

Reminder: The September meeting of the Faculty Senate will
be Thursday,
September 16, 1999, 3:30 pm in Claxton 103.

FACULTY SENATE MEETING
Approved Minutes
Thursday, August 26 1999, 3:30-5:45 PM
Claxton 103

ROLL CALL OF SENATORS IN ATTENDANCE: Steve Anderson, John Blake, Dewey Browder, Willodean Burton, Roger Clark, Doris Davenport, Jim Diehr, Gloria Gharavi, Meredith Gildrie, Bud Glunt, Dolores Gore, Frederick Grieve, Ronald Gupton, Kay Haralson, Allen Henderson, Mark Hunter, Ellen Kanervo, Phillip Kemmerly, DeAnne Luck, Robin Mealer, James Prescott, April Purcell, Bert Randall, Adel Salama, Pete Stoddard, Cindy Taylor, Jaime Taylor, David Till, Danielle White, Howard Winn, Pei Xiong-Skiba, Greg Zieren.

APPROVAL OF MINUTES AND AGENDA

Motion to amend the agenda to move the discussion of the Austin Peay Wordmark from New Business to Announcements and to add another item under New Business, election of Senator to serve on the President's cabinet, made by Senator Winn, seconded by Senator Anderson. Motion carried.

A motion to approve the agenda as amended made by Senator Kimmerly, seconded by Senator Browder. Motion to approve carried.

Motion made to approve the minutes of the July Senate meeting. Correction in the minutes noted by Senator Kimmerly, on page two, course taught by Dr. Pontius should be in Geography, not Geology. Motion to approve the minutes as amended made by Senator Winn, seconded by Senator Anderson. Motion to approve carried.

ANNOUNCEMENTS

President Gupton: We have had a request from the media to attend the meeting and to take non-flash pictures. Since our meetings are open this is not a problem.

President Gupton: The latest communication I have received regarding the change of the APSU wordmark and logo is a memo from Dennie Burke dated August 16, 1999. To summarize the memo, there has been a change in the Wordmark for the university. This traditionally appears on stationary, envelopes, business cards, etc. The new logo will be changed in conjunction with the 75th Anniversary of the university. Use of the current AP logo is being phased out, except for athletics. I have heard from alumni that they like the logo and would like to keep it. The only negative comment I have heard about the new Wordmark is that it does not show up on the name tags.

Motion made by Senator Anderson, seconded by Senator Gildrie to allow President Rinella and his guests to address the Senate in regard to the APSU Wordmark. Motion carried.

Dr. Rinella: There are really three questions to ask: What, why and how?

In terms of the What? , there are three components to the "symbols" representing APSU. 1) **Wordmark:** This is how you organize the name of the institution for use on stationary, envelopes, brochures, etc. The one we currently use has been in use since Fall 1986. 2) **logo:** Has two

components, an abbreviation for the name of the institution: **AP**; and a visual image, or what you see when you think of Austin Peay. APSU actually has 3 visual images: the **clock tower**, which appears on many communications; the **formal seal**, which is used only on very formal communications of the university; and an informal visual image of the **AP governor**. 3) **slogan or theme**: Since 86-87 has been Excellence by Choice.

In terms of the Why?, we will soon be launching a major recruitment effort and many types of correspondence, such as flyers, brochures, letterhead, advertisement, etc., will have to be ordered. We did not want to do this until any anticipated changes had been made. Also, the 75th Anniversary of the university is approaching in 2001. Interest has been expressed in determining how our image is perceived nationally, and if we would like our image to portray a different message.

In terms of How?, the work is primarily being done through Public Relations and the university standing committee, chaired by Jim Diehr.

The new Wordmark has been chosen. The AUSTIN PEAY in the university's name appears larger than STATE UNIVERSITY. The committee felt this was appropriate since we are the only university named for a person. A classier font has also been used. The current logo, the stylized AP, will be phased out until we decide what the new logo will be. A decision about all components will be made by the 75th Anniversary in 2001. With the change in the APSU phone prefix, stationary and business cards, etc. were going to have to be changed anyway, this seemed like a good time to make all desired changes.

President Gupton:

Senate Meetings: The meeting dates of the senate through December were in the last minutes. The dates the executive committee will meet with the President and VP Pontius have been sent to the committee. Usually we meet with the President on the Thursday prior to the senate meeting. If you have information or questions you would like us to discuss at these meetings, we need to have these 1-2 weeks before the meeting.

AAUP Award: The Austin Peay Chapter of the American Association of University Professors received the 1999 Beatrice G. Konheim Award which recognizes a chapter for "outstanding achievement in advancing the Association's objectives in academic freedom, student rights and freedoms, the status of academic women, the elimination of discrimination against minorities, or the establishment of equal opportunity for members of college and university faculties".

Election of Academic Council Representatives: The Senate needs to conduct elections of faculty members to serve on the Academic Council. Last year these elections did not take place, therefore of the four members to be elected this year, two should be elected for two year terms and two for three year terms. I need a motion from the Senate to conduct the election.

Senator Randall: I move the approval of the election to be conducted in such a manner.

Motion seconded by Senator Winn.

Senator White: Where is representation needed?

President Gupton: Three from the College of Arts and Sciences and one from the College of Education. The Academic Council contains seven faculty members, proportioned by colleges: 4 - College of Arts and Sciences, 1 - College of Education, 1 - College of Business, 1 - Human Services and Nursing. Since other schools or colleges have been added, the Academic Council

may wish to consider adding faculty representation to allow each unit to have at least one member on the Council.

Vice President Pontius: We would have to make changes in the constitution of the Academic Council.

Senator Randall: The Senate only elects the members. The Academic Council can make changes in the constitution to add representation and bring this request back to the Senate for election.

Motion to approve election procedures carried.

REPORTS

- **Summer School Task Force - Senator Winn:** The committee met for the second time today. Since Summer II is now completed we have materials for all of summer school 1999. The committee has suggested that departments provide 5 year projections of summer school offerings, so Academic Affairs will know how to plan. Concern has been expressed that all faculty should get a fair shot at teaching summer school. We are attempting to identify what brought about the drop in FTE. We agreed that the same minimums that apply during the academic year should apply in summer school as well (15 lower level, 10 upper level, 7 graduate). On recommendation 9 regarding the formula funding for summer school, we need more data and have not come to an agreement on this one yet. We want to make sure the promise of summer school teaching is not misused in hiring, etc. since summer teaching is not guaranteed. We are coming along on course offerings. A big problem we are dealing with is coming to a meeting of the minds on what funds and/or sources are available for summer school; how much can be allocated through formula funding. It is all driven by money.

Vice President Pontius: We are close to resolution on 9 of the 13 recommendations. We will make a good try to have all addressed by the end of September.

- **Dean's Council - Vice President Pontius:** I called a special meeting of the academic deans concerning the common course numbering and rubric requested by TBR. Departments should have received a letter recently. We need to move rapidly on this, the request has come very quickly. We will meet in Nashville next week with concerns on this issue.

Senator Gore: At the Dean's Council this week it was announced that on campus we have a 44 increase in head count, this is before the 14th day count which determines funding. The Office of University Development has been renamed the Office of University Advancement. Faculty are requested to be involved in the effort to raise scholarship funds. The Faculty Development Funds deadline was announced: September 1.

Vice President Pontius: There is discussion going on about the roll of Deans and faculty in proposal decisions made by the Technology Board. We will let you know the date proposals should be submitted.

- **TBR Subcouncil - Senator Gore:** TBR met on a call meeting to discuss university core requirements matching the core requirements from community colleges. They are pressing very hard for this. Dr. McPhee emphasized again his support of faculty.

Senator Browder: Some community colleges are teaching upper level courses, but not at the same level as four year institutions. Is TBR telling the junior colleges they must level their classes and teach below the 3000 level?

Senator Gore: The community colleges are having to level their courses as well.

Senator Grieve: Are all universities and community colleges going to have the same course numbers?

Vice President Pontius: Only in core classes. Hopefully all the institutions involved will come up with a compromise and Eng 1010 will be Eng 1010 everywhere (unless some other rubric and number is chosen). There are several issues to be dealt with, for example, if Geography counts as a physical science at one school, must it count as a physical science at all schools?

Senator Randall: Anything the university does on this issue must be approved by the Academic Council. The common numbering in the core could be a good thing if it works as it should. This could eliminate courses being taught at the community college level which should not be there. However, I have some concerns. The way this is being rushed and pushed is academically irresponsible.

Vice President Pontius: I will express my concern to TBR if we feel this is affecting the academic integrity of APSU. I will keep the Senate apprised of the outcome.

Senator Randall: We can take this issue to the legislators if it becomes a problem.

Senator Gildrie: Will the requirements for courses with common numbering and rubric be standardized? For example, must every school offering Eng 1010 have the same course requirements?

Vice President Pontius: The individual school, department or instructor can still determine the course requirements.

Senator Browder: I resent this cookie cutter approach to education. I see nothing wrong with individual decisions being made by each institution.

Vice President Pontius: This decision was purely political. It deals with access and transferability between TBR institutions.

Senator Henderson: Dealing with transfers is very difficult. The process needs to be made simpler. The TBR does not want to control the content of the courses being taught.

Senator Zieren: From what I have seen, if the registration office is in doubt a course is identified as an elective, maybe simply because the name did not match. It is up to the student to go fight for credit in the class. Some are knowledgeable enough to do this, others fall by the way side.

Senator Gore: Does the Senate have a message to send to the subcouncil?

Senator Randall: My message would be to slow down the process, this time pressure is serious. I would like for you to find out if any faculty have been involved in this decision.

Senator Gore: Some faculty have been involved. Pete Consacro was in charge at the time. The process went through channels. When Dr. McPhee took over the position he decided that we must do this and that it had already been discussed.

Senator White: This is the third phase of this process. We have known about it for quite a while.

Senator Gore: Now that McPhee is full time he is pushing to make this happen. It started from two legislators and originated with complaints from parents.

Senator Randall: Why is the UT system not involved?

President Gupton: Dr Gore, would you pass on to the subcouncil that we need more time?

Vice President Pontius: We knew last year about the course leveling. The part we did not find out about until late June was the common rubric and common numbering of core classes. This information did not come to us until two weeks ago. This is to facilitate block transfers. It has been made emphatically clear that the deadlines are firm.

Motion made by Senator Browder for Senator Gore to communicate to the TBR subcouncil our desire for the process to be slowed down and to inquire why the UT system is not involved in this process. Motion seconded by Senator Anderson, motion carried.

- **Planning & Budget Advisory Committee to the Deans' Council - Senator Anderson:** Lawrence Baggett has been named chair of the Planning & Budget Advisory Committee to the Deans' Council established by Dr. Pontius. A charge for the committee has been established. I will serve on the committee as a liason between this committee and the Faculty Senate Budget Review Committee, as a non-voting member. There was discussion of the \$25,000 in additional faculty travel funds which has been approved and how it should be used. Suggestions included adding it to the existing Faculty Development Funds or to prorate to faculty based on FTE by department.
- **Budget Review Committee - Senator Anderson:** This committee was to have five members, however Dr. Kilpatrick can not serve, so we are down to four members. We may meet next Wednesday. I will have a report at the September meeting.

OLD BUSINESS

- **Concerns regarding faculty positions - President Gupton:** I have one question for Dr. Pontius on this issue. At the beginning of this procedure the Deans wanted to request that all current positions be filled. They received information that there was not enough money to fill all current positions, and that they must prioritize the positions. As a result, some were not funded. But the current list being distributed has as many or more positions than last year. What caused this to change and were the Deans informed? **Vice President Pontius:** There has been an increase in the number of full time lines over the previous fall (276 tenure track or full-time temporary lines.) We had some faculty serving in a dual role as faculty and administrator who have now moved back to their departments. Some faculty indicated they were going to retire, their positions were advertised, then they did not retire, which meant more lines were filled. In two areas, positions were converted to tenure-track lines, for instance Marlene White's position as Writing Lab Coordinator in DSP was converted. Sometime in December the decision was made to allow some full time temporary positions to be converted to tenure track positions. We had to hire 18 people under emergency hire designation. There was to be a split position between Political Science and African American Studies. Political Science did not feel comfortable with the person chosen being a tenure track faculty in their department, therefore Political Science was given their half time position and African American Studies Program was given a full time position. **Handout distributed regarding faculty lines.**

Senator Randall: What about our recommendation that lapsed salary money remain in academics?

Vice President Pontius: Currently, all ongoing lapsed salary remains in Academic Affairs. One-time lapsed salary goes to the general fund. Prior to this, all lapsed salary went to the general fund.

Senator Anderson: Who made the policy that departments who lose a faculty member, lose the position and then must make an argument to keep the position in their department? It was always assumed in the past that if a department had a position vacated, the position remained in the department unless the department had experienced decrease in enrollment. This policy means we are six months late in the game in advertising for positions, since we now do not know until later in the year if we get to keep the position.

Vice President Pontius: This is current policy, in place since 1986.

Senator Anderson: Then previously, the policy was not applied. Was the initiation to apply this policy out of your office or the President's?

Vice President Pontius: We are just following the policy in place (APSU Policy 5-005 dated 9/1/86). It exists because of the dynamics of the university. Enrollment does not remain fixed in all areas. We can examine the policy and change it if it is not what we want.

President Gupton: Our concern is that a department can lose positions even when the demand is there based on enrollment, while other areas can gain positions when the need has not been established.

Vice President Pontius: Some of the misunderstanding is in the way positions are counted.

Senator Haralson: This is nothing but a shell game. The document you distributed shows we have the same number of positions in DSP as we had last year, because last year a faculty member was issued two semester contracts rather than a one year contract and thus did not count as a full-time position. This does not change the fact that we have one less faculty member teaching classes this year than last. I consider that a lost position regardless of the way you count it.

NEW BUSINESS

- **Handbook approval - President Gupton:** The updated handbook is about to come out.

Senator White: Handbook revisions were reviewed by a College Standing Committee, is there the need for the Senate to approve the revisions?

President Gupton: I am not sure if the Senate needs to vote approval or not.

- **Requests or Resolutions regarding the Presidential Search - Senator Winn:** (Two handouts distributed.) These are presented to the Senate at this time for discussion:

Propositions on the Presidential Search for Austin Peay State University, 1999

1. The Tennessee Board of Regents and the University's faculty, broadly conceived as to include academic administrators, are mainly responsible for the educational and academic vitality of the

institution. Therefore the governing board and the faculty should share the primary obligation for the selection of a new president, with other groups, including students, participating as their interest and educational responsibilities indicate.

2. To carry out this dual responsibility for presidential selection, it is equally legitimate, according to AAUP Standards (Redbook, p. 190), to form separate committees of the faculty and board or a joint committee of board and faculty, each adding representatives of other groups. **The Senate prefers separate committees with joint consultation.**

3. If separate committees are formed, then the board, which has the legal authority of appointment, should either choose from the candidates submitted by the faculty committee or should agree that **no person will be selected over the objections of that committee.**

4. If a joint committee is formed, then representation of groups should reflect the primacy of faculty concerns and responsibility for the academic quality of the institution. In our view, such a **joint committee should be composed of at least one half faculty.**

5. Each major group should select its own representatives to serve on the selection committees, regardless of whether they are joint or separate.

6. Each committee should determine its own rules of procedure and determine the size of the majority to be effective in making crucial decisions.

Senator Winn: The propositions outlined above follow AAUP standards in regard to faculty involvement in the selection process of a university president. In the past, presidential search committees which were appointed did not contain enough faculty members for their voice to make a difference.

Senator Randall: I move that this document be forwarded to the Tennessee Board of Regents, the Tennessee State Legislators, Chancellor Smith and Governor Sundquist. Motion seconded by Senator Anderson.

Discussion:

Senator Randall: It is important that we get this out as soon as possible before a selection committee is chosen. This is probably the most important thing this Senate will do this entire year. We must face realities, the Governor will make the final appointment after recommendation from the Chancellor. However, we have the right to communicate how we would like the process to be done. The President must relate to students, alumni, and the community as well, and these groups should have representation on the committee(s). On past committees only two faculty members have served, the President of the Faculty Senate and one other faculty member. There were twice as many students and staff and more community representatives than faculty on the last search committee. This is not enough representation from faculty who are the ones who work the closest with the person chosen for the position. It is important that the faculty determine who will serve on this committee from our area. It is sometimes difficult to make people understand the type of person needed to run the university. The persons serving on this committee need to be aggressively arguing the point that we need someone with experience in the classroom.

Senator Anderson: Time is of the essence. Chancellor Smith has gone on record supporting the AAUP principles. We must make our needs in this process known on the front end.

Senator Henderson: What is the reason for separate committees?

Senator Winn: This gives faculty a greater ability to investigate the background and experience of persons being considered for the position. In the past, faculty have not had been able to talk to institutions where the person is from.

Senator Henderson: How would this work?

Senator Winn: It would be up to the Chancellor to determine the mechanics. Some problems may arise, but the important thing is for there to be communication and consulting between the two committees if this is the choice made.

Senator Grieve: What is the likelihood that TBR will agree to these propositions?

Senator White: Is there a TBR policy regarding selection of presidents?

Senator Henderson: No, there is not.

Senator Winn: Why not try to direct the policy? With Chancellor Smith leaving this position, I am sure he would like to have a selection that would bring this university back together.

President Guppton: Even if there is a combined committee, we would still have better representation on the committee.

Senator White: I am afraid that TBR will find #5 and #6 offensive. Does #5 apply whether there is one committee or two?

Senator Winn: Proposition 5 would apply in both cases.

Senator Anderson: If you don't ask, you don't get. Offending the Board is not our major concern, but I do not see how this would be offensive.

Call for the question. The propositions distributed in the first handout be forwarded to TBR, Tennessee Legislators, the Chancellor and Governor Sundquist.

Senator Kanervo: Does this mean students would not be on the faculty committee, but would be on the Board's committee?

Senator Winn: This gives the faculty committee flexibility to include members from students, staff, alumni, townsmen, but with a majority of members being faculty.

President Guppton: The question has been called. We need a simple majority of senators present for the motion to carry. Call for the vote.

Motion carried with 1 opposing vote.

Second handout distributed:

Austin Peay State University is the designated Liberal Arts institution in the TBR system. As such, the APSU Faculty Senate considers the following standards self-evident:

Minimum Standards/Qualifications for Selection of APSU President

- PhD in a Liberal Arts/Sciences discipline

- Significant and successful classroom teaching experience in the candidate's Liberal Arts/Sciences discipline
- Significant and continuing record of publication in the candidate's Liberal Arts/Sciences discipline
- Successful experience **in academic** administrative positions at Liberal Arts/Sciences colleges or universities
- Demonstrate a full understanding and support for the concepts of shared governance
- Successful experience as a president of a Liberal Arts/Sciences institution **preferred**.

President Gupton: The intent of the first item listed is to make sure the candidates have a degree in an academic discipline, and they are not professional managers who do not know anything about academics. If anyone has a concern about this and would like to suggest additions to what is there or changes in wording we can do this.

Senator Gore: The TBR staff probably have a general job description that would run as the ad for any university president. Could we wait for a vote on this so that faculty would be able to look at the qualifications list?

Senator Kimmerly: I am ready to vote in support of the document, but should we wait to get feedback from other faculty?

Senator Stoddard: I have been on a search committee and it is important that we move forward quickly on this. Once the ad goes out and the pool of candidates is certified, we are locked out from making other qualification demands.

President Gupton: We do not know how much time we have, since we have received no communication from the Chancellor or the Board. The only thing we know at the present time is what we have read in the papers which indicates this is to happen quickly.

Senator White: These sound like very minimal qualifications to me.

Senator Winn: TBR will write a much broader ad and include other qualifications we have not mentioned. This is just to communicate to the Board what we feel is acceptable qualifications in the opinion of the faculty.

Motion made by Senator Anderson that the Faculty Senate forward to the Tennessee Board of Regents, the Tennessee Legislators, Chancellor Smith and Governor Sundquist the handout distributed regarding qualifications for APSU President. Motion seconded by Phil Kimmerly. Motion carried by a vote of : ayes: 13, nays: 6, abstentions: 2.

Meeting adjourned 5:25.

FNote: Since TBR has announced a delay in the Presidential Search for APSU and because of concern expressed by several faculty members, the second document passed above will be brought back to the floor at the September meeting for further discussion and possible amendment. The first document voted on has been forwarded to the people indicated. Any faculty member who wishes to express their opinion on the qualifications proposal is encouraged to attend the September meeting of the Faculty Senate.

SENATORS: Since hard copies of the minutes are being sent only to senators due to duplication costs, please share the minutes with other faculty members in your respective departments. If a department is not represented on the Senate, I will mail a copy of the minutes to the chair of the department.

Kay Haralson, Secretary