

Austin Peay State University
Faculty Senate
Meeting of Thursday, March 24, 2016
University Center, UC 307
3:00pm
Minutes

Call to order – Senate President Tim Winters
Moment of Silence for Tim Hurst

Recognition of Guests: Dr. Jack Deibert, Provost Rex Gandy, Dr. Tim Leszczak, Shannon Summerville (Nursing Preceptor student), Dr. Mickey Wadia

Roll call of Senators – Senate Secretary Christina Chester-Fangman

Absent Senators: Mike Dunn, Dwonna Goldstone, Melissa Gomez, Greg Hammond, Kristen Hershey, Tatsushi Horono, Holly Hollis, Robyn Hulsart, Christophe Konkobo, Andriy Kovalskyy, Charmaine Lowe, David Major, Christine Mathenge, Tony Morris, John Nicholson, Ben Ntatin, James Prescott, David Rands, Robin Reed, Margaret Rennerfeldt, Noel Rennerfeldt, Raman Sahi, Hassan Said, Ken Shipley, Allyn Smith, Cameron Sutt, Timothy Wesley, Charla White-Major, Nanci Woods

Approval of today’s agenda – Motion made, seconded, and passed to approve amended agenda, adding Dr. Cannon’s Parental Leave ad hoc Committee update to Old Business and removing the Rules Committee business and the reports from Academic Council and Deans Council due to personal emergencies for Senator Shipley and Senator Mathenge

Approval of minutes for meeting of February 25, 2016 – Motion made, seconded, and passed to approve minutes

Remarks

1. Senate President – Dr. Tim Winters (10 minutes)

- SASI Grants – The call for SASI grant proposals went out last week; Senator Noel Rennerfeldt is the chair of the SASI committee; if we have a lot of requests for funds for SASI, the Provost is more likely to provide additional funds in the future; the proposal deadline is April 4th; the form has been simplified, so it is an easy process; if you have any questions, please talk to colleagues who have been involved with SASI projects before, or see: www.apsu.edu/faculty-senate/sasi
- Standing Committees – Senate is tasked with making recommendations to the president about populating the standing committees; the Executive Committee recently made some adjustments to the committees and passed those on to President White; she made her own adjustments and the make-up of the committees should be in place soon; we are now in the process of readying the call to faculty for their preferences to set on particular committees, so please be thinking about what you would like to be a part of; the list is online at: <http://www.apsu.edu/governance/stand>; if you have questions about the work of the committees, you can ask any of the current members; please respond to the call from Dr. David Major when you see it and get the form submitted.
- Called Meeting, Thursday, March 31st - Usually every year we have at least one meeting to walk through changes made to the Faculty Handbook; Dr. Wadia runs it as Chair of the Handbook Committee which is responsible for keeping track of changes to that document; the biggest change is about the size of 5:060; President White wanted that document cut, so 54 pages is now down to 20 pages; the remaining pages have been moved to a separate procedures and guidelines document; the plan is to add a table of contents in August once it is completely reformatted for easier navigation.
- Faculty Senate Election - Happens in April as well as populating the standing committees; a call to nominate new senators will go out in a week or so; with the reorganization of departments at Ft.

Campbell, they are now under their respective divisions here on campus, so we need to make sure they are still on senate so their voices can be heard; we need to know what's going on out there, so please keep that in mind when making your nominations.

2. University President – Dr. Alisa White [President White is out of town and unable to attend, as she is out fundraising for the university]

3. University Provost – Dr. Rex Gandy (15 minutes)

- Update on Enrollment – Still estimating about a 100% increase over last year in applications; we are planning an earlier Goves ROW this year – our first will be in April; our numbers look good for freshmen.
- SACS Situation – Would like to begin by giving a little history on this issue; two years ago when undergoing our off-site visit there was no mention of RODP issues; however, with the on-site visit that following spring, they were addressing any issues from fall and the QEP; that is when the issue came up; someone asked to see 10-20 transcripts from random RODP courses; at issue is the residency requirement; an undergraduate has to have 25% of credit hours from APSU and for graduate students it has to be one third; any RODP course taught by a non-APSU instructor didn't count as an APSU credit and had to be considered as transfer; we were put on monitoring for that; our response to monitoring was due in August 2015; we were doing what we called the advising plan; as students signed up we were going to check their courses; it was difficult to do that because, for a lot of the courses, the instructors are randomly assigned and can be changed; SACS rejected this approach and put us on another year of monitoring; in addition to the residency issues, they added an issue because there is no written agreement with this consortia; the seriousness is such that if this next report is rejected we will be put on probation; we will then have one year to fix the issue or we lose our accreditation; we have formed a task force and hired a consultant; we have taken all courses that are out there for summer and spring registration for RODP and hidden them; we are not going to let students in these courses until we know for sure one of our instructors is teaching them; there has been some difficulty in determining who teaches a course because RODP doesn't make that decision sometimes until three weeks out from the start of the semester; we now have to have a signed contract for a paper trail.
- Questions?
 - Q: Is this a problem for other state universities?
A: It never has been; it hasn't happened to everyone else, although the issue is not unique to us; it could come up because some are having their on-site visits right now.
 - C: With the Nursing Program through RODP, Memphis and ETSU both have on-ground programs so they were meeting residency the requirements; we don't have that on-site option for our RODP nursing programs.
 - Q: What are the consequences of being on probation?
A: All of your competitors feed that information to potential students; it is a “ding” on your university; it could have an impact on faculty recruitment; it is essentially “a lot of bad PR.”
 - C: It will also affect those departments who have external accreditation for their programs.
 - C [Gandy]: “If you think in terms of emergency threat levels, I don't know all of the colors, but this is threat-level orange and you don't want to be red!”
 - Q: What about our relying more on adjuncts?
A: I would like to see that report and see where we are; last semester, we actually had more faculty teaching overload at 63%.

4. Associate Provost for Research, Dean of Graduate Studies - Dr. Raj Dakshinamurthy (10 minutes) [Dr. Dakshinamurthy did not attend]

5. Co-chairs of the Compensation Committee – Dr. Jack Deibert and Jackie Struckmeyer (15 minutes)

- [Dr. Deibert]: At the end of December, there was a plan put together by Mike Hamlet and senior leadership that was taken to the Compensation Committee; we made a few changes and it is now back with senior leadership; can't give details, but the goal is to submit the new plan Friday of next week.
- [Senate President Winters]: Dr. White shared her thoughts on it at the faculty town hall; one peculiarity is that we are focused on the plan because it is where the shared governance is; we are in an unusually good situation because we have communication with the administration and have been back and forth all year with this; remember, the Compensation Committee is an advisory committee and the president has to approve the plan; and it is a plan for what we do with money when we have it, not how to get money; the plan will not get you money; it doesn't have anything to do with raises; people in some quarters are upset about compression and inversion issues but the machinery is already in place to fix inversion; TBR policy allows us to address that; it makes people unhappy; we have been doing one and two percent raises for 20 years and it isn't helping; "I don't see another easy way for us to get big bumps" in salary.
- Questions?
 - Q: Is there something in the plan related to the new instructor levels?
A: There isn't, but Dr. Gandy plans to take care of that as soon as money is available. Instructors would be eligible for promotion and a salary bump.
 - Q: But how do we know what percentage if it isn't addressed in plan?
A: He is dealing with it on an individual basis; if you have any questions or concerns, send them to him.
 - Q: As to the inversion question, if we aren't going to be in TBR anymore, how will that issue be addressed? And what about the money we will no longer be paying to TBR for some of their services?
A: Yes, we will get to keep some of that money to go back into pool; that is "B Money;" TBR policies will remain in place until our board constituted, and we can take whatever of their policies that we want, so we can still address the inversion issues. Dr. Gandy said that he has three priorities QEP, RODP, and the faculty salaries; he talks about these all the time.

6. Reports from Faculty Senate Representatives

- Academic Council – Senator Ken Shipley (10 minutes)
 - Senator Shipley could not attend; I know that Dr. Crosby is pushing hard to get us new graduate programs and new concentrations;
- Deans Council – Senator Christine Mathenge (10 minutes)
 - Senator Mathenge could not attend;

If you have questions regarding the reports, posted under "Document Review," please contact Senator Shipley or Senator Mathenge, or direct them to the Executive Committee

Old Business

- Parental Leave Task Force (Dr. Mercy Cannon) - Quick overview of where we are and where we are going; complained about our maternity and paternity leave policies at one of President White's Coffee & Conversations; the President went to Mitch Robinson to follow up with her; after that, Mercy reached out to Senate President Winters and Provost Gandy, and they encouraged her to try to change it; she then met with Mike Hamlet and others in HR; they suggested she work on a proposal to fix it; so far the ad hoc committee has researched comparable institutions; our policy could be a lot better; we are looking at best practices, those who are recognized for their excellent policies; we will next move to task force mode where we will put together a proposal for potential policies; staff senate is also talking about this; next plan to meet with Mitch, Mike, and University Attorney Stephanie Reeves to determine what is under our control locally and what we can do better; would like to have some of these suggestions and be ready to move forward by the end of the semester; we need a plan that is practical and just; we will probably have one more meeting of the ad hoc committee and then move to the task force; I want it to go out of

Senate and I also didn't want to overburden committee; I think we can fix it because we have the political will on the administrative side and the drive from faculty and staff.

- Q: Title IX affords student protections for parental leave. Have you looked at how it could relate to us?

A: I hope it can, culturally, at the very least.

New Business

- Faculty Senate Staff Award – Faculty White, chaired by Senator Volker, has been assigned to this; it is a happy occasion when we get to recognize outstanding work from our staff.

Adjourn - motion made, seconded, and passed to adjourn at 3:50pm.