

Austin Peay State University
Faculty Senate
Meeting of Thursday, August 31, 2017
Morgan University Center, Rm. #307
3:00 pm
Minutes

Call to order – Senate President Barry Jones

Recognition of Guests: Lynn Sims, Rod Mills, Jack Deibert, Katherine Honea, and Timothy Winters

Roll call of Senators – Senate Secretary Gina Garber

Absent Senators: William (Russ) Longhurst, Mary Eve Rice, Ken Shipley, Cameron Sutt, John Volker, and Timothy Wesley

Approval of today's agenda – motion made, seconded and passed to approve today's agenda

Approval of minutes from May 4, 2017 meeting – motion made, seconded and passed to approve meeting minutes from May 4, 2017

Remarks

1. Senate President – Barry Jones (20 minutes)

- **Greeting:** Senate President Jones welcomed the Senators to the first Faculty Senate meeting of the 2017-2018 academic year.
- **Senate Seats Available:** Two senator positions are available. We will have elections for them. Since Chad Brooks is no longer teaching, he will not be serving on Faculty Senate. Additionally, Brian Hock has also resigned from Faculty Senate. Both positions will be replaced with new senators.
- **Faculty Senate Committees:** Faculty Senate Committee invitations were sent out today. I, as the Faculty Senate President, give the Committees' charges.
 - Academic Red Committee: Elaine Berg (Chair), Chris Bailey, Lisa Barron, and Jennifer Thompson. This year I have asked Elaine Berg to Chair the Academic Red Committee to look at the results of the Gardner Institute recommendations. They are to round up all of the information on the First Year Experience (First-Year Seminar) students. The University had 9 committees working on recommendations. However, no one knows what is going on. This committee will help keep us informed.
 - Academic White Committee: Mike Gruszczynski (Chair), Tony Morris, Kelly Jones, and Barbara Peterson. I would like the White Committee to look into the Student Evaluations. Come up with a proposal to Faculty Senate on how to make Student Evaluations effective.
 - Faculty Red Committee: Adriane Sanders (Chair), Mary Eve Rice, Jane Wessel, and John Volker. I want this committee to look into the University's Adjuncts.

See how inclusive the university is with our adjuncts and how departments across campus interact with them.

- Faculty White Committee: Perry Scanlan (Chair), Dan Shea, Kadi Bliss, Tara Alvey, and Brad Fox. I want this last Committee to look at the Annual Evaluations and the role of faculty research at the University. Are we up to standard? What about the research component that is in our RTP criteria?
- **Faculty Senate Meeting Format:** The format of Faculty Senate meetings has changed. President White and Provost Gandy are invited at 4 pm instead of at the beginning of our meetings. This time is so we can look at and discuss the items for the day before they arrive. Hopefully, we will have more questions at the end of the meeting to ask the President and Provost.
- **Faculty Senate Presentations:** We also want to limit others from speaking at Faculty Senate to use our forum as a way to make announcements. For example, recently Distance Education was denied time because they just wanted to make an announcement that could have been delivered in an email. Limiting presentations like announcements will provide us more time to discuss faculty issues that need to get accomplished during the meeting.
- **Items from the Floor:** We encourage faculty to bring items from the floor. We want to know what your issues or comments are about faculty or university related items.
- **TBR Instances on the Faculty Senate Website:** There are instances of TBR on the APSU website. Some of these are on the Faculty Senate pages such as in the Bylaws and Constitution. These changes can simply be changed by the Faculty Senate Secretary if there are no objections.
- **Faculty Senate Attendance:** Senators must be present at meetings unless there are excused absences and we (Senate President Jones or Senate Secretary Garber) have been notified in advance, that is, before the Faculty Senate regularly scheduled meetings.
- **Faculty Representation/Constituted Areas:** Mickey Wadia and I will be looking at the way the faculty are represented since we have moved departments on campus.

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

- Discussion:
 - Comment: Please scroll down to see changes to the policy. The changes are not in content, but in language for clarity.
 - Comment: Look at the first sentence. I have recommended language for this area.

For intersessions, a faculty member cannot exceed four (4) workload credits during any one intersession, **except for a faculty member teaching a three-credit hour lecture course with a required lab course; in this case the faculty member cannot exceed 5.5 workload credits for a lecture and lab. Any exceptions to the above must approved by the Provost.**

- Comment: In area C3, it says 125% of academic year salary. The numbers do not add up if we are capped at 20%.
- Q: Is this including external money or extra comp like grants or other service?
A: I don't know. We will have to look into this draft.

- Q: Why do they talk about C1?
Comment: You have to fill out an extra comp form. At a previous listening meeting, Provost Gandy said it was one way to earn extra money by teaching during Maymester and Summer sessions.
- Comment: Winter term has created a problem ... don't like this word "preferably"
I would like to have it removed.
Comment: The policy needs to be edited because C1, C2, C3, and C4 bring faculty over and above the compensation cap.
Comment: During Maymester, you are only allowed to teach one course.
Comment: It is the interpretation in the language that Winter session cannot be over 33% of salary to Maymester cannot exceed ...33.3%
Comment: We need to make it clear that these are separate. Also, May is part of summer.
- Comment: We have concerns about this draft. We will let Lynne Crosby know that we need a new draft and let her know about our concerns.
Comment: Employees cannot make more than 25% of our salary anyway. That violates federal law.
Comment: This policy, the Extra Compensation looks like there are more editions than what we have in front of us.

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

This is the Credit Hours Policy. We have used the TBR policy in the past. We have not had our own policy.

- Discussion:
 - Comment: The University must show that we have this policy. It is close to TBR Policy.
 - Q: Do we have to reference SACSCOC? The policy statement is not very good.
Comment: We will take back to Lynne Crosby.

Policy Flow Chart (Senate President Jones)

- Discussion:
 - Comment: This was Academic Affairs attempt to make a flow chart for policies. Faculty Senate will get to review/approve policies and get feedback from Provost Gandy. He will return the policies with a summary and an explanation.
 - Comment: We did not know about the changes to the RTP until I looked it up. We need to be notified in writing about the changes. Nice shadow boxes in the flowchart. There are too many levels of bull crap! For the record, this flow chart is not accurate. The Handbook Committee is not on the chart – Initiating authority Academic Polices.
 - Comment: Not a brand new one, but a template if new. It is a shell/template for new policies.
 - Comment: There is no outside arrow coming in for a new policy.
 - Comment: Let's chip in and get Mickey Wadia a new chair. He will be sitting for a long time reviewing the policies and Handbook.
 - Comment: We will follow-up this flow chart and let you know what has been changed.

Policy 1:019 – Policy on Access to and Use of Campus Property and Facilities (at Board for approval)

- Discussion:
 - Comment: This policy has changed to agree with Tennessee law. Page 4.1. *Faculty and/or affiliated ...* If we pay guest speakers, we now have to have a contract. 4.2. *The sponsoring entity will be responsible for the conduct of both the speaker and non-affiliated guests...* We are responsible for behavior. Page 5 defines this for us. *The University will not charge students security fees based on the content of their speech...* Student groups cannot not be asked to pay for the security cost. Once invited, the University cannot disinvite them. The only exception is if there is a credible threat of violence. Will faculty classrooms be affected by these new laws?
 - Q: Can you send links to these laws?
A: Yes.
 - Q: Will this have problems with public events?
A: This is not new to the policy but it does offer priorities and additional support of the issues.

Policy 3:001 – Student Rights and Freedoms (approved) (Senate President Jones)

- Discussion:
 - Comment: Page 2 – B.1.b. *Although all students are free to state their own views about and contest views expressed on campus...* Students can protest and picket on campus but cannot block entrances.
 - Q: Is this in the classroom too?
A: Yes, it also covers the classroom.
 - Q: Does this overarch into our academic policy?
A: It matches what is in the academic policy
 - Comment: Faculty Policies now have a 1 and Student policies have a 3.
Comment: This policy is following the correct policy format. We need to be able to see what has been changed. The colors matter.
 - Q: Can we offer a suggested change to the language? Change the “exist...”
A: Faculty cannot vote on this policy. Any other questions?

From the Floor

- **Compensation and Merit Pay vs. New Faculty Lines** (Senator Kell Black)
 - Comment: Many of us were disappointed in the meeting with the Dean at the beginning of the semester regarding the proposed raises... During Convocation, President White mentioned that the University could use the money for raises in other areas.
Q: Could we put this toward new faculty lines?
A: She wants faculty buy-in. However, we are overworked. President White recognizes that we are spread too thin.

Comment: I propose a discussion on this topic during the next Faculty Senate meeting and put it on the Agenda. How are the lines determined? What about the Adjuncts?

- **Annual Evaluations** (Senate President Jones)
 - Comment: I have talked to Mickey Wadia from the Handbook Committee. The tenure policy does not include the Annual Evaluation. It has always been in policy about an annual review. We have interpreted it to mean a Chair's Report. Mickey Wadia is now going to work on this for us and where the Annual Evaluation will go into the dossier. Since the dossiers are closed by January and the process will take until April, we cannot place the Annual Evaluation into it during this academic year. I have a verbal agreement that it will happen in five years.
- **Parental Leave** (Senator Mercy Cannon)
 - Comment: I am still working on the parental leave issue. I am still pushing and the Chairs are accommodating faculty. Jack Deibert is the first chair to accommodate a faculty member on campus.

Motion made, seconded, and passed to adjourn at 4:05pm