

AUSTIN PEAY STATE UNIVERSITY
FACULTY SENATE MINUTES
CALLED MEETING--APRIL 19, 2004

President Winters called the meeting to order at 3:43 p.m.

Roll Call:

Senators Present: Berg, Black, Christian, Clark, Evans, Franks, Griffy, Gupton, Hogan, Kenney, King, Kitterman, Magrans, Newport, Rainey, Rayburn, Silverberg, Smithfield, Tracey, Winters, Witherspoon, and Zeigler.

Senators Absent: Carpenter, Goldstone, Jator, Kemmerly, Koch, Maurer, Menser, Rocheleau, Salama, Shepherd, and Steinberg.

President Winters: The point of the meeting is the calculation of teaching load credit. He knows that there has been a fair amount of frustration, hurt feelings and some anger. He understands and hopes that this meeting is civil and polite on all sides; he will not allow disruptive behavior. We are now two weeks before the end of the term, so any real long term solution will be impossible right now. But he hopes that some of us are willing to sit down next fall to discuss these issues. Thirdly, many in attendance are not members of the Senate; we are glad to call on you to speak though. The purpose of today is to get some of the issues out on the table which have been frustrating to many of you. President Winters then asked Dr. Hoppe to speak to the group.

Dr. Hoppe: This morning she met with Drs. Speck and Diehr and the Music Department. She thinks we are at a critical stage specifically with the Administration and the Music Department throughout the past academic year. This situation has occurred on the heel of several other situations and both groups have had high levels of frustration. We have had to deal with sensitive and with differing opinions very significantly. Some of what we were dealing with in this particular issue has been clouded due to the issues of the past. Moving toward a solution is what she is thankful for at this point. We have to all be willing to sit at the table and present our views and respect the fact that we will have differing views. When we lose the ability to do that due to our frustrations, we are not doing what is best for the university. She thought she had resolved all work load issues with the music department except for about three until earlier today. There are some principles which she is willing to fall on her sword for, but she has tried to back away from some of the issues. She is simply going to say that we recognize that this has been a very difficult semester with a new leader and that there has been little or no training and consequently the past is the past. There is still work to do especially in how to handle some of these issues related to course load. She wants to get us beyond this issue for this semester. The difficulty is that she does not want it to be construed that this is the way to get things done in the future. She thinks this is the way for now because it was an unusual occurrence due to the changes during the semester.

She has been talking with Dr. Speck about having intensive training for department chairs for both current chairs and new chairs. There should be the same training for new Deans. If people understand how things are done by the Administrations, then she thinks it will be much better shared governance.

Questions: None

President Winters: There is no resolution on the floor, and he would like to open the floor for discussion on teaching load credit.

Dr. King: A heartfelt thank you to Dr. Hoppe.

He has tried to write up his Underload Senate Resolution. Dr. King read the resolution to the Senate. A copy of his materials is below:

Underload Senate Resolution

Resolution Let it be resolved that the Administration:

1. Pay all faculty for uncompensated overloads taught, to the maximum allowable by TBR policy.
2. (formerly 2a). Cannot demand repayment of faculty salaries in cases of instructional teaching underload because previous contractual agreements prohibit this.
3. Provide full written clarification of what constitutes a significant underload that must be addressed.
4. Calculate private teaching loads using fractions rather than decimals to ensure whole numbers can be used, which aligns teaching load calculations with NASM standards and other appropriate accreditation agencies.
5. Release the music department portion of the Center for the Creative Arts funds for previously budgeted purposes.
6. Provide adequate reassigned time for extraordinary departmental service as determined by the Chair of the department.
7. Budget private lesson fees and lab fees for the purposes proposed and approved and provide full accounting for such funds.

Dr. King was asked for explanation for 2A, and his response was that they have been asked in the last few weeks to either have their pay docked or teach exactly 12 hours or more than 12 hours.

Question: Does your resolution prohibit faculty giving money back?

Dr. Hoppe: On behalf of the Administration, she does not believe they could legally take back part of their salary. The question was the overload payment. Dr. Speck had proposed that faculty would not receive overload until after spring term began, but Dr. Hoppe thought that a faculty member could predict their spring loads.

Question: Was it ever requested that the faculty pay back overload at the contractual rate. There were situations where some faculty were asked to pay back some of the contractual salary. Dr. Hoppe was not aware of that situation, suggested that we find out the pieces required to prevent this from happening again.

Dr. Hoppe commented on the various points in the resolution. The University does not pay at the maximum--(item 1 of the resolution). If we go back to smoothing--then # 2 is a nonissue. Private teaching as fractions is not an issue; we can call it a 1/3 rather than .33. The Center of Creative Arts item is fine. The item regarding reassigned time is a real issue. Two years ago we had 33 full time faculty equivalencies on reassigned time, and now we are not doing that much reassigned time, but with us being at 74-75% funding the reassigned time is an issue.

Question: There are some issues that Dr. Hoppe has been working with the Music Dept., but do we need to analyze the whole work load policy? No, Dr. Hoppe suggests that we look at individual issues--not all university work loads.

It was noted that there is no smoothing policy, and Dr. Hoppe is not sure that it is necessary since the Administration decides when the pay is given.

Question about lab sizes from science faculty--a faculty member could have a lab with 150 and have no more money for those extra students. It was suggested the science work needs to be addressed..

Dr. Hoppe commented that the State does not compensate APSU as we would like for them to regarding these issues.

Another faculty commented that she was hired to teach and to have contact hours. She was not aware that she was required to recruit students. If she is docked because she is teaching fewer students--seems that there is legality involved here. Is she teaching piecemeal or is she on salary?

Dr. Hoppe: Yes, you are contracted to teach for a certain amount. We have to find a way which is reasonable to look at this issue to determine what we are going to do.

Faculty comment: One of the reasons we are here today is the *manner* that this information has been transmitted to us. She believes that the music department wishes for no strife, but some of the actions from administrators have caused concern. She fears that this may be done again. How and why can this be done?

Dr. Hoppe commented that freezing the budget in the Center for Creative Arts can be decided by the administration. The Center was charged at one time for faculty salaries that should not have been. The Center director along with the administration will decide how these funds are distributed. Dr. Hoppe would like to concentrate on the future; these other issues have been compromised and resolved.

Another faculty voiced concerns regarding how we got to this situation, and the manner of how things are done. Dr. Hoppe asked that we should work on the future and not continue talking about issues which have been resolved.

Dr. Sharon Mabry commented that she very much appreciates the resolution made earlier today, but her purpose regarding mentioning the Center for Creative Arts was that the Center's purpose needs to be defined. It is difficult when you have many things not discussed in public. We all talk about issues and they fester. She believes they are better discussed in public. She respectfully disagrees that we should sweep it under the rug and not talk about it. Dr. Mabry continued that she respects Dr. Hoppe and understands she is the leader; and she would like to see Dr. Hoppe succeed, but she believes we need to be extremely honest and clear up the problems as quickly as possible. There have been many items transmitted to the music department and requested that the faculty are almost sick and physically ill. She believes the longer we ignore discussing these issues we cannot start anew.

President Winters. We hope that the Faculty Senate is making an effort to bring closure to these issues.

Dr. Hoppe: Her concern at this institution is that we have issues and we work our way through them, but then we continue bringing them up. Once an issue is put to rest then what she asks is that we don't beat her over the head over and over again as we continue to move forward. She asks for our tolerance on those issues.

Question: What are our concrete plans for the current work load issues.

Dr. Hoppe: We will look at the specific issues during the next few weeks by appointing faculty and administrators to a committee. Faculty Senate will have input. Dr. Hoppe had to leave for another university commitment.

Another faculty member commented that he believed part of the problem is that of patterns and behaviors. There was an issue related to a Dean saying we have to dock salaries. There has been no resolution to that procedure--no apology--no acknowledgment that an error was made by an administrator. Then a list of underloaded faculty is circulated that is inaccurate, and is passed on to higher levels. It is hard to say that we misunderstand their actions when we have it in print. These things--tactics are being used on this campus which one, may be illegal, or two, not in line with procedures. You should all be aware that there are extreme reasons for bringing this information to the public today. The Music Department has tried for 7 months to work with the administration. To say let's go forward does not address the behavior of these administrative offices, and the respect will continue to erode. Until we have some acknowledgment of the specific errors then the problems will not go away.

A comment from another faculty member: Dr. Hoppe's statement about having resolved an issue indicates that we all have agreed, but that is quite different than when we have had something imposed on us. No it is still an injustice. Many feel that there is an injustice in the work force issue.

Dr. Winters read TBR policy about work loads. It will be something we cannot solve quickly. He agrees that there is a point which things should be aired.

Various other comments from faculty members regarding dissatisfaction with the credit hour issues, overloads/underloads, distrust of administrators and some attitudes toward faculty members.

President Tim Winters: He hopes that the task force will help, and that maybe some of the deeper issues will be addressed. It will take a long time to restore. He can only express hope that the Faculty Senate can be a conduit for the improvement.

President Winters moved that we close the discussion and Senator Kitterman seconded. Senator Black called the question. Vote to close discussion. 8 to close and 6 opposed to closing discussion. A 2/3 vote is needed to close the discussion.

It was moved and seconded to alter the resolution to allow 2a to become 2. The vote was 13 in favor and 0 opposed.

Meeting was adjourned.

Minutes submitted by Sue Evans, Secretary

*Several guest faculty members spoke out during this meeting, and their names were not always recorded.