

**Austin Peay State University
Faculty Senate
Meeting of Thursday, February 25, 2010
University Center, UC 307
3:00pm**

Call to order – Senate President Lori Buchanan called the Senate to order at 3:00 p.m.

Recognition of Guests: Chris Drew, Ryan Forsythe, Elaine Berg, Brian Johnson, Inga Filippo

Roll call of Senators – Secretary Mercy Cannon. Absent Senators: Diehr, Goldstone, Gotcher, Hardin, Kemmerly, Major, Markov, Rabidoux, White-Major, Brennan, Clark, Ellison, Emery, Hamlin, Robertson Scanlan, Vogel.

Moment of silence for Dr. Allan Williams, Professor Emeritus, APSU College of Education

Approval of today's agenda. Approved

Approval of minutes for meeting of January 28, 2010. Approved

Remarks

1. Senate President – Lori Buchanan

- President Hall is recovering from surgery. We wish him a speedy recovery.
“I’m reminded of President Hall’s call for us to engage in fierce conversations conducted respectfully as we participate together in shared governance. President Hall also refers to practicing patterns of deference and see where consensus builds on an issue, which I think wise as we are likely to encounter a wide range of opinion in dealing with the issues that are being thrown our way these days. We have several committees working hard on various issues.”
- Several committees working on instructional workload, advising, and faculty handbook.
- Alert: two assignments for committees. Faculty White asked to manage Faculty Senate Staff Award process. Academic White asked to handle the SASI grant process; Senator Cannon will also be on this committee.
- Peay Pick-up – please offer input, if you have any comments or suggestions.
- Senate exec committee asked for input on preferences for faculty/staff shirts.
- Introduced Dr. Brian Johnson, serving on faculty handbook and instructional workload committees *ex officio*.
- New legislative bill: HB 3542 – will allow individuals with 10 years experience, but no advanced degree, to become university presidents. Asking Senate to give Exec Committee permission to monitor & suggest responses to this bill. Concerns over political cronyism. Desire for the wording to specify “terminal degree.” Suggested wording:
The APSU Faculty Senate recognizes and endorses the value of appropriate higher education credentials that prepare individuals to lead institutions of higher learning. We strongly believe that the individuals selected to lead Tennessee universities and colleges must possess standard credentials, i.e., a terminal degree necessary to become a tenured professor, which is the recognized standard within the larger higher education community.

- Question about SACS intervention in such a scenario (e.g., president with bachelor degrees). Wondering if this is a battle we should fight.
2. University President – Dr. Tim Hall (unable to attend)
 3. Provost – Dr. Tristan Denley
 - **Financial Aid:** Currently, students on financial aid are able to exhaust it – at 180 hours (150% of program hours) of federal financial aid = ineligible, according to federal guidelines. Now, working with financial aid on a new process. At 150 hours (120%), students will be required to create a plan to complete the degree, which financial aid will initiate and the faculty advisor will sign.
 - **Conditionally admitted students** – if they have ACT scores that show poor prep in math and writing. (Students who have weak scores in reading and writing = not conditional) We ask them to sign a contract that acknowledges need to fulfill deficiencies, restricts number of hours attempted and forbids online classes, may require tutoring. Not put on probation, but are not readmitted if they do not succeed the first year. Generally, conditional admits are responding to these requirements.
 - Proposed change to definition of conditional admission: Deficiencies in two of three areas – reading, writing, and math – will include those weakly prepared in reading and writing.
 - Concern about providing assistance for increased conditional admit students. Concern about need for more enhanced sections, which fill up quickly in summer.
 - There will be a special, three-day summer welcome event for conditional admits—intensive advising. Concern about closed sections, asking this welcome/registration to be earlier in the summer. Answered – there were plenty of seats available for conditional admits all through the summer.
 - Asking for a motion to approve Provost Denley's plan for conditionally admitted students, to take it to academic council. Motion carried.
 - **Honors Commons** – will be open this fall. Made a special push to recruit high-performing students. Changes in merit scholarships have helped increase applications. Event at Emerald Hill for those who were offered scholarships, very successful & well-attended. This facility will attract, support, and keep those students.
 4. Assistant Vice President for Academic Affairs – Dr. Brian Johnson
 - No announcements or comments at this time
 5. Reports from Faculty Senate Representatives
 - Dean's Council – Senator Bill Rayburn
 - Discussion with Donna Price re. changes to financial aid enrollment plan; formalizing the process.
 - Denley – solicited ideas about advising
 - Adult admission (over 21) – now, basically open admission; looking to apply criteria to admissions. Examining past performance of adult students.
 - Summer teaching at Ft. Campbell – not to rely on seniority (exclusively) for assigning
 - SPSS – A particular form of licensing that is troublesome. Extended Ed has resolved the problem with a new type of site license agreement.
 - Transfer advising – revamping initial advising. Suggested that revamping should go through Faculty Senate.

- Upcoming: Change in textbooks – changes in timing and textbook information (state law)
- Tech access fee proposals – provost suggested college-level committees to prioritize proposals
- Academic Council – Senator Phil Kemmerly
 - See senate website for report
- TBR Faculty Sub-council – Senator Loretta Griffy
 - No report since last Senate meeting

Old Business

- Reports from Senate committees: **Faculty Red** – Jordy Rouchelleau.
 - The sick leave bank pools donated hours, which can be drawn by those who contributed & have run out of sick leave. Now, this bank cannot be tapped for family medical leave, e.g., taking care of sick parents (TBR policy).
 - Family Medical Leave (FMLA), up to 12 weeks, is unpaid if one runs out of personal sick leave. Newer faculty may easily run out of sick leave in such situations.
 - Academic Red has suggested opening up the sick bank, which now has 6,043 hours in it, but with sensible restrictions to avoid “breaking the bank.” See senate website for full report.
 - Motion for Exec Committee to take this recommendation to TUFs.
 - Question about staff sick bank—will our proposed changes affect staff? Annual leave for staff (which faculty does not receive) makes the issue somewhat different. Paid maternity/parental leave? Now, up to 30 days can be used. If one doesn’t have 30 days saved up, the bank could be drawn for maternity/parental leave once personal sick leave is used up.
 - Motion carried.
- Compensation Plan update – Senator Loretta Griffy
 - Before Christmas, process was halted because of problematic formulas.
 - Now, in process of creating target salary formula based on variables important to faculty: 1) market salary and 2) time in service.
 - This formula will show gaps in target and actual salaries, gaps which may be partially filled as money becomes available for salary adjustments.
 - Gathering information: Please look at salaries for your field (academic, not industry) – what is the aspirational salary? the market rate?
 - Would like to wrap this up this semester, but it may not be finished until Fall 2010. The consultant’s formula was seriously flawed – an average of TBR salaries, not national averages..
 - Proposed plan: Salaries for new hires will be within a range (between 85% and 100%) between current pay and market value; chairs & deans will have flexibility in assigning salaries. This is a proposal – we need to think about what we want.

New Business

- Instructional Workload committee
 - Added Gail Robinson-Oturu and Charla White-Major to add further expertise and experience.
 - Members are contacting sister institutions for information.

- Rules committee report -- Vice President David Major, presented by Pat Perdew
 - We will take a vote next Senate meeting.
 - See website ("Bylaws" on left sidebar) for current rules. Requesting changes to codify the process of nominations and elections.

Meeting adjourned at 4:35 p.m.