

Austin Peay State University
Faculty Senate
Meeting of Thursday, January 24, 2019
Morgan University Center, Rm # 307 | 3:00 pm
Agenda

Call to order - Senate President Mickey Wadia

Recognition of Guests: Scott Barefoot, Provost Rex Gandy, Tom Hutchins, Michael Kasitz, Kyle Moore, Mitch Robinson, Tammy Silva, President Alisa White, and William Wolf

Roll call of Senators - Senate Secretary Gina Garber

Absent: Tara Alvey, Soma Banerjee, William Longhurst, Vikkie McCarthy, Nell Rayburn, Mary Eve Rice, Laura Schultz, Jane Wessel, and Tim Winters

Approval of today's agenda - Approved

Approval of minutes from November 29, 2018 meeting – Motion made, seconded, and passed to approve minutes for November 29, 2018

Voting Tool: Menti.com

Dr. Tucker Brown, Faculty Senate Past President had the senators practice using a voting tool so senators could vote anonymously. The tool was successful.

Q: Is this a free service?

A: Yes. APSU has a campus-wide subscription.

1. Remarks

Senate President – Dr. Mickey Wadia (10 minutes)

Faculty Senate Constitution:

Dr. Wadia let the senators know that Faculty Senate Vice President Dr. Jane Semler will be sending an email for faculty to vote on the Faculty Senate Constitution. He made the senators aware that it is imperative that everyone vote because we are required to have at least two-thirds of faculty to be behind the changes put forward.

Called Meeting – March 21, 2019:

Dr. Wadia reminded everyone that the Called Meeting is scheduled for March 21, 2019. He let the senators know that we would be discussing the changes put forward in the Faculty Handbook and Faculty RTP Policy Committees. Dr. Wadia reminded the senators about the upcoming spring elections for senate positions.

Physical Plant Staff Recognition:

Dr. Wadia and his wife, Ms. Kay Wadia, observed Physical Plant staff working hard over the summer of 2018. The staff were seen helping Austin Peay personnel move from the Browning building to relocate to temporary offices in other areas of campus so that work could be done. Dr. Wadia said this was not normal work, but going beyond one's job description. Dr. Wadia initiated the idea for the Faculty Senate to recognize everyone who was involved. Four of the Physical Plant employees (Director Tom Hutchins, Scott Barefoot, Kyle Moore, and William Wolf) representing all of those involved in the move, were

presented with a large box of goodies given from the Wadia family. President White thanked the Faculty Senate for recognizing the staff for their dedication to our campus.

In Memory of Retired Professor Jim Clemmer:

Dr. Mickey Wadia honored Jim Clemmer with a moment of silence. Dr. Wadia also shared memories of his friend and mentor with the senators. Jim Clemmer's photo was placed on the screen while Dr. Wadia paid tribute to him.

University President – Dr. Alisa White (10 minutes)

Thank you:

President White thanked the Faculty Senate for recognizing our colleagues (Physical Plant staff and Jim Clemmer).

Merit Pay:

President White discussed merit pay. She said there is going to be some flexibility in allocating merit pay. President White said there will be a pool of money based on a percentage of available funds for departments. It will not matter if one chair is grading harder than the other. If everyone is doing an acceptable job and you are a solid performer, you will get something. President White said this is all she ever had seen in five different states until she got to APSU. Most people in a department are fairly even. People doing their job will get merit unless they do not meet standards.

Q: Is there a way to disconnect from a percentage of your salary? Make it twice as much because of length of service or make it relative to a number rather than length of service?

A: We would need to look into this.

Q: Evaluation and merit have no systematic plan. How will this affect salaries over time? How will this be tied to merit pay?

A: We need to have a plan to look at things like compression and inversion.

University Provost – Dr. Rex Gandy (10 minutes)

Enrollment:

Provost Gandy reported on the enrollment numbers. He had good news to share with the senators. We were up 4.7% in the fall which was the largest growth of any public university and our graduate program was at an all-time high. Our current spring semester shows that we are up 4% from last spring. Provost Gandy also reported that our retention was not as good but we are working to improve retention rates. APSU is looking into joining a national group who will assist us with retention.

Q: How is enrollment at Fort Campbell?

A: Enrollment has gone up and is moving in the right direction.

Q: Have you thought through the 3/3 load, moving us from a teaching university to a research university and how the culture and everything will change?

A: Yes, I have talked to chairs. This should not be a view against teaching. There are different type of teaching. Stay informed as a teacher and engage with the students.

Q: 4/4 loads now in the future we will be doing 3/3. Are we moving in this direction?

A: When I got here it was closer to a 5/5 load.

Q: This is not going to be done overnight, are we moving too fast?

A: I have a plan in the works.

Q: Now with decreasing loads, my concern is what kind of support will faculty get? We need more travel money, a better library, etc...

A: You made a good point. We have been focused on getting the salaries up. Now we need to work in other areas.

Q: This 3/3 will not work with STEM faculty. It might not work for some.

A: I'm all about flexibility. Maybe a department will need to stay at 4/4.

2. New Business

Campus Security – Chief of Police, Michael Kasitz (5-8 minutes)

Emergency Management:

Chief Kasitz addressed the senate and shared some of his responsibilities at Austin Peay such as emergency management and parking. He let us know that as the university grows, campus security is growing with it. Chief Kasitz said to get ready for fire drills in the fall and disaster drills in the spring. The drills should get you thinking about what you would do if something were to happen or if you were out on the town and something happened. He encouraged faculty to talk to their students on what they would do if these were real situations and not just drills. A practice disaster drill is planned the week after Spring Break.

Parking:

Chief Kasitz said no one is happy about parking. He said that raising the fee for faculty and staff parking is not going to happen this year. However, they are looking into raising the fee down the road at a later time. Chief Kasitz also announced the closure of Browning Drive on May 6, 2019. Campus did some parking counts last semester and they averaged 60 cars are using Browning Drive as a drop-off/pick-up point or looking for parking. The university is installing hydraulic bollards to allow emergency vehicles access to this area. It will be passible, but not to regular traffic. The traffic flow will be in reverse to allow one way flow from behind the library coming up the hill and out to College Street. The parking between Claxton and the Library will become ADA parking only. The university has purchased the Wesley Foundation across the street. The Parking Committee recommend this space for Faculty and Staff parking. However, Chief Kasitz also said that campus is having issues with the parking lots across College Street during the weekend and late at night so they will be installing parking gates. They are meeting with the contractor soon to begin the process.

Q: What about having VIP parking for guests?

A: We are working with Advancement to try to get VIP parking for our guests.

Healthy Workplace Policy, Proposed (Formerly Called the Anti-Bullying Policy) – Dr. Jane Semler (15 minutes) – Information Item

Ad hoc Committee for the Healthy Workplace Policy:

Dr. Jane Semler, Chair of the Committee, thanked the Committee members (Beatrix Brockman, David Denton, Gloria Miller, Justin Oelgoetz, and Sheraine Gilliam-Holmes) for numerous hours and hard work that went into editing the policy. She also reminded the senators that much of the policy comes from current Tennessee state laws already in place.

Listed are a few highlights:

- You will not see the word “bullying” in the policy.
- It is everybody’s responsibility, if we see something, to make a report.

- The definitions were taken from the language in the Tennessee state law.
- Example have been removed. You can put examples of everything in this policy.
- We added information about our ombudsman, Barry Kitterman.
- Ensuring that there is an impartial investigation to see if there were possible violations and then information with steps to take.
- Human Resources will be submitting a report and corrective actions.
- Human Resources will be doing the investigating.
- Anyone can appeal the decision.

Q: Is this based on actual actions and behaviors of personnel or how someone feels that they have been treated? Bullying someone is not what you do, but how one feels or receives what you say. It makes it difficult.

A: I agree. Sexual harassment is also like this and this is why we need the investigation process.

Comment: Conduct is conduct. The allegation must come from a written documentation – nothing happens with an informal investigation. Human Resources makes a recommendation but they do not reprimand.

Q: What happens if you think someone in Human Resources is involved in the abuse? Do you complain directly to the President? What if your chair is in cahoots with the person from Human Resources?

A: You need to go through your direct lines starting with your supervisor.

Motion made, seconded, and passed to extend Dr. Semler's remarks by two minutes.

Q: Since lawyers are involved, define a "reasonable person."

A: Our legal is not a fan of "reasonable person," but it was taken from the Tennessee state law.

We will vote on this policy at the February 28, 2019 meeting.

Bylaws and Constitution Proposed Changes – Dr. Jane Semler (15 minutes) – Information Item

Faculty Senate Rules Committee:

The Rules Committee (Dr. Jane Semler, Chair, Lisa Barron, Jenny Harris, John Volker, and Timothy Wesley) looked at the proposed changes. A straw poll was taken to see if we want to give our 450 adjuncts representation on Senate. The details have not been planned. The Committee thought it would be good to have it on the ballot. However, we need more than two-thirds of all of the faculty's support to make a difference.

Q: Will the adjuncts be able to vote?

A: Yes, they would be able to vote, but not on RTP issues.

Q: What is their term length?

A: It would be the same term limit as the other faculty.

Comment: They would need to adhere to the attendance policy.

The Committee is also looking at:

- Adding a treasurer to the Executive Committee.
- Changing the date to have elections in spring rather than a specific month. We now have to name the University Curriculum Committee representative earlier.
- Making changes to the Constitution in the spring instead of April.

-Changing the timeline in the Bylaws to name a faculty representative to the APSU Board of Trustees.

Faculty RTP Policy Committee Proposed Changes– Elaine Berg (5-8 minutes) – Information Item

Informational item only:

Provost Gandy approved the language with the following:

It is preferred that, but not required, that past productivity include work accomplished in the most recent years that correspond to the same number of years a faculty member was given toward tenure and/or promotion upon hire.

What prior work the departments accept will be on them. We all need to look at our departmental criteria. Additionally, we are moving ahead with the promotion to associate professor in the same year you go up for tenure.

Academic Red (Faculty Annual Evaluations) – Dr. Mercy Cannon (10 minutes) – Information Item

Annual Faculty Evaluation Review Form and Merit Pay Issues:

The Committee (Mercy Cannon, Chair, Nell Rayburn, Philip Short, Stephen Truhon, and Christopher Wright) reported on their findings. When the Committee polled some of the faculty and Deans about the Annual Faculty Evaluation Review Form, they received feedback about the evaluations changing the role of the chair and the redundancy of the RTP process. Additionally, they had a lot of discussion about merit pay. There is nothing for them to look at and have input on. The Committee is hoping this will be made clearer in the future. There are some CUPA issues too. Comment: It doesn't matter about the chair. My numbers were brought down because of my research. It brings me down with some real rock stars. I'm not at all against them being awesome. I'm only going to get a 3 or 3.5. It seems that there is no standardizing of the process across the college. Nothing converts to dollar amounts.

Q: How much do you put into this when it's only \$50 or a smaller amount that we are dealing with?

Q: What if there is a recession year and it is a good year for me?

A: That question comes of often. We are still working on this and maybe using a rolling average. Working towards a 3/3 will change things here.

Comment: Studies show the way were are going has an effect on research.

Q: Have they ever asked if we want this at Austin Peay? It can create unhealthy competition.

A: That can cause problems, too. We are looking at it and there are concerns. We need larger forums. Our biggest concern is that there is no methodical system being used.

General Education Core – Dr. Anne Black and Dr. Karen Meisch (5-8 minutes)

General Education Core Recap:

Dr. Anne Black reported on the open meeting that was scheduled for January 10, 2019. She and Dr. Meisch presented our vision for the General Education "Five Pillars." She shared the vision and pillars and explained that we are not changing the categories, we are adding the assessments. Email Dr. Black if you have questions.

Auxiliary Services – Tammy Silva (5-8 minutes)

Tammy Silva shared information about the Auxiliary Services and their campus mission. Her presentation was very informative coupled with Coke products for the senators.

Adjourn