

Unapproved Minutes of the Regular Meeting  
of the Faculty Senate, March 4, 1993

Senators Present: Asanbe, Buchanan, Carpenter, Christian, Cochener, Dillon, Fung, Glass, Hagedwood, Mabry, Magrans, McCluskey, Pallen, Rayburn, Richards, Sears, Shaffer, Tatham, White, Yarbrow, Badgett, Salama

The meeting was called to order by Dr. Tatham. The issues of smoking policy and the distinguished professor award were added to the agenda. The amended agenda was approved.

The following corrections were offered for the minutes of the February meeting:

- Senator Salama was present.
- State Representative Peggy Knight was incorrectly identified as State Senator Peggy Knight.

The corrected minutes were approved.

REPORTS AND COMMUNICATIONS

Dr. Butler

There has been no final approval from the state as yet for merit and equity salary adjustments.

The equity process at the university level works in the following way. A faculty member or their department chair may request the investigation of a salary in terms of equity. A comparison is then made with people of the same rank in the same and related disciplines. We attempt to choose people for comparison purposes who have been in that rank for about the same length of time as the faculty member in question. If there is no one who has been in that rank for a similar period of time, we make an adjustment of 4% per year to account for the difference in years of service at that rank. If a difference is found to exist between the salary in question and the other salaries examined, then we also check to see if merit raises have been awarded to the faculty member asking for the equity adjustment. If not, then perhaps that is the reason for the salary difference, and we don't look further. If there is no explanation for the salary difference in terms of the merit pattern, then we conclude that an inequity exists.

The policy is to correct any inequities based on race or gender immediately. Some inequities are caused by market variations. We have not yet received permission from the board to address these. We must hire new faculty at a salary that is competitive in the open market. Sometimes this means that people who are already here end up with an unfair situation. Examples are nursing and psychology. Salaries in no department meet the actual market, but we are trying to come closer to the market pattern.

We have been asked to provide to the board staff detailed explanations of our equity process. Very detailed explanations have been given to the board only to result in requests from them for more information. In the past, we have been able to make equity adjustments for market variations on campus without board approval. This year the process drags on and on as we attempt to explain our position to the board.

Question: Tennessee does not have an income tax. Is this taken into consideration when salary comparisons with out-of-state institutions are made?

Answer: That is taken into account when we hire. When we hire, we don't create an inequity for the new employee (although this has happened in times past). If an inequity is created, it is typically created for the people who are already here.

Question: When you say "race" does this refer to African-Americans only?

Answer: In Tennessee we are making special efforts in terms of African Americans. Whether a person agrees with that or not, it is not something that is being done without justification. There is a reason why. But the answer is "yes;" we are particularly concerned about inequities that occur on a racial basis. We are looking at African-Americans as the primary minority group in the state of Tennessee. In the areas of race and gender, the administration makes an examination each year. It is not a matter that we wait for someone to come in and apply for an equity increase. However, if an individual of some other race has a salary that is not equitable, it doesn't mean we won't correct the inequity. We correct inequities for white males as well as females, minorities, etc. The job is to create equity across the institution.

Question: Some of the most basic disciplines in the liberal arts are the worst paid disciplines. What do these disciplines do to become "worthy" of equal pay?

Answer: We not only look at our salaries annually in order to see if we have inequities by race or gender. We also have available to us, on an annual basis, a study of average salary by discipline and by rank of the AASCU (American Association of State Colleges and Universities) institutions. That group is primarily the Austin Peay type of institution. There are 325 of these institutions, and there is an annual salary study made by discipline and by rank. We have those figures available in order that we can contrast the salaries by discipline and by rank of our institution with those of the AASCU institutions. When there is significant variation, then it becomes a situation where we may have to address that variation, not just for an individual, but for a group of people that are in a discipline where they are underpaid in a larger fashion than others. We are all underpaid at Austin Peay, but by utilizing that kind of contrast we can determine where the greatest inequities are and address those greatest inequities. We begin to address them particularly as it becomes clear in our recruiting of new faculty that we have a problem with the salary structure because it is difficult to hire. All our departments are "underpaid" in about the same fashion.

Certain disciplines, because of supply and demand are better paid. We have always observed these differences between disciplines. Now if you ask me if I think that that is the way it ought to be, I will say no, I don't think that that is the way it ought to be. In an ideal world, I would pay people the same in every discipline, taking into account rank, etc. But that is not the kind of world that we live in.

We have just completed the process of review of dossiers of faculty completing their first, third, fourth, and fifth years of service, as well as the tenure dossiers and those submitted for promotion. I have never been more impressed in the 7 1/2 years since I have been here with a group of first year faculty. Credit goes to Chairs and Selection Committees, and those who participated in the interviewing process.

THEC made a recommendation for full formula funding, but the state does not have enough money. THEC scaled down their recommendations but, for some reason, the Governor's budget did not utilize the THEC figures. We do not know why. There was a reduction of nearly .5 million in the total THEC figure for the Board of Regents institutions and a similar increase for the UT system. Within the Board of Regents budget, the alterations of the THEC figures seemed to follow no discernable pattern. There were no increases for Memphis State and East Tennessee State. The THEC formula had recommended some increases for them. For Austin Peay the governor's recommendation was nearly \$300,000 less than the THEC recommendation. The Governor's recommended appropriation for Austin Peay is approximately \$900,000 greater for the 1994 year than for the current year. Full formula funding would generate nearly a \$5,000,000 increase for Austin Peay. There is no recent history of the legislature increasing the Governor's recommendation. When we annualized the 4% increases in salary, that took most of that \$900,000. We had hoped that we could add some positions that we deemed essential, but we will not be able to add many positions next year. The Governor's emphasis appears to be on K-12 rather than on higher education. We won't know anything on a firm basis until the legislature passes the appropriations bill on the last day that they are in session.

The new catalog is in the mail to the printer. The SACS self-study is moving along rather well. The writing and editing phases of this project are taking place now.

This week we had a media appreciation luncheon and representatives of the media were taken to the 21st Century Classroom. The 21st Century Classroom belongs to the university. It is in the Department of Education, but there should be a great deal of interest from the rest of us in taking advantage of this facility. There will be an open house on March 16. I see this particular development as being something very much akin to our Centers of Excellence. This is a point of development of excellence in our teacher preparation program. Teacher preparation is not something just done by the department of education; it is done by most of the departments on campus. So, I think everyone will be interested in that development. The teachers who are prepared by our programs of study will be prepared in dimensions that will not be true at least initially from other colleges of education in Tennessee and around the country. Our program will be a leading program, recognized around the country, as a result of this.

We have purchased over 200 new PC's this year. 137 faculty offices are equipped, and we will be up to 190 when we enter Harmed Hall. We think we can get all faculty offices equipped by the beginning of the 94/95 school year.

Question: The math department schedule of classes for Fall reflects some new faculty positions. What is the status of these positions?

Answer: The Math Education position will probably be filled, but the other positions likely will not be.

#### Dr. Mabry (Academic Council)

- The catalog abbreviation for Health and Physical Education has been changed from PPE to HPE.
- The mission statement for the Fort Campbell Center was approved.
- Students at the FCC must have an ACT score on record if they are 21 years of age or younger. (No minimum score is required for FCC students.)
- Some changes were approved for the Associate of Applied Science degrees to reflect SACS standards.
- The name of the academic minor formerly known as Black Studies has been changed to African-American Studies.
- Minor changes were made in the recording of CLEP scores.
- Optional essays in the CLEP test will only be available for analysis and interpretation of literature and for college composition.
- The art department will recognize an advanced placement score of 3.0 for credit in visual arts.

#### Dr. Beiswenger (International Studies)

Austin Peay is one of 20 affiliate members of the CCSB (Cooperative Center for Study in Britain). Many study abroad programs have fallen by the wayside because they were not stable financially. CCSB programs have a "pay up front" policy which helps to stabilize the programs financially. Austin Peay has been active in CCSB for about 4 years now. There are now 5 different terms during which faculty may participate. There is a 2-week term in Ireland at the end of May. There is a 4-week term in Ireland and Scotland. There is a 5-week summer term in July and August and a fall semester at Oxford.

For APSU faculty the summer term is particularly attractive. Faculty receive summer pay, and expenses are covered. Rail passes are provided (for use anywhere in England, Ireland, or Scotland. Tours are built in and there are optional side trips (Dublin, Paris, Berlin, etc.) There are reductions in cost for spouses, dependent children, and significant others.

We have encouraged faculty to submit course proposals. Once these are approved, faculty are expected to recruit 10-12 students. We are currently looking for a studio art course. There are also possibilities in science and other areas. It is up to faculty to design a course and present it. So far three faculty members have given courses as part of CCSB. Other proposals have been offered, but an insufficient number of students were recruited. There are now some special loans available through the financial aid office for students to study abroad. In 1992 seventeen students participated. We would like to double this number.

Some CCSB campuses provide competitive scholarships which provide partial funding for students to participate. So far Austin Peay has not been able to do this. The current cost of the London 5-week term for a student is \$3295. This May the board will be looking at course proposals for the Summer of 94. Please see Dr. Beiswenger or Dr. A. Christian for more information.

#### Dr. Christian (International Studies)

An International Education Committee was established by Dr. Butler this fall. Dr. Kupisch chairs this committee, and it is composed of representatives of the faculty, staff, and administration. An International Education Retreat, held in January, was attended by 35 faculty and students. *A report of the suggestions arising from this retreat was presented to the senators.* Five subgroups were formed: International Student Services, Curriculum, Study/Research Abroad, Co-

Curricular and Special Events, and Resources. The next general forum for the group is scheduled for April 2 at 1:00 p.m. in the Executive Dining Room. Interested faculty are invited to start attending the meetings of this group.

#### Dr. Magrans (International Studies)

Faculty are invited to speak with Dr. Magrans about plans to study in Mexico. Knowledge of Spanish is not required. There are 27 entry levels in the Spanish language programs, with class size of 5 students. Free tuition is available for faculty who are bringing students. The format for Spanish instruction is a class format from 8:00 to 2:00 and individualized instruction from 2:30 to 4:00. There are many opportunities to view historical sites and other areas of interest. The charge to students for the 4-week program is \$1595 (weekend in Acapulco included).

#### OLD BUSINESS

#### Dr. Fung (Academic White Committee -- Faculty Parking)

The parking area between Claxton and the Library and the lot south of Jackson Street are used by over 130 staff, faculty, adjunct faculty, and graduate assistants. There are 84 parking spaces available in this area. The Academic White Committee proposes the following resolution:

1. Request to immediately add 46 Blue Parking Spaces in the parking lot between Jackson and Henry streets (12 spaces facing Jackson Street and 34 spaces beside the Trahern Building).
2. Request to immediately add 20 Blue Parking Spaces in the front of the parking lot across Mariom Street from the Kimbrough and the Music/Mass Communication Buildings.
3. Request the Public Safety Office to closely monitor illegal parking in the lots in front of the Claxton and the Archwood Buildings.
4. When the new parking lot is completed between College and Eighth Streets and after the renovation of Harned Hall, request to designate the rest of the parking spaces between Jackson and Henry Streets primarily for faculty and the Harvill Hall residents parking.

A motion was made that the Faculty Senate adopt this resolution, and the motion was duly seconded. The resolution passed with 15 senators voting in favor and 1 senator opposed.

Prior to the vote, discussion centered on these issues:

- Should graduate assistants receive faculty/staff parking privileges?
- Can faculty purchase more than one sticker? Some children of faculty members are using faculty parking spaces.
- Should spaces near buildings be sold to faculty who want to pay for them (at a higher rate than is currently charged for a sticker)?
- Are tickets for parking in the wrong area too cheap?
- Should these tickets be state citations rather than university citations?

Dr. Tatham thanked Dr. Fung and his committee for their work.

#### NEW BUSINESS

#### Used Book Buyers

The senate was asked to consider the issue of used book buyers on campus. Specifically, should these salesmen be permitted to solicit on campus? Some senators felt that the current "no solicitation" policy properly applied to textbook buyers. Some expressed the opinion that this was a "just say no" issue and that professors who did not wish to patronize these salesmen could simply refuse to do so. Some senators indicated a reluctance to tell others what to do in regard to this issue.

The following resolution was proposed:

The faculty senate should make a brief statement to the president indicating our disapproval of used book salesmen operating on campus and asking that the "no solicitation" rule be applied to these salesmen and enforced.

A motion was made that this resolution should be passed, and the motion was duly seconded. The resolution passed with 8 senators voting in favor and 7 senators opposed.

#### Dr. Carpenter (Smoking Policy)

Recently "second-hand" smoke was classified as a carcinogen in the same category as asbestos. The university has gone to great expense to remove asbestos from the working environment; however, in some areas of some buildings employees are still suffering discomfort from second-hand smoke.

Dr. Tatham assigned this issue to the Academic Red Committee, chaired by Senator Byrd.

Due to time constraints the agenda item "Distinguished Professor Award" was deferred to the next meeting. Dr. Yarbrow will prepare a statement regarding this award.

The meeting was adjourned.

