

Austin Peay State University
Faculty Senate
Meeting of Thursday, September 28, 2017
Morgan University Center, Rm # 307 | 3:00 pm
Minutes

Call to order - Senate President Barry Jones

Recognition of Guests: Chad Brooks, Provost Rex Gandy, Nancy Gibson, Jenny Harris, Rod Mills, and Kathy Zimmerman

Roll call of Senators - Senate Secretary Gina Garber

Absent Senators: Kell Black, Mercy Cannon, Mary Fran Davis, Taylor Emory, Michael Gruszczynski, Kelly Jones, Robin Latchem, James Prescott, Ken Shipley, Cameron Sutt, Jennifer Thompson, and Mickey Wadia

Approval of today's agenda – Motion made, seconded and passed to approve amended agenda, postponing Jane Semler's report from the Provost's Council

Approval of minutes for meeting of August 31, 2017 - Motion made, seconded and passed to approve meeting minutes from August 31, 2017

1. Remarks

Senate President – Barry Jones (10 minutes)

- **Dr. Rex Gandy:** Dr. Gandy will join us at 4 p.m. today.
- **Greeting:** Senate President Jones welcomed the Senators to the second Faculty Senate meeting of the 2017-2018 academic year.
- **Public Acknowledgement:** President Jones publicly thanked President White for her comments regarding the repeal of the Deferred Action for Childhood Arrivals (DACA). She noted that APSU has two students who are affected by this action and she has reached out to them. Tennessee state law will not allow them to get in-state tuition.
- **SACSCOC:** SACs will be on campus for a site visit. The Executive Committee will be meeting with their representatives on Tuesday, October 3, 2017. Some of you will be meeting with them too.
- **Promotion Appeal Documents:** I have received a lot of phone calls about the recent promotion appeal that went to the Board of Trustees. There were a lot of documents that were publicly available to everyone. APSU's lawyer, Dannelle Whiteside, thought they needed to be there, but this might not happen in the future. This is being looked at closely by the institution. Every document should appear on the Internet, but not as much personal information will be out there. Also, promotion appeals will eventually stop at the President's Office. Right now, they can go all the way to the APSU Board of Trustees.
- **Graduate Dean Search:** The Search Committee for the Associate Provost of Research and Dean of the College of Graduate Studies will be meeting tomorrow. The Committee consists of: Joe Weber (Chair), Tara Alvey, Kadi Bliss, Lori Buchanan, Sam Jator, Alex King, Andrea Spofford, Denise Robledo, Kathryn Woods, Dong Nyonna, Tim Wesley, and me (President Jones).
- Questions:

- Q: Who is chairing that Committee?
- A: Joe Weber

2. Reports from Faculty Senate Representatives

- Board of Trustees - Faculty Member of the Board of Trustees Nell Rayburn (5 mins)
Good afternoon. President Jones didn't give me notice that I was to speak or I would have dressed up for the occasion. Now you know how I go about my day. I am still learning what this job is, and how to do it. At any rate, I want you to know that everything we do as a board is public. It may be too public. You can find all of the information at this web address: <http://www.apsu.edu/president/board-of-trustees>. Click on September 15's agenda. It's right there! You can see what we consider and then you can scroll down to Materials and read everything. You can watch the meetings if you want to.
- Questions:
 - Q: What is that about, the tenure upon appointment status that came with Dr. Scott Culhane?
A: He was hired, and as a part of the process, he was not promised tenure. However, the Provost made a case for tenure and the APSU Board of Trustees approved it. He is tenured to the Department of Criminal Justice.
 - Q: Why was Dr. Sherry Hoppe was on there? Why is she getting paid?
A: Dr. Hoppe was hired through the Tennessee Board of Regents (TBR) system. This was part of her original contract and she negotiated to receive President Emeritus status when she left the university.
 - Q: Is this agreement from TBR renewed on a yearly basis?
A: This has been decided for us. There was an explanation made to the Board by President White. There are several retired presidents across the TBR that have contracts similar to Dr. Hoppe's contract.
 - Q: What are the capital outlays? Is there anything that we should be aware of?
A: The University has started the process gathering funds to build a Health Sciences building which will sit next the Maynard building. It will cost over 60 million dollars. We will have a 7 million dollar match, and it will have to be approved by the legislature. The big maintenance things that should be on your radar are five properties that the University is looking to purchase. The Wesley building on College Street is one of them. You can see the 10 minute video recording about the projects. You will see all of this and you will find it very interesting.
- Provost's Council - Senator Jane Semler (no report)
- TBR Sub-council - Senator Benita Bruster (no report)
- University Curriculum Committee - Senator Tony Morris (no report)

3. Old Business

Policy 2:048 - Extra Compensation for Services Rendered during Summer Session, Intersession, and Outside Active Contracts (Senate President Jones)

- **Discussion:**

- Comment: I made sure that May was included as part of the Summer session. You can see this in blue (page 4, first paragraph).
- Comment: I removed the word “preferably” because policy should not make recommendation. I just made changes to the wording (page 4, first bullet).
- Comment: I have one correction that under the second bullet. The word “earn” should be past tense “earned.”
- Comment: This mistake was not made by me (Senate President Jones). My changes are in blue.
- Q: Is that what you meant, to change the Summer session and Intersession? It reads like that.

A: I will make that clearer and just change that part.

Q: I’m still confused about this. Is that the way it has been?

A: This might be the part that all contracts should have, the entire shebang. I can make it clear that it should not exceed this amount.

Comment: I read that I can get 33% in the Summer sessions and in the Wintermester. I would like to see something in the total.

Comment: Maybe you could include, “must not” or “may not.” We might have a faculty member in the Physics Department who would look at this and think he can earn over 33%.

Comment: Wintermester was a factor at one time so you could earn more than 33% when they first started offering it. They were paying more for Wintermester to get more people to teach. It was only 25% during the summer. It doesn’t add up while you’re just on a contract.

Q: I’m confused is Wintermester part of this?

A: It is there and it is talking about May. We want to express that May was part of the Summer session. It is clearly there.

Comment: We need to vote on the motion! **A motion was made, seconded, and passed to approve this policy as is.**

Policy 2:064 - Credit Hours (Senate President Jones)

This is the definition of a Credit Hour. I made minor edits because it mirrors the old TBR policy.

- **Discussion:**

- Comment: Under the procedures it states, “... laboratory and studio classes usually earn one credit for each two hours...” This might not be a bad idea for friendly amendment.
- Comment: What if we added, “at least 15 credit hours?” All in favor with friendly amendment? **A motion was made, seconded and passed to approve this policy with a friendly amendment.**

4. New Business

RTP Calendar: APSU Calendar for Faculty Personnel Actions 2018-2019 (Senate President Jones)

You know by now, that there are changes coming to the RTP Calendar, so here they are. My hope is that we can discuss it today. What is being proposed is all RTP Personnel Actions will start at the beginning of the fall semester. Everybody will have one date once this is completed. These changes stretch out the time period so you don't have to write the reports within two days. If we approve this new calendar it will have to go to the Handbook Committee. Here are the recommendations. The first, second, and third year faculty actions will go up to the Dean. If you are going up for tenure, it will go up through the Provost and President and then to the APSU Board of Trustees. The appeals will be moved to the very end of the process instead of at every level of the process. You will only be allowed to appeal once at the end of the RTP process. These are just recommendations and a way to keep the process running smoothly.

- Questions

- Q: How does that affect the appeal process?
- A: The appeal can go to the Provost. There still is an appeals process on campus.
- Q: Where does the promotion appeal go?
- A: Well, the tenure appeal goes all the way to the APSU Board of Trustees. However, the promotion appeal is being worked on to stop at the President's office.
- Q: I know of one case where the supplemental material was put in after a negative decision was made. Is that ability still going to be there?
- A: If you get a negative report, you can write a one to two page rebuttal.
- Comment: For those of us who are currently in this process, it moves the timeline up.
- Comment: Everyone currently in the process will receive a letter from the Provost outlining your current progress.
- Comment: For year one faculty the dossiers will basically open when they begin in the fall. Then moving everyone else to the fall semester as well.
- Comment: Everyone will be finished by the winter break.
- Q: Does this mean that we are going to have work pushed to the summer months?
- A: Your contracts starts in August.
- Comment: It is like this for second year faculty anyway. It's tough, but it is nice to have the dossier sooner.
- Comment: This request came from faculty so it would be convenient to work on them during the summer. It gives us more time to work on the dossier in the summer.
- Comment: Everything is on the calendar. However, there are more columns, but it makes an improvement. We are not voting on this today.
- Q: Besides keeping things off the President's desk, what is this, other than keeping the President from doing work?
- A: She is just rubber stamping the dossier anyway. She isn't going over every one or over ruling the Provost's decisions.
- Q: How will this new LMS affect the RTP process?
- A: I don't know.

Policy 2:052 - Academic Freedom and Responsibility (Senate President Jones)

We discussed this the last time we met. You can see the changes on page 2. This change comes from the state law.

Although faculty are free in the classroom to discuss subjects within areas of their competence, faculty shall be cautious in expressing personal views in the classroom and shall be careful not to introduce controversial matters that have no relationship to the subject taught, and especially matters in which they have no special competence or training and in which, therefore, faculty's views cannot claim the authority accorded statements they make about subjects within areas of their competence; provided, that no faculty will face adverse employment action for classroom speech, unless it is not reasonably germane to the subject matter of the class as broadly construed, and comprises a substantial portion of classroom instruction.

There was a lot of debate on how to word this. I just said let's cut and paste this from the law. It's saying that we cannot get into political matters unless pertinent to the course material. You have about one minute to catch yourself. It's very vague. We'll vote on this policy at our next meeting.

5. Information Items

Salary Adjustments – (Senate President Jones)

I met with Mike Hamlet recently, and he gave me the formula they used to calculate our salaries. I don't have permission to share the formula with you. There seems to be a rank level issue. That is time in rank. They stop counting at 3 years for Assistant Professor, 5 years for Associate Professor, and 10 years for Full Professor. You do not get a lot of CUPA if you have been in your rank for a time.

- Comment: Each year you are supposed to move up.
- Comment: I remember when we talked about this years ago. Ten years was a midpoint for professors. After ten years you would be at your mid-point. It looks like the rank level you are at is subtracted somehow.
- Comment: Without going around looking at everyone's letters, no one knows what they are making. The salaries used to be on the TBR website.
- Comment: They are still available in the Library at the Circulation Desk.

Remarks (4 pm) - University Provost - Dr. Rex Gandy (30 mins)

Welcome to the 2017-18 academic year. I was a senator for many years and I want you to know that I appreciate everything you are doing. Let's get to it.

Enrollment: The official enrollment date is typically the 14th day of the fall semester. It is the official day. However, we are the one school in Tennessee that gets to wait for the numbers from our Fort Campbell students. So far we are up around 250 students or 2,550 total for the semester. This brings us up about 2 to 2½%. Most of the schools in Tennessee are flat. One school in East Tennessee is beating us slightly.

Retention: Retention preliminary numbers were at 67% last this year. This year we are at 69% which is up a couple of points.

– John Gardner forum to look at that issue.

Salaries: Over the last two years, we have been able to provide raise packages toward CUPA. Two years ago, we cut the gap by two-thirds. We wanted to get everyone to their CUPA. It will take three years to get us where we want to be. President White said she wanted to gauge the University to get feedback on both adding faculty and staff or keep improving our raises. There are conversations going on this fall, but we need to plan for the next academic year.

- Questions:

- Q: Are our salaries at the CUPA median or at market value?

A: Everyone has a salary and a CUPA value. We averaged those percents and used total averages of all faculty. The average of the percent overall CUPA market point is by your CUPA and it should be 90%.

Q: How was the salary adjustment planned?

A: I don't know how that was done.

Comment: Everyone is at least at the 85% mark.

Q: Is the CIP factored in?

A: I think I have seen spreadsheets on that in Human Resources. I look at the numbers after the fact. Mike Hamlet is the person to talk to about this information.

Comment: Human Resources is not providing this information to us. And, there might be a mistake too, maybe too high or too low. I don't see that getting fixed.

Comment: I will pass that along.

- Q: Will there be another pool of money?

A: There is a lot to factor in. We have to look at the next budget. Enrollment is a big factor, state formula funding, and we have to see if there will be a tuition increase. We will see this in April. There might be 5-6 million dollars in these pools. Like 1-2 million in one pool and then tuition will be a backup in another pool. I am hopeful.

- Q: What size is our endowment?

A: We are somewhere in the 40 million dollar area for the endowment. Much of that is in scholarships and some endowed chairs. Obviously you want to build that up. That money is not available for raises.

Comment: At a private school, we had about 700-800 million dollars in endowments. However, it was a private school.

A: We do have a low endowment. You will see a big push in the next coming year to grow the endowment.

- Q: In terms of getting buy-in to getting new faculty and staff lines, what insurance do we have in not getting coaches or something for sports?

A: The pool of money means that state dollars, tuition, and other policy dollars go to one area. Service type areas or areas like athletics is funded with other pools of money. Students pay with fees and different colors of money like grants. Regular money is state and tuition money. When enrollment goes up, athletics goes up.

I've been at a University where they couldn't do that. Grants and athletics don't get raises. So basically, you do not decide by groups.

Q: How does that go to faculty lines?

A: My view is that we need faculty lines not new staff lines.

Comment: Do you have any other questions? Thank you.

From the Floor – (Senate President Jones)

Standing Committees:

- Questions:

- Q: Who is assigned to what standing committee? Seems to be a much lower amount of faculty than it used to be. You know, a normal standing committee like the TAF Committee. Has that number gone down?

A: Much of it is dependent on the number of people who complete and submit the Standing Committee Survey. Some committees just do not have that many members. It's the system. I don't know how to make it any clearer.

Comment: President White streamlined some of the committees when she was hired.

Comment: If these are people who are seeking tenure, they need to be on these committees.

Comment: Sometimes there is a concerted effort for junior faculty to be placed on a committee. Some of the committees are popular, so it is important to pick another one as a backup.

Comment: If you go to the A-Z list, select S, and go to the Standing Committees' page, you can see a list and the make-up of each committee in the Standing Committee Manual. This will help you.

Comment: Sometimes it is hard to find faculty to serve because of specific criteria.

Comment: I served on the Disabilities Committee and my report was about having too many people on the committee and what was our goal was. I received communication that said, "Thank you for your service, it will no longer be needed." That is when we were working on the accessibility syllabi.

Comment: It took me years to get on a committee.

Motion made, seconded, and passed to adjourn at 4:25pm.