

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

Call to order – Senate President David Major

Recognition of Guests: Sue Evans, Dixie Webb, Deanna Carter, Buddy Grah, Nina Alfoy, Roy Baker, Inga Philippo, Beth Winningham, Mickey Wadia.

Roll call of Senators – Secretary Mercy Cannon. Absent Senators: LuAnnette Butler, Loretta Griffy, Fred Matthews, Karen Meisch, Thomas O’ Connor, Dan Shea, Melan Smith-Francis, Charla White-Major

Motion to accept today’s agenda approved.

Motion to accept minutes for meeting of September 23, 2010 approved.

Remarks

1. Senate President – David Major
 - New Senator: Barry Jones
 - Request from Dr. Denley for comments regarding review of the Academic Support Center
 - TUFs seeking advice & guidance from AAUP regarding the exclusion of faculty
 - Charitable contribution forms.
 - Nov 13 – Senate tailgate for Faculty/Staff appreciation day, football game.
 - Ombuds position

2. University President – Dr. Tim Hall
 - General update on budget situation: We are in 2nd year of a three-year budget plan, which was produced during the revenue crisis in TN. We had \$8 million less in funding from the state; stimulus money helped cover that gap, but that will run out next year. We had to create a plan to absorb \$8 million in cuts – an amount that would make it effectively impossible to avoid personnel cuts, around 130 positions among faculty and staff.
Some universities, like MTSU, have already made those cuts, cutting programs & laying off faculty (at MTSU, programs of philosophy & physics).
 - We were successful in arguing that we did not have to make those kinds of costs, primarily because of enrollment. TBR was resistant to this argument, but acceded. We did make some cuts in operations, but no layoffs. We anticipated 4% growth over the three years – last year, it was 8%; this year, 6%; not sure about next year. Deployment should stop, which would positively affect our enrollment. 3-4% is our target growth—we don’t need more than that.
 - For the last two years, the conversation in higher ed has been reduction in forces, how to cut positions legally. We are in a highly unusual position in not having to cut faculty & staff.
 - President Hall has been lobbying for salary increases, which have been budgeted; the money is still there to be used. The state had originally planned for a tiny longevity bonus, but tax levels made that impossible. It is almost certain that next

year, in addition to the \$8 million in cuts, we will have to take another 3% cut. We have already planned to absorb that cut without losing any positions.

- Hall has been waging a campaign to increase salaries; most TBR institutions don't have that option, so he is nearly alone in this request. No one is looking after us in the legislature, so we can't hope for the legislature to pressure TBR to allow this increase. Last week, Hall sent a long letter with charts & graphs showing the gaps in our salaries compared to other TBR institutions. There was some talk in budget meetings about an increase in the spring. If we pressure or fight TBR without success, we will lose political ground and support. We can simply attempt to persuade.
- Question: If we successfully retain more students, how much will this help the budget gap? Hall: we are waiting to finalize our numbers, but it looks like we have an extraordinary increase in retention, about 2%.
- Question: Is higher ed dying? Does anyone care? Hall: I don't have a response, but there is much conversation about "doing more with less." The performance-based funding is sweeping the nation. There is much to be optimistic about at APSU, as we have learned how to serve students with reduced funding.
- Question: If we continue to take cuts of 3% a year, how long before we are a private university? At what point are they no longer able to control this university? Hall: the legislature has to make that call. However, there is a sense that these cuts will stop as the economy recovers.
- Happy birthday, President Hall!

3. Provost – Dr. Tristan Denley

- We have been given permission to hire 26 new faculty. It is clear that TBR understands our fast growth.
- We sent out our letter of intent for adding a Psy.D. to our programs. The degree will be geared toward practical application, particularly post-traumatic stress disorder.
- On the IT side, the latest of the workflow changes are being integrated. This is creating great efficiency in the registrar's office, as paper-handling is becoming electronic and automatic instead.
- Tomorrow is closing date for equipment requests. Will release summer monies after this process is complete.

Proposal to move new business to Provost's remarks approved.

- The strategic plan is a broad overview of our operations and goals. TBR gave us specific measures to address, which we were able to supplement with our own measures.
- We worked to create achievable, concrete goals – and the next step will be to make these goals practicable at the college & department levels.
- Four Measures:
 - Access. Goal: Since we already have a mature online program, growth in online enrollment will grow only in proportion to our general enrollment.
 - Student Success. Goal: increase in progression rate (freshman, from 54% to 59% over five years) and degree production (growth in undergraduate degrees from 1300 to 2000 by 2015; grad degrees from 250 to 300).
 - Quality. Goal: increases in licensure and certification pass rates; adding grant funding.
 - Resourcefulness and Efficiency. Goal: continue to efficiently use state funding and to raise external funds (from \$4.5 to \$8 million).
- Motion to endorse the strategic plan approved unanimously.

4. Reports from Faculty Senate Representatives

- Dean's Council – Senator Bill Rayburn
 - Faculty Senate's Ombuds proposal received unanimous endorsement, as did the Learning Outcomes and Strategic Plan.
- Academic Council – Senator Fred Matthews
 - Pat Perdew – Revision for curriculum of English masters degree. Specified that 15 hours must be literature courses.
 - Minor revisions to Wellness Promotion in HHP and in Math B.S.
 - New minor – Water Resource Management.
 - Policy – 2:018 was approved at the Senate's recommendation.
- TBR Faculty Sub-council – Senator Loretta Griffy -- absent due to illness.

Old Business

- Update on Compensation Plan – Senator Griffy -- absent due to illness
- Update on Academic Advising (ad hoc committee) – Senator Lowrance
 - Met on Oct 20. Reviewed last year's 37 page report. Will proceed with some of the recommendations, such as evaluation of advisors.
 - One new idea was a possible survey that would pop up in D2L after students enter their alternate PIN and before they move on to register.
- Update on Policy 5:061 – Dr. Mickey Wadia
 - Last Senate meeting, asked Handbook Committee to clarify the language on the minimum time needed before going up for promotion.
 - Motion to accept the proposed new language approved unanimously.

New Business

- Strategic Plan – Dr. Denley (moved to Remarks, see above)
- University Learning Outcomes – Dr. Dixie Webb & Deanna Carter
 - Committee went to an "institute" at Vanderbilt and revisited the general education core. Since we had no learning outcomes for the core, we began to craft a list of goals. We have some goals listed in our bulletin, but believe it is time to address them in a more deliberative fashion.
 - Deanna Carter helped create a memorable list. BRAVO – Beginnings, Reasoning, Awareness, Values, Outcomes. Considered this list from three angles: the student's point of view, the department's role, and future employer's understanding of an APSU graduate.
 - Learning Outcomes list & details on Senate website.
 - Motion to endorse the Learning Outcomes.
 - Discussion: Will this replace the old statement in the bulletin? Yes. Are there ways to assess these goals? The departments will be responsible for assessing the outcomes quantitatively. Will it be "Beginnings" or "Basics" (discrepancy)? Still working out that term.
 - Discussion: Concern about clear and major shift from academic content to feeling-based outcomes. Would like to make a counter motion to table the motion (either this one or next) for review at college/department level.

- Discussion: Where is the next step for this list? Academic Council, Provost, President? Webb: we don't want to dictate content, which should come from the departments. Motion to table accepted, opposed by four senators.
- Policy 2:002 – Dr. Buddy Grah
 - Research involving human subjects, IRB.
 - No precipitating event, but a quick glance at the policy revealed issues to be dealt with.
 - Updates suggested: reorganization of the information order; clarified and added some definitions; substantial change to training requirement.
 - Motion to approve the policy. Discussion: does this policy address archival data? No. Will the training be completed before approval of the study or after? Likely before, but have not specified the sequence yet. The training is online and will take about 8 hours. We will review the modules.
If we are working with outside institutions, would our research have to go through IRB? Yes.
 - Motion to support changes to policy 2:002 passed unanimously.
- Change to Personnel Review Sequence – Dr. Mickey Wadia
 - Wanted to allow the Provost information that would give him/her the whole picture, even after his vote has been cast. He/she would not get a second vote, just another look at the dossier. This would allow the President to consult with the Provost.
 - Motion to approve the change to personnel review approved unanimously.

Motion to adjourn at 4:35 pm.