

**Unapproved Minutes of the Regular Meeting
of the Faculty Senate, APSU
October 24, 1996**

Senators Present: James Bateman, Patrick Bunton, Art Carpenter, Wayne Chaffin, Bruce Childs, Thomas Dixon, Arthur Eaves, Mark Ginn, James Goode, Kay Haralson, Tom King, Larry Lowrance, Kathy Martin, Maureen McCarthy, Bruce Myers, Stephanie Newport, David O'Drobinak, George Pesely, Michael Phillips, Jennie Preston-Sabin, Steve Ryan, Paul Shaffer, David Till, Viktor Ukpolo, Mickey Wadia.

Meeting Called to Order: 3:25 pm

Agenda Approved with Amendments.

Minutes of the Regular Meeting of September 26, 1996 were approved.

REPORTS AND COMMUNICATIONS

President Sal Rinella reported:

1. The common hour will be in place spring semester. An evaluation of the common hour, which is acceptable to students and faculty should be developed to use at the end of spring semester.
2. A list of potential commencement speakers was shared with the executive committee. The commencement committee has approved two names submitted. Jan Slate Siena has been approved by the committee and has accepted to speak at the Spring commencement. She will be the first female commencement speaker in several years. The speaker for Fall commencement has not yet been contacted.
3. A fundraiser will be held to develop a data and consulting center where local businesses can work with APSU. Steve Pontius is leading this endeavor.
4. Enrollment is very strong. Quality of students has risen, average ACT scores of first time freshmen has risen from 20.6 to 21.2. There has been a 5-6% increase in head count, approximate total 8000, and a 6-7% increase in FTE, approximate total 6000. Our growth is more than we hoped for and is due to various quality factors at APSU.
5. The Jackson Foundation (formerly Goodlark Hospital) wants to create a major educational facility in Dickson, of which APSU will be a part. A copy of the Jackson Foundation proposal will be placed in the library, includes a technology center, distance education, applications of technology to the arts.
6. Stephanie Newport is the Chair of the Faculty Salary Advisor Committee. The committee will make its recommendation by the end of the academic year, recommendation will be acted on by 1998-1999.
7. The Science Building is on track. We are getting closer to an agreement with the owner of the property involved. A Construction Drawing Committee is being formed. The working drawings will take through the rest of the academic year. Construction will begin Spring 1998, could be occupied by Fall 2000. This will be the most expensive building in the state.
8. The University Center Committee is primarily in the drawing phase. Models are to be completed this year.
9. Copies of Dr. Rinella's Fall Convocation speech were distributed.
10. **Question and Answers:**
 - Q:** The cost of the Science building keeps fluctuating. Is the 6-7 million in equipment a solid figure?
 - A:** (Dr. Pontius) There has been concern that equipment will be shortchanged. We will be vigil on the equipment issue.
 - Q:** Where will parking be allocated by the Science Building and how will the looks of the surrounding area be improved?
 - A:** It is in the strategic long range plan to buy land east of 8th for a parking structure. The city has a plan for a boulevard to run from the river to the APSU campus.

Comment: There is a meeting today of a City of Clarksville committee concerning billboard ordinances. If a restrictive ordinance passes, this should improve the situation.

Q: There has been a lot of discussion about tenure across the country, can you give us your analysis of the tenure issue?

A: Tenure is an integral part of the campus, it protects academic freedom. The focus is on a meaningful post-tenure review process. Dr. Pontius and Dr. Gore have been involved with the Academic Subcouncil and TBR on this issue.

A: (Dolores Gore) Chancellor Smith feels comfortable with what was presented by the subcommittee. From the TBR standpoint the focus is now on post-tenure review, not the tenure process itself. We need a plan of remediation for tenured faculty if there is a problem, and performance standard guidelines.

A: (Dr. Rinella) We need to be much more vigilant in our public relations concerning the meaning of tenure.

A: (Dolores Gore) There has been a committee appointed to make the public more aware of what we really do as tenured faculty. The issue of tenure will probably come back again.

Vice-President Steve Pontius reported:

1. Thanks to the subcommittee that went through our post-tenure guidelines. Dr. Maize at TBR indicated that the Board had no idea how elaborate the tenure process is. The careful manner by which faculty are chosen for tenure put a lot of people at ease.

2. Thanks to the committee members who reviewed UT's retirement program. Movement on this issue will be slow because of needed data, and the cost factor. There will probably be early retirement at APSU in the future. We will look at other state plans as well.

3. Thanks to the committee members on the Search Committee for Dean of COAS, chair Sollie Fott. The job description has been finalized, ad will appear in the Chronicle of Higher Ed on Nov. 1 and Nov. 8. Review of applicants will begin in January, notification will be in April. Copies of vitas and dossiers will be available in the library.

4. A General Education Core review is needed for TBR. Joe Filippo will chair this self-study, Stephanie Newport will author the report.

5. There was discussion in Dean's Council of an institutional reorganization. This information will be sent to faculty as soon as possible. This will be a bottom up process, input from faculty is wanted.

6. Space issues: With the expansion of the UC one building will be coming down. Harvill and Marks may give some additional space.

7. **Questions and Answers:**

Q: What is your vision about the Dean of Graduate School?

A: I will meet with the graduate council and deans later. My desire is to enhance the program at APSU and expand where there is need.

Q: What are the plans for Enrollment Management?

A: The Assistant Vice President for Enrollment Management has as a main goal to enhance retention and attract the best students possible. We would like to bring the entire academy together working on enrollment management to ensure graduation of all students.

Q: What is the cost of Enrollment Management?

A: This will depend on the recommendation of The Enrollment Management Task Force. The proposed Advisement Center will cost \$100,000. There are issues at the Ft. Campbell Center that need to be addressed. I think Dr. Tarter will come up with creative ideas. It is difficult to give a dollar figure; but if we do this together, the cost would be less.

President Rinella and Vice President Pontius depart.

TBR Subcouncil - Dr. Dolores Gore, ex. officio:

1. Chancellor Smith was excited about meeting with Gov. Sunquist. In two years, when K-12 program funding is complete, the funding will roll back to the 2-year colleges, then to the 4-year institutions. In 4 years we should be at 100% funding. The increase in TBR systems, 46,000, is larger than the increase in the UT system, 41,000.

2. There was discussion on downsizing in administrative areas on campus.

3. Chancellor Smith stressed the importance of Developmental Studies. It is making a difference and there is a need to be concerned that we serve ALL students.
4. Evaluation of administrators was discussed at length. The vote was unanimous that all administrators must be evaluated and accountable in the same way as the faculty.
5. Recommend that the Faculty Senate send a thank you to Dr. Smith and his committee for their work on the tenure issue.

Academic Council - Dr. Mike Phillips:

1. Routine business at the last meeting.

Deans Council - Dr. David Till:

1. If you have not returned your ballot concerning the Core, please get them in as soon as possible. So far there has been a 35% response rate, approximately 100 returned.
2. The Deans Council meets once a week. Academic reorganization was discussed at the last meeting. Vice President Pontius shared ideas about reorganization. These ideas were vigorously discussed, he understands that we want decisions made from the bottom up. We must ensure that happens. A special thanks goes to Interim Dean of COAS, Dr. Foote, for trying to ensure the discussions are candid in Dean's Council.
3. Stephanie Newport will be working on the faculty salary study.
4. The VPAA is working on budgets and coordinating needs.
5. A report from Linda Freed is being looked at concerning the cost benefit available to the university when grants are written and approved. We need to make better use of indirect costs.

Questions and Answers:

Q: Is this a proposed change in the indirect cost? Indirect costs take a lot of money away.

A: Talk to Linda Freed, she will help in all grant matters.

SLRP Report - Dr. Wayne Chaffin

1. A vision statement and a mission statement of the university needs to be formulated. We need to be able to answer questions such as "What do we want our enrollment to be in 3-5 years?" and "What do we want APSU to be in 3-5 years?" In addition, the strategic long range plan, results from marketing consultants and the review of the Liberal Arts Core will be used in formulating these statements. We will also be looking at the vision statement and mission statement at other universities.

OLD BUSINESS

1. Salary Study Committee update: **Stephanie Newport** - The committee met and discussed the criteria to use in evaluating the salary issue. We will use as a starting point the MTSU study, and may use some of their data. We would like to do more studies but data availability and confidentiality is an issue. **David Till** - This is an external study, we may want to do an internal salary review. There is a group of peer institutions against which all universities in Tennessee are measured, and a separate group of three that are specifically peer institutions for APSU.
2. Post-Tenure Review: The document given to the Vice President from the committee on post-tenure review was distributed. **Dolores Gore** - We need some way to measure the performance of tenured faculty.
3. Evaluation of Academic Administration - Chair, **Buddy Grah**, not in attendance, sent a message that progress is being made.
4. Academic Reorganization Process: no report
5. Faculty Developmental Fund Disbursement: **David Till** - A ballot was sent to all faculty to provide a pool of at least 7 faculty members for a review committee, 2 from COAS and 1 from each of the other colleges. This committee will act on applications for funds to be used from July 1 to Dec. 31, 1996. A new committee will deal with applications in the next six month period. The nominations for the second committee may be requested in early December or January. The procedure is being used on a trial basis; if it is workable and good, it will be used in the future. If you have suggestions for revisions, give these to members of the committee or the Executive Committee. Dr. Pontius will choose the review committee

membership from the pool. I have discovered that review of faculty development assignments is a Standing Committee. This committee has never been appointed. We will see that a committee is appointed this year.

NEW BUSINESS

1. Consideration of "Policies and Procedures Manual" [5:010]: matters relating to Retention and Tenure Process (Section VI) and Promotions (Section X): The Faculty Red B committee is charged with examining the wording in these sections. There is some inconsistency concerning when documented items can be added to the dossier. Ramon Magrans will chair the review of this part of the handbook.
2. University Promotion and Tenure Philosophy Statement: The president wants to include a statement in the Tenure and Retention Philosophy Statement that will reflect the importance of departmental standards in the process. Carlette Hardin will chair this effort. A statement is wanted by the Vice President by early December.
3. Summer School Employment Policies and Practices: Vice President wants to make good use of summer money, and live up to the pledge of summer offerings. He would like a written policy defining the type of equity needed to be achieved in delegating summer teaching loads and to provide rotation so that those who wish to teach can. The Academic Red A Committee is to look at this issue. George Pesely is Chair.
4. Senate Rules Committee: not finalized yet.
5. Senate Nominations and Elections Committee: Micky Wadia has volunteered to chair this committee.
6. Process of Review of Common Hour (added to agenda): Dr. Rinella wanted this issue discussed. He would like the common hour to be reviewed very carefully and as thoroughly as possible. If a mailbox survey is used, the return rate will be small. Possibly class time could be used to evaluate the common hour. The review will be done in the Spring. The Chair of this committee will be Victor Ukpolo, with 2 faculty representatives appointed by the Faculty Senate, not necessarily senate members. Also serving on the committee will be 2 student representatives, Dr. Barbara Tarter, and Andy Keene. We need to monitor closely the way this document develops.
7. Announcement: For the Drane Award there were many nominations, but it takes a nomination from two faculty members to make anyone eligible. So far no one has received two nominations.
8. Stephanie Newport- There is nothing in the Policies and Procedures manual specifying when one must inform the university about his or her impending retirement. Dolores Gore: There is a policy at TBR concerning this issue.

Meeting Adjourned: 4:50