

**Austin Peay State University
Faculty Senate
Meeting of Thursday, September 25, 2008
University Center, UC 307
3:00 pm
Minutes**

Call to order – The meeting was called to order by Senate President Dr. Tim Winters at 3:03 p.m.

Recognition of Guests – President Winters recognized the following guests in attendance at today's meeting: Chelsea Burkhart, Ryan Forsythe, Dr. Jaime Taylor, Dr. Dixie Webb, Julia McGee, Dr. David Guest, Dr. Bill Rayburn, Dr. Gail Robinson-Oturu, and Patrick Perdew.

Roll call of Senators – Senators Culley Carson-Grefe, Roger Clark, Debbie Ellison, William Glunt, Sergei Markov, Jocelyn Martin, Gilbert Pitts, Greg Rabidoux, Ken Shipley, Ann Silverberg, Stephen Truhon, and John Foote were absent from today's meeting.

Approval of today's agenda – A motion was made and seconded to approve today's agenda. The motion passed and the agenda was approved.

Approval of minutes for meeting of August 28, 2008 – A motion was made and seconded to approve the minutes of the August 28, 2008, Senate meeting. The motion passed and the minutes were approved.

Remarks

1. Senate President – Dr. Tim Winters

- Things are going well in general this term
- More students and faculty seem to be doing things on campus
- Encouraged faculty to attend athletic events, concerts, and other activities going on on-campus
- He mentioned that President Hall is working hard to keep the University afloat in this tough budget year
- Encourages faculty to tell APSU Public Relations about things they are doing so they can publicize faculty accomplishments
- There are discussions going on campus about moving to a **tobacco-free campus** not just a smoke-free campus. The issue will come to senate for a vote in the near future

2. University President – President Tim Hall) was at TBR meeting in Dyersburg today and was not in attendance at today's meeting.

3. Interim Provost – Dr. David Denton (10 min.) did not attend.

4. Interim Dean Dr. Jaime Taylor & Dr. David Guest – Master’s level faculty positions—Dr. Guest was brought into this discussion because his department, Languages and Literature, has two tenure-track masters-level, Instructor faculty positions. They are working very well in his department. He thinks other departments could use this type of faculty position. Why should you do it? They can teach core courses and could cover labs. Dr. Guest believes it’s better to hire instructors this way rather than as adjuncts because you can pay better and they will be better engaged with the university. Some issues to consider are:

- If you have too many of this type of position in your department, you could risk “diluting” your department with people who cannot teach upper level courses
- If they have a terminal degree or get one, they will become an assistant professor and then the question arises about will they keep teaching the same schedule

Dr. Taylor mentioned that President Hall wants to reduce the number of adjuncts we have teaching at APSU. Dr. Taylor said it may actually help to have this category because it allows our PhD faculty to teach more upper division courses. Again, these master-level Instructors will be better engaged with students. A question was asked about hiring a PhD if they apply for a master’s level faculty position. Dr. Guest said that the Languages and Literature department was told they had to pull out all applications of those who held a PhD. Another question was asked about the content of their contracts, specifically, do their contracts limit what they teach. Dr. Guest said he didn’t think the contract limited what they teach. It was mentioned that TBR has a list of terminal degrees for departments. Office space was mentioned as an issue. Other issues raised were conflicts with class schedules when faculty teach in more than one department and they need student credit hours. Also asked was do SACS guidelines address the number of adjuncts used by an institution.

Reports from Faculty Senate Representatives (20 min.)

1. Academic Council (Dr. Phil Kemmerly)

- Met on Wednesday, September 24, 2008
- 4% enrollment growth this fall
- Changes in French major—5 courses added; 3 courses deleted; no effect on teachers
- The current Academic Reorganization plan received approval from the Academic Council

2. Deans' Council (Dr. Ron Gupton)

- Met on Wednesday, September 10, 2008
- Kim McMillan discussed funding for grants and contracts from the state. Proposals are due before January 2009
- Online enrollment is down about 1% on main campus
- A committee is working on internal email for D2L and it has been approved
- The following questions were presented by Dr. Harriet McQueen for discussion:
 - a. Should substitutions for core requirements remain with dean of the college in which the major is located? No change, Dr. Gupton asked that the department be notified when this occurs
 - b. Should authority to substitute for core requirements remain with deans, and authority to waive core requirements remain with the provost? No change.

- a. **TBR Faculty Subcouncil – Kay Haralson** (has not met since last Senate meeting).

Old Business

1. Dual Enrollment Admissions Criteria Proposal – Julia McGee, Ryan Forsythe

Ryan briefly revisited the issue for faculty who weren't on Faculty Senate last year. The motion to approve the changes to the dual/joint enrollment requirements was tabled at the April 24, 2008, meeting. A motion was made and seconded to take the motion off the table. The motion passed. A document ([Retention Rates for FTFT by ACT Score](#)) with the highlights Ryan discussed is available on the Faculty Senate website under the Document Review section. Discussion about issues such as who teaches courses, are SACS standards being met, and the lowering of scores. Ryan Forsythe addressed specific questions he was asked. Ryan was asked about the success rates of students with different ACT scores participating in the dual and joint enrollment programs. See document ([Retention Rates for FTFT by ACT Score](#)) on Faculty Senate website for answers. Students with higher ACT scores have higher retention rates. Who is teaching the students? Julia McGee answered that the students are coming to campus and taking courses from whoever is teaching on campus. Some classes are taught at Rossview High School and Clarksville Academy. Julia stated that the instructors meet SACS requirements. Faculty members who teach in this program have to meet departmental and SACS standards. A question was asked if the hiring of

these instructors goes through the department. Julia answered "yes." President Winters asked what the rationale for lowering the standards was. Julia mentioned that some students don't take tests well. She was asked if there was any way there could be a sliding scale. Julia discussed some of the history of decisions in dual/joint enrollment program. Ryan said that APSU is trying to get in line with what other schools are doing with dual/joint enrollment programs. UT-Martin has a very robust program. They have a 3.0 GPA requirement. Same goes for other schools. A question was asked about student success with other dual/joint enrollment schools. Julia McGee said school system would rather work with APSU for dual enrollment. Another question was asked about how these students compare with our middle college entrance requirements. The dual/joint enrollment requirements are higher than middle college. A motion was made and seconded to extend the discussion of this issue by 5 minutes. The motion passed. Lori Buchanan discussed a dissertation study she had read about dual enrollment students in Tennessee. This study found that fewer students participating in dual enrollment programs drop out of college and more graduate compared to non-dual enrolled students. Also, they complete their degrees at a faster pace and are more likely to retain their lottery scholarships. While there is no statewide policy for dual enrollment criteria, generally basic criteria across the state are an ACT composite score of 19 and a 3.0 high-school GPA. Dual enrollment provides the opportunity for high-school students, teachers, and guidance counselors to better understand the level of academic rigor required at the college level. It was mentioned that Faculty Senate had concerns last year about lowering standards for this program. The question was called and a vote was taken. The motion to approve the changes to the dual/joint enrollment requirements passed.

- 2. Proposal for Two Commencement Ceremonies in Fall & Spring semesters (Dr. Tim Winters)** - Concerns were raised about students and faculty who would have to work for all ceremonies. Dr. Winters talked to President Hall and his office will provide vouchers for food and lodging, if necessary.
- 3. Approval of Committee Assignments (by vote)** - A motion was made and seconded to approve the Senate committee assignments made by President Winters at the August 2008 meeting. The motion passed
- 4. TUFSS (Tennessee University Faculty Senates) Participation and Endorsement - Dr. Tim Winters (by vote)** - A motion was made and seconded to approve APSU

Faculty Senate participation in TUFS and endorsement of TUFS. The motion passed.

5. **Report from Ad Hoc Committee on Faculty Senate Staff Award** - The Committee has not completed their report.
6. **Faculty Handbook (Dr. Mickey Wadia)** - The matter of collegiality/conduct is still unresolved. Senate vote on the issue was about a 50-50 split. The issue was unresolved at Academic Council, the members noting that the topic was too expansive and needed more time. The Handbook Committee met this year and came up two proposals: (a) The first proposal would strike the sentence "*any allegations regarding breaches of collegiality or professional conduct that become part of a faculty member's departmental or college-level review must be documented in writing with specific instances of the behavior within the review period and may not include hearsay*" in APSU Policy 5:060 under both the departmental and college-level review and leave the document alone as collegiality and conduct issues already exist in policy. The Handbook Committee does not want to write broad policies to address issues affecting very few individuals. (b) The second proposal was for Handbook Committee to address the issue again this year and make revisions to procedural details that were passed last year in the senate. The Faculty Handbook Committee supports the first proposal. A motion was made and seconded to support the first proposal. Discussion followed. The question was raised: "What does striking the sentence mean?" It means that departments will handle collegiality issues the best way possible. It's a departmental issue. President Winters talked about the many issues surrounding collegiality. Because faculty cannot agree on the details within the procedures to handle collegiality/conduct issues, we cannot come to a consensus on how to handle the issue procedurally in policy. Question: Is protection inherent in the policy if the statement is removed? President Winters said protection is in TBR policy. Dr. Kemmerly said our handbook already covers collegiality. The vote was taken and the motion to strike the sentence mentioned above passed.
7. **Grade Appeals Policy – Academic White Committee** - Dr. Wadia said that the Academic Council did not receive the revised policy in time to act upon it last year. Dr. Wadia and the Academic White Committee will act upon the policy revision swiftly and bring it back to Senate no later than January 2009.
8. **Professional Ethics Committee – Faculty Red Committee** – Dr. Sara Gotcher said the committee has met. They polled other TBR institutions. Some institutions had an ethics committee and one had a professional ombudsman. We already have policy and mechanisms in place to address ethics issues. This committee does not support the creation of an ethics committee at APSU at this time. May want to have a "professional ombudsman."

New Business

1. **Academic Reorganization Plans** - These plans have passed a vote in Academic Council. The reorganization plans are on the Faculty Senate website. Dr. Kemmerly mentioned that the current academic organization creates accreditation problems for some departments. A motion was made and seconded to accept the proposed academic reorganization plans. Discussion followed. Dr. Scanlan expressed concern about the name of the College of Behavioral and Health Sciences. He said there may be confusion about the name because currently there is a department named Allied Health Sciences. He mentioned that a discussion has occurred between Dr. Robison (Allied Health Sciences Chair) and Dr. Denton (Interim Provost) about the name of the new college. It will be addressed in the future. Dr. Scanlan pointed out that it's not that the Allied Health Sciences department wants to be moved to that college. A concern was raised by LuAnnette Butler that the school counseling program will be in new College of Behavioral and Health Sciences, but is accredited by NCATE— this is problematic. The issue was not specifically addressed in Academic Council. A vote was taken and the motion to accept the proposed academic reorganization plans passed.
2. **Student Travel Policy – Assign Committee**—President Winters said there are still plenty of issues with the current student travel policy that need to be addressed and remedied quickly. He asked that the following senators serve on this committee: Dr. Gilbert Pitts, Dr. Mike Gotcher, Dr. Culley Carson-Greffe, and Dr. LuAnnette Butler.
3. **RTP Issues – Faculty White Committee** –RTP (retention, tenure, and promotion) issues have been brought to the Senate Executive Committee—issues such as
 - the frequency with which guidelines are being rewritten and revised
 - timelines for changing criteria & who should have the responsibility for setting this timeline
 - who should be on these committees
 - who determines & changes departmental criteria
 - what responsibilities do college committees have

We'd like clarification on these issues.

A motion was made and seconded to adjourn. A vote was taken and the motion passed. The meeting adjourned at 4:40 p.m.

Respectfully Submitted,

Elaine W. Berg,
APSU Faculty Senate Secretary