

**Austin Peay State University
Faculty Senate
Meeting of Thursday, August 25, 2011
University Center, UC 307
3:00pm**

Call to order – Senate President Jack Deibert
Recognition of Guests: Joe Weber

Roll call of Senators – Secretary Pat Perdew. Absent Senators: Frentzos (excused), Jones, Lebkuecher (excused), Stewart (excused), Winters.

Today's agenda approved.

Minutes for meeting of May 5, 2011 approved.

Remarks

1. Senate President – Jack Deibert

- Expressed appreciation to those who serve on senate and welcomed new senators.
- Reminded senators of the Faculty Senate attendance policy in Article III, Section C of the Bylaws: senator's seat declared vacant if he or she has three consecutive absences and has not reported the reason to the Executive Committee.
- The first ever Faculty Retreat, sponsored by the senate, occurred August 23. Thanks given to Mickey Wadia for his session and to Senator Griffy and Senator Kanervo for their session.

2. University President – President Tim Hall

- The Faculty Senate plays a crucial role in university business. University Standing Committees are composed of members recommended by the senate.
- One topic not mentioned at convocation is the 2nd phase of housing project. Phase 1 was Castle Heights. Campus housing is currently overbooked by 100 students who are being housed in the Riverview Inn. Phase 2 will involve the demolition of Rawlins, Cross, and Killebrew and the construction of three new buildings. These will make a quadrangle with Ellington. The completed project will add 400 beds and include new dining space. After the initial estimates were later supplemented, a \$5 million budget overrun was projected. So the plan was reevaluated to lower costs. Upon final approval the decision will be made when to start the project. The project will also include renovation of Drane St. to prevent flooding and make traffic circles.
- Question: What is the total number of beds now? About 1500.

3. Provost – Dr. Tristan Denley

- Motion made and approved unanimously to postpone his remarks until his arrival. The Provost arrived after the reports from Faculty Senate Representatives had been made and then he gave his remarks.
- Offered to take questions after stating he had nothing to add to his remarks at the university-wide faculty meeting after convocation.
- Questions: Was the rumor that particular people were coming to the provost with

equity issues true? No, there had been no such meetings. All equity issues have been handled by the committee chaired by Senator Griffy.

- How much money is available for technical equipment grants? With the mandatory budget rollover of 3 - 5%, \$300,000 each of the last two years has been set aside. APSU could spend \$300,000 – \$450,000 on equipment.
- Was the Sociology Department moving into some of the GIS space in McCord? Yes, now that space is available there.
- The new RTP policies are going into effect this year. Workload policy was addressed last year. Now e-dossiers will be addressed. There will be an ongoing conversation to find a more appropriate method than D2L for setting up e-dossiers.

4. Reports from Faculty Senate Representatives

- Dean's Council – Senator Loretta Griffy
 - May 25, 2011 meeting.
 - Items had been previously discussed by senate. Included revisions to Policy 5:060 and Grants Policies.
- Academic Council – Senator Carrie Brennan
 - No meeting since last senate meeting.
- TBR Faculty Sub-council – Senator David Kanervo
 - July 22, 2011 meeting.
 - One action item: Facilities use policy concerning the rent/lease of campus space to on-campus and off-campus groups. There had been no changes to previous policy in 20 years. No major effect on APSU by this action.
 - Other items: RODP sections sometimes require proctored exams. Some campuses are charging students for this, particularly if the student is not enrolled at that campus.
 - Some temporary faculty members are paid higher than some regular faculty at MTSU. This appeared to be a violation of policy.
 - Senator Griffy completed her service as chair of TBR Sub-council at that meeting.
 - Question: What was the policy alluded to regarding temporary faculty? Vice-Chancellor Paula Short said temporary faculty members are not given a rank. So their salary amounts shouldn't fall into categories of ranked faculty members.

Old Business

- Update on Compensation Plan – Senator Griffy
 - Some discussion about this previously occurred at the Faculty Retreat. So questions were taken.
 - Is there a pattern connecting years of service to equity? There is no connection between years of service and equity.
 - Why are some faculty members only at 50% of their target salary? Due to either market-based pay increases shown in CUPA data for person's discipline and rank, or it could be the person was underpaid initially. HR is looking to take corrective action in these extreme cases.
 - Will the correction be retroactive? That is a possibility.

- What should someone who thinks he or she is in this category do? He or she should contact HR. Items to take to a meeting with Mike Hamlet, Director of HR include: CIP code, vita. Ask to see data for your position and rank from our CUPA group of 76 peer institutions.
- Do the number of years in rank matter? Yes, concerning your salary. However, if you have a question about the market value of your position, ask to see the CUPA data at HR.
- When did the last equity increase occur? Four or five years ago.
- The new compensation plan uses the most up-to-date market data. The former plan under which the last equity raise occurred used a three year rolling average. So the previous data used for the last equity increase could have been more than four years old.
- TBR will vote to approve equity in September. Equity increases will be retroactive to July 1, 2011 and should be in October checks. About 30% of faculty will receive it.
- Unknown at the time of the meeting whether all faculty, or only those receiving equity, would receive a letter from HR. Several senators commented that faculty would like to have a letter containing information about their target salary regardless whether they will receive equity.
- With respect to the rumor of people going to the Provost, no one can “lobby” for equity if they don’t receive it. Any mistakes may be corrected by going to chairs or HR, but otherwise the non-granting of equity cannot be changed.
- President Deibert and the entire Faculty Senate expressed their thanks to Senator Griffy for her work on the compensation plan.

New Business

- Training of New Senators – President Deibert (see website for “Training for New Senators” in Document Archive)
 - Training was discussed at the TUFS meeting.
 - Regarding the exchange of information, the University President and Provost attend senate meetings and provide information. The Faculty Senate President meets weekly with the University President. The Senate Executive Committee also meets weekly. Individual senators get information from faculty in their respective areas.
 - Regarding actions, the Faculty Senate votes on all academic policies.
 - Faculty Senate can pass resolutions.
 - The Senate sets up Faculty Senate Committees, and University Standing Committees subject to the University President’s approval.
 - There are also behind-the-scenes actions with the Executive Committee, University President and Provost for the resolution of matters that concern the faculty.
 - Vice President Berg stated that being on the Faculty Senate is very educational for faculty members. It enables you to see how the university works.
 - Senator Meyer encouraged new senators to speak with more experienced senators in their department.
 - Former President Major stated that APSU’s Faculty Senate is envied by others in TUFS.

- Senate Committees – President Deibert
 - The 2011 – 2012 Faculty Senate Committees were presented and motion to accept them was made.
 - Question: What are the duties of the Faculty and Academic committees? The Academic White and Red committees will review academic matters that the senate believes requires more investigation. Similarly the Faculty White and Red committees do this with faculty issues.
 - Motion approved unanimously (see website for committee membership).
- University Tenure and Promotion Appeals Board member – President Deibert
 - The Faculty Senate submits one member to the board.
 - Motion made to select Lori Buchanan. Motion approved unanimously.
- TUFs meeting report – President Deibert
 - TUFs meeting occurred two weeks ago (report is on website).
 - TUFs solicits the Faculty Senates to determine best practices in setting guidelines for increasing class sizes.
 - This task is assigned to the Academic Red committee.
 - TUFs wants input for guidelines that administrators should provide for due process in legal issues involving faculty members. APSU has guidelines. The senate will also consider input from senators.
 - Campaign for TUFs branding.
 - TUFs Executive Committee wishes to meet with all Faculty Senates. TUFs President Toby Boulet will visit APSU.
 - TUFs spring meeting will be at UT Martin.
- Special Senate Elections – Vice President Berg
 - There are 10 vacant senate seats (areas are on website).
 - Nominations period, September 19 – 30.
 - Elections period, October 10 – 19.
 - Three open seats due to retirement or departing members. Remainder due to no person elected spring 2011.
 - Upon their election, these new senators may be placed on senate committees.
- RASI Committee – Senator Griffy
 - Call for Statement of Intent and a timeline for RASI are on the website.
 - Statement of Intent due September 30.
 - RASI involves a course redesign.
 - A redesign team gets \$8800; an individual receives \$4400 if redesigning alone. This money is for the faculty member's personal use.
 - Last year's applicants who did not receive awards may reapply.
 - The RASI senate committee selects the proposals which will receive awards.
 - The Center for Teaching and Learning (Title III) will help faculty with their proposals.

- Question: Does the Statement of Intent have to be detailed? No, it should be brief.
- Nine proposals were funded last year.
- Question: When is a faculty member paid? He or she receives half when the proposal is selected and the other half when the final evaluation report is submitted to the Title III office.

Meeting adjourned at 4:09 p.m.