

Unapproved Minutes of the Regular Meeting
of the Faculty Senate, January 14, 1993

Senators Present: Asanbe, Bryant, Buchanan, Byrd, Carpenter, Christian, Dillon, Fung, Gotcher, Hagewood, Mabry, Magrans, McCluskey, Nussbaumer, Pallen, Rayburn, Richards, Sears, Shaffer, Tatham, Ukpolo, Wallace, White, Yarbrow, Badgett, Salama

The meeting was called to order by Dr. Tatham. The following corrections were offered for the minutes of the December meeting:

- The date should be December 3, 1992 rather than December 3, 1993.
- Senators Asanbe and Mabry were present.

The corrected minutes were approved. The agenda was approved.

REPORTS AND COMMUNICATIONS

Dr. Butler

The January 31 check will reflect the new 4% salary increases. There has, as yet, been no word from the chancellor on the overdue 1991 merit increases or on equity adjustments. The new 4% salary increase will be based on half of a year's work. Therefore, half of one's salary will be multiplied by 4% and this amount will be the total dollar amount of the raise for this year. Because there are 7 checks remaining in year (January through July), this dollar amount will be divided by 7 to obtain the amount by which each of these 7 remaining checks will be increased.

Question: Will summer pay be calculated as a fraction of the old annual salary or the new annual salary?

Answer: The new annual salary

Question: If the university is allowed to award overdue merit raises will they be calculated on the new salary (after the 4% increase) or on the old salary (before the 4% increase)?

Answer: Probably on the new base salary since that is the salary figure which will be in the computer. I am not certain of this.

Comment: We had heard that the 4% salary increase might not go into effect until February. We appreciate the efforts of the administration on behalf of the faculty where these raises are concerned.

Our head-count enrollment is 4799 on the main campus, up 2.7% over last spring. FTE is 2413, a 4.2% increase in FTE from last spring. These are preliminary figures since the 14 day counts are not yet in. The number of graduate students is up 26 over last year to 435. We are about at capacity as far as the number of classes we can offer without adding full time faculty. We are employing some adjunct faculty on the main campus, but we have nearly exhausted the available supply of qualified adjunct faculty available in the community, at least in most disciplines.

Each fall the Dean's Council, using advice from department chairs, prepares a staffing plan. A number of potential vacancies have been advertised. Some of these will probably be filled even before we know what the legislature will do as far as funding is concerned.

Question: Has any thought been given to the idea that we might have to turn down some students (who meet our admissions requirements) for lack of space.

Answer: By decree of the chancellor, we are not doing that. We have been told that TBR institutions will not cap enrollment. In effect we are already capping enrollment in the sense that when you cap classes because you can't fit any more people into the classroom, then that is a de facto enrollment cap. Students thus far have usually been able to search around and find some classes to take; although this year some students were not able to take the full set of classes that they would like to have taken.

As of January 11, our applications from first-time freshmen are up 22% over last year. These figures go up and down for several reasons; they should never be interpreted as being exact. I usually consider them fairly reliable within a margin of error of plus or minus 10%. So at the present time applications are up from 12 to 32 percent over last year.

Comment: It disturbs me that we think of enrollment in terms of the number of chairs in a room rather than in terms of the content of the course and the number of students that an instructor can effectively instruct in one class.

Response: Many classes are capped far below that. My reference to the number of chairs was that that creates an absolute maximum for class size.

Comments: Several senators remarked that they are currently teaching classes which are very crowded. The size limits for Developmental Studies and for English have been increased. The comment was made that large classes are detrimental to efforts to foster critical thinking. Large class size results in reduced access to instructors during office hours.

Response: The situation is the same throughout the TBR system. Some schools have problems which are worse than APSU in terms of class size. We will probably not be back to full formula funding for quite some time.

Question: Will there be more pressure for evening classes if enrollment increases?

Answer: Since classrooms are all filled, the only classes which can be added are those offered at "non-prime" times. Currently we have many 7:00 a.m. sections.

Comments: Senators remarked that it is difficult to find time for research, etc. with large student loads. Student evaluations of courses may be adversely effected. Students who were here several years ago when classes were smaller may have unrealistic expectations about the time it takes to return papers, etc.

Response: That particular question on the student evaluation form has less significance with administrators than some other questions on the form. In some cases instructors can return everything the next class period after taking it up and students will still mark them down on that question. I am not in disagreement that smaller class sizes are better. I would be happy to entertain a resolution from the Faculty Senate regarding this matter.

Comments: There was further discussion regarding the impact of class size on the quality of education. One of APSU's selling points at one time was the small number of adjunct faculty who were used. Some senators feel that programs are losing majors as a result of the difficulty which students have in finding classes which are not closed.

Senators Hagewood, Christian, and Wallace agreed to draft a resolution regarding class size.

Question: Is there a policy governing the assignment of evening classes to faculty? Is this strictly at the chair's discretion?

Answer (Dr. Butler): It is not addressed in any policy. Dean Campbell has suggested a method for equitably distributing "non-prime-time" classes among faculty.

Dr. Tatham

Dr. Page asked the executive committee for input on whether the university should proceed with the merit process this spring. It is almost certain that no money will be available in August to fund raises for those faculty who might be awarded merit pay as a result of the merit process this spring. It was the consensus of the executive committee that under these circumstances the merit process should not proceed.

Dr. Mabry (Academic Council)

- An environmental geography program was proposed. It will be resubmitted after further study.
- A six hour study abroad program in Africa was proposed. The council asked for more information before a decision was made.
- Academic credit for students with special student status was examined. Students may earn a maximum of 24 semester hours credit as special students. At that time they must satisfy requirements to be classified as degree-seeking students.
- Several title changes for courses in the Administrative Office Management program at FCC were approved. Also, some course descriptions have been changed to reflect current emphases. Finally, ECON 2010 has been added as an alternative to ECON 2000 for AOM students.
- The council approved a course title change in the Automotive Technology program at FCC as well as a change in the physics requirement.
- The proposed 4-hour honors program was approved.
- Residence halls will open the Sunday before classes begin rather than the Friday before classes begin.
- The new health minor was approved, and the old health minor was dropped.

OLD BUSINESS

Dr. Rayburn (SACS Self-Study Committee for the FCC)

The preliminary report mentioned by Dr. Foote at the last senate meeting has been sent to the President. An attempt was made to include the input which was received from the Faculty Senate, department chairs, Fort Campbell faculty, and others. Dr. Page has advised the Faculty Senate Executive Committee that the administration is preparing the university's response to this report. Any changes in policy or procedure which result are to be in place during the Fall 1993 semester. The self-study committee is currently preparing a report to submit to Dr. Rudolph in early February. An addendum will be written at a later date reflecting the university's response to the report.

NEW BUSINESS

Dr. Tatham

We were asked last fall to review a proposal to institute total quality management (TQM) at APSU. TQM is a management model which focusses on customer satisfaction, continuous improvement, and the reduction of strife between management and labor. The Financial Aid Office has implemented the TQM model with impressive results. However, there is concern that, in regard to the academic side of campus, the complex committee structure of TQM would interfere with classroom responsibilities.

Comment (Dr. Butler): Many facets of TQM are operative already in the committee structure which we currently have on campus. I don't think that we will try to impose a new structure on things.

The meeting was adjourned.

Faculty Senate Resolution: Class Size
Faculty White Committee
February 3, 1993

Whereas the University's mission is to provide favorable conditions for excellence in education, and

Whereas the University's ability to meet Tennessee Board of Regent's performance funding standards is essential for maintaining excellence in education, and

Whereas in order to provide excellence in education, the University encourages faculty to design course requirements to correct shortcomings in assessment outcomes, and

Whereas, in order to meet performance funding criteria, the faculty are encouraged to incorporate problem-solving activities, critical thinking assignments, group activities, and oral presentations in their classes, and

Whereas performance funding is based on student retention,

Therefore, the Faculty Senate strongly believes that large class size has a detrimental effect on the University's mission and its ability to meet performance funding standards, and

Furthermore, the Senate believes that large class size undermines the University's ability to retain students which negates the University's ability to provide a core curriculum that is responsive to student needs.

Therefore, be it resolved that the Faculty Senate recommends that class size be commensurate with the University's mission. Class size should provide conditions favorable for excellence in education; therefore, class size should be determined by faculty members in the individual departments.