our financial health in check. Right now, 45% more (1300 vs. 700 students) freshman preregistered for the fall.
- Comment from the floor: The one-time monies given to the department was very helpful. Hall replied – there are rules & limits on the amount of money that can be put into department accounts. We are working to restructure our budget so that depts. can roll over money to the next year.
- Question about retention goal from last year. Hall: we missed the goal (24 students) by one. Expects retention to be somewhat better next year.

### 3. Provost – Dr. Tristan Denley

- Funding formula is coming together. It is becoming clear what categories will be counted: 1) number of bachelor degrees (subpopulations weighted differently); 2) number of graduate degrees; 3) graduates per FTE; 4) “transfer-outs” (not counted against us – if they can be tracked to enrollment in another institution); 5) the progression toward degree (freshman becoming sophomores, etc.); 6) research dollars.
- Denley working with articulation agreement between TBR and UT systems. A common core is being considered, along with 19 hours that may be counted toward the major degree. Representatives from both systems will be in conversation about this agreement.
- Concern raised about time to graduation – Denley says that this is not being considered, as there is a uniform rate there.
- Does the GIS count? Denley says yes.
- Performance funding will not change (degree audits, exit exams, etc.), which helps establish quality of education.
- Adult students = 25+ years old.
- THEC enrolled in National Clearinghouse – can track enrollment in another institution, not just TBR students.
- Question about categorizing students whose graduation rates count more. Denley noted that practical life circumstances – such as the need to work full or part time – can hamper a student's progression and persistence toward a degree.
- We will be rewarded for our successes with student populations
- FYI – currently, suspended students may not enroll in any education/classes while “sitting out.” APSU is alone with this stipulation; other TBR institutions do not have such a policy. Thus, we will be rewriting this policy. We will accept credits earned, but will not count towards GPA at APSU. Students must take care of developmental needs at the community college level.
- Possible piloted program re. midterm grades. Now, midterm grades for freshman/sophomore classes are turned in at the 2/3 mark. Would like to try a new approach – entering a “passing/not likely to pass” statement around 5 weeks into the

semester. Different from Academic Alert because there are more possible issues in AA; this is a quick “pulse check.”

#### 4. Reports from Faculty Senate Representatives

- Dean’s Council – Senator Bill Rayburn
  - Personnel Policy: two changes made to forms – scorecard put in one location instead of two; block spaces for recommend/not recommend in the dept. chair’s report
  - Emeritus status: Denley will see how others handle this status.
  - Advising: Retention up 18% from fall to spring. Concern – 3500 students have not made a fall schedule yet. Glitches in Banner re. prerequisites. New transfers will have time to meet with advisors, Aug. 17.
  - TBR Update: Tennessee Core & articulation issues – ongoing discussion about how online degrees/programs will progress. Issues with online duplication & competition.
- Academic Council – Senator Phil Kemmerly
  - Minutes posted online. Changes in conditional admits, and minor revisions to majors and minors.
- TBR Faculty Sub-council – Senator Loretta Griffy
  - Several issues have already been addressed today.
  - A-100 guidelines (governing students with ACT scores of 19 and below) being revised. Multiple versions need to be examined/collated. Now on third revision, approved by Sub-council, but still needs to be reviewed by other entities.
  - Concern over state budget -- \$75 million below projections.

#### Old Business

- Senate Ad Hoc Advising Committee Report – Dr. Michèle Butts
  - Documents online for review.
  - Motion to accept the report and forward to President Hall and Provost Denley.
  - Discussion – concern over additional duties assigned to faculty; asking for new system to see more easily who has/hasn’t registered.
  - Motion approved unanimously.
- Senate Ad Hoc Instructional Workload Committee – Dr. Sally Lundin-Schiller
  - Full report online
  - Committee charged with gathering information about faculty workload, comparing APSU to other TBR institutions. Policy 5:01.
  - Lecture-style method (meeting 3 hours a week) has been the traditional way of measuring student credit hours. Other types of instruction – labs, studios, clinical, lessons – have not been easily fit into this formula, and has led to inequalities in workload. Significant disincentive to engage in thesis work, for example.
  - Credit faculty contact hours irrespective of teaching method. More detailed recommendations for changing Teaching Load Credit detailed in report.
  - APSU policy is more rigid and thus more inequitable than other TBR institutions. Would like APSU to allow chairs more flexibility in accommodating faculty efforts.
  - Chronic teaching overloads in some departments. Chemistry, for example, is at risk of losing ACS accreditation because of overloads. Plan of action needed.
  - Inequities need to be addressed, and positive changes will result in a number of benefits for students and faculty.
  - Motion to adopt policy and recommendations, seconded.
  - Discussion:

- What is the goal? If we pass this proposal, it goes to Academic Council and the administration. It is already on AC's agenda.
    - Recommendation 1 & 3 seem to be in conflict – if faculty get more credit for what they are doing, then the overload may be increased. Reducing overload could lead to reduction of courses offered. This will lead to more adjuncts, graduate student teachers, and undergrad teaching assistants.
    - What if faculty don't have a problem with overloads? Chronic overloads impact our ability to get other things done (research, advising, service, etc.).
    - President has repeatedly stated that we are seriously understaffed. This report shows that we need more faculty and staff. It also shows that SACS may not renew accreditations. Finally, faculty becomes burned out when pressed into chronic overloads.
    - Nursing is stuck in chronic overload because of accreditation restrictions; only PhDs can teach some of their courses.
    - We have not had (historically) adequate ammunition to make a case for increasing faculty. Reporting these issues is the only way to make significant gains.
    - We are moving toward a more equitable distribution of workload.
    - Technologies – classroom, advising, etc – we have had no release time to learn these new systems.
  - Motion to move report forward to Academic Council and administration passed unanimously.
- Academic Red Committee Report – Senator Amy Hamlin
  - Review of Middle College. No questions/issues have arisen; no additions to fall report.
- Senate Staff Award, Faculty White Committee – Senator Fred Matthews
  - Narrowed down to three – sent to Senators for review.
  - Ballot handed out, Senate votes counted.
  - Question: Can we recognize all the nominees? Motion introduced to recognize nominees, seconded, approved. (Recognition = a letter)
  - Award will be secret until May 2010 meeting.
- Senate Ad Hoc Fort Campbell Committee – Senator Loretta Griffy
  - Report posted online.
  - Concerns over term structure and security.
  - Recommendations: addressing the calendar; changing advisement procedures; recognizing a final exam period.
  - Ft. Campbell advisement, recommend change to “teaching model” of advisement. Shift pre-registration behaviors. Need full-time advisor for walk-in students.
  - Would like a security review of the APSU building.
  - Motion to approve report, seconded, and passed unanimously.
- Update on Compensation Plan – Senator Loretta Griffy
  - Things to think about:
    1. Target salary computations – a person (variable credentials, prior service) or a position (rank, CIP code, years in rank).
    2. Inversion & compression – buried issue: people who are hired at a rate closer to their target salary will not get equity money.
    3. Merit – highly unlikely to happen.

## **New Business**

- Senate Election Results – Vice President David Major
  - Vote to break ties in Natural Sciences, Education, and School of Technology and Public Management. Voted in = Jack Diebert; Marlene Dietrich; John Blake.
  - New Senators: Ntatin, Ben; Jator, Eleanor; Deibert, Jack E; Truhon, Stephen; Winters, Timothy F; Nelson, David; Shea, Daniel; Snyder, David R.; Frentzos, Christos; Gray, Barbara; Meyer, Dan; Berg, Elaine; Lowrance, Larry K; Haralson, Kay; Stewart, Gary; Deitrich, Margaret A; Lewis, Lisa; Blake, John; De Young, Mark J.
- Senate Ad Hoc Nomination Committee – President Lori Buchanan
  - Executive Committee has put forward three names for this Ad Hoc Committee, additional nominations from the floor are possible: Phil Kemmerly, Taylor Emery (chair), Phyllis Camilleri.
- Statement from President Buchanan:

I wish to acknowledge the following outgoing Senators for their service on behalf of their colleagues; I encourage them to step away as required, but return to serve in future Senates as they are able. Please stand and be recognized – Benita Bruster, Phyllis Camilleri, Culley Carson-Grefe, Roger Clark, Taylor Emery, Sue Evans, Nancy Gibson, Dwonna Goldstone, Mike Gotcher, Amy Hamlin, Marcus Hayes, Phillip Kemmerly, Jennie Preston-Sabin, Michelle Robertson, Ken Shipley, Ann Silverberg, Jackie Vogel, and Greg Wolyneec. We and the rest of the faculty appreciate your service.
- Motion to approve, seconded, and passed unanimously.

**Meeting adjourned at 4:53 p.m.**