Austin Peay State University
Faculty Senate
Meeting of Thursday, September 22, 2016
University Center, UC 307
3:00pm
Minutes

Call to order – Senate President Tucker Brown
　　Recognition of Guests: David Davenport, Provost Rex Gandy, Judy Molnar, Ann Silverberg, Don
　　Sudbrink, Mickey Wadia

Roll call of Senators – Senate Secretary Christina Chester-Fangman
　　Absent Senators: Mercy Cannon, Doris Davenport, Mary Fran Davis, Taylor Emery, Greg
　　Hammond, Kristen Hershey, Sergei Markov, James Prescott, Raman Sahi, Ken Shipley, David
　　Snyder

Approval of today's agenda: Motion made, seconded, and passed to approve agenda

**Approval of minutes for meeting of August 25, 2016: Motion made, seconded, and passed to
approve Minutes from August 25, 2016**

Remarks
1. Senate President – Dr. Tucker Brown (5 minutes)
   - Welcome; thank you for coming; apologize for late cancellation of reception as President White
     is attending to family emergency;

2. University President – Dr. Alisa White (15 minutes)
   　　[President White is dealing with a family emergency and could not attend]

3. University Provost – Dr. Rex Gandy (15 minutes)
   - Enrollment update = we are up about 300 students; we will have our final numbers after Day 14
     of Fall II at Ft. Campbell; in looking at the other schools, they are all down with the exception of
     Memphis which has a little above 3% positive growth; community colleges are down 1-2%; our
     freshman class is up about 400 students which should lead us to be up in the next few years,
     especially as we work on our retention initiative with the Gardner Institute; the bad news is
     graduate enrollment is down about 10%; we are looking at ways to improve that, including new
     degrees;
   - Raises = the letters were sent out last Friday, September 16th; overall this was an average of
     about a 7 ½% faculty raise; we had previously only been able to give about 1-2%;
   - Faculty Evaluation System = there are a couple of task forces at work, one looking at part-time
     and one looking at full-time faculty; the full-time faculty task force members include Senate
     President Brown, Dr. Mickey Wadia, and Senator Adriane Sanders; with this new system, we
     want to make sure we are fully SACS compliant, have a basis to start awarding merit raises, and
     get rid of the annual post-tenure review process, replacing it with this new evaluation form;
   - Workload Policy = working on a draft of the policy that addresses flexibility with the current
     workload; chairs can give more non-teaching assignments; it is less rigid and it focuses on the
     differences in online and face-to-face instruction; in the next few weeks, it will go to Senate
     President Brown for our review;
   - Questions:
     - Comment: "Thank you for the raises! You said you would do it and you did."

- o Comment: "I would like to second that. I appreciate your move to deal with compression and inversion."
- o RG: Based on CUPA data, we were at about 88% and that raise got us up to 92%. But that gap will grow with inflation so it will move and then we will once again need to cut the gap. This is our number one priority. The increase in formula funding from a few years ago allowed us to do this.
- o Q: What is driving the evaluation form for the tenured faculty? The SACS documents I have seen indicate that we are ok.
  A: I have been on SACS teams and you will get different results from different teams. Last time, we got dinged because we have no evaluation for part-time faculty, so there is no form on this campus for some instructors. Very few schools do post-tenure reviews every year. RTP decisions are summative personnel decisions. An annual evaluation just looks at the last year. These are different decisions and will integrate over the whole experience for tenure.
- o Q: Is this a form that you envision as a part of the dossier?
  A: It is like a student evaluation of a course. If we get increased funds, we have money for merit and what would that be based on?
- o Q: So, it goes in the dossier?
  A: Yes, just like other evaluations, it is just another piece of information. I have been to a lot of universities and everyone does it this way.
- o Q: Is it more like evaluations in private industry? In previous positions, it was based on our goals that we discussed with supervisors and are evaluated against.
  A: Yes, our I/O specialist will put that in.
- o Q: If someone is not tenured, is this in addition to the dossier?
  A: Everyone will get an annual review and this just a part of what goes in your file.

4. Chief Diversity Officer – David Davenport (15 minutes)
- David serves as the Director of University Recreation, as well as the Chief Diversity Officer; he is here to talk about where we are with the diversity plan and how we are moving forward; the incident in the spring brought diversity issues to the fore; he asked us if this incident surprised us in any way and responses included:
  - o "the fact that it didn't explode," that it could have been worse;
  - o it "certainly showed flaws in policies and procedures in Art & Design" that led to discussions on how this could be addressed with the curriculum;
  - o highlighted that we are not engaging students with issues of race enough; we had a lot of angry students and students who were afraid and couldn't speak up; this is the time in their lives that they can speak up and protest;
- A lot of people think racism is dead but it is not; there is an assumption that we allowed this to happen and lots of conversations have come from this; the main question is how can we help make this better;
- "Don't be color blind, be color brave!" = Davenport recommended that we take a look at this resource [(https://www.ted.com/talks/mellody_hobson_color_blind_or_color_brave?utm_source=tedcoms hare&utm_medium=email&utm_campaign=tedspread)];
- We want to communicate campus wide; we just had two positive forums facilitated by Dr. Marsha Lyle-Gonga on the campus police, which was perfect timing on that conversation; some students were emotional, and some will vocalize that while some will not; it is important that we hear the students that we let them talk; my role is to try to make campus safe, to focus on being color brave; usually uses the left hand/right hand analogy to discuss these issues: "if you don't live in that world, you don't get it;"

- Questions:
  - Q: What programs are we pushing that will open up opportunities for faculty to engage? A: Setting up listening meetings, creating safe spaces for discussions where people can share without scrutiny, and panel discussions (LGBTQ, Black history, Day of Silence); Student Affairs and the Diversity Committee are working on this, and we would also like to get some administrative and support staff involvement.
  - Q: Could you please send out the list of any events that are going on sooner? A: Yes, as we have those events and dates, we can share that info.
  - Comment from Senate President Brown: Please keep us in the loop and send any information you would like for us to share.

  If you have additional questions, or would like to discuss further, contact David at davenportdl@apsu.edu or visit him in the Foy.

5. Associate Vice President / Chief Information Officer – Ms. Judy Molnar (5 minutes)
- Ms. Molnar last came to speak to faculty senate in February; she had asked Past President Winters to meet you, and she promised she would have a one username / one password system for us; that will happen Oct 25th; it will be more secure; Phase I will be for most enterprise systems, and other systems like PeopleAdmin should be ready in January; students currently have three passwords, and they will now need only one; there is some concern about students getting confused since we will be enrolling in October, but we will work with those students who might have two different systems; the OneStop login page will change and will use the e-mail password; **[Motion made, seconded, and passed to extend Ms. Molnar's time]**; they will have extra staffing for the Help Desk for the extra calls; SelfService will look the same and will have a single sign on; the faculty senate was supportive of helping to announce this to students and to remind them of these changes; **[the PowerPoint slides Ms. Molnar presented are attached]**

6. Reports from Faculty Senate Representatives
- Academic Council – No report
- Dean's Council – Senator Adriane Sanders (5 minutes)
  - ADA compliance = the new deadline is October 20th not September 30th and this is the last day that we can report that course syllabi are ADA-compliant; Joe Weber is taking over for Dana Willett in overseeing this project; Joe will follow up with Chairs to find out if the document is accessible, if it followed the provided template, and if someone in the department has completed the training; first-year faculty are getting this training and there is PowerPoint that has been shared; please provide feedback; compliance is federally mandated; September 30th is still the deadline for all of our websites to be accessible;
    - Q: Chairs were told that October 17th is the date that we needed to respond so we could have the information ready on Oct 20th, since the report is due that day. Is this correct? A: Yes, and it is a good idea to get this finished as soon as possible!
  - Honors and awards = there are proposed changes to Honors & Awards Day, and these have been received favorably so far; the major change is to redistribute the awards given to other existing ceremonies; the awards themselves will mostly stay as they are; this will go on one of our upcoming agendas so we can talk about this;
- TBR Faculty Sub-council – No report

Old Business
- FOCUS Act – Faculty Appointment to Institutional Board Added to Bylaws

- o We discussed this change earlier, and it will go into our bylaws; nothing has changed from previous reading; the new addition is Article VI; **motion made, seconded, and passed to add the information on the faculty representative to the Institution Board to our bylaws (none opposed, no abstentions);**

New Business
- Faculty Grievance Policy – Academic Red
  - o Senate President Brown will follow up with the specific charge; at issue is that the process for filing a grievance against an individual is outlined but it doesn't offer a lot of protection for the person the grievance is filed against; this needs improvements;
    - ▪ Q: How active is the current ombudsman?
      A: Senate President Brown stated that he knows of one situation in which he was involved, but will check on that; he encourages us to meet with Buddy Grah, our ombudsman, if we have issues; if you need those services, follow up with him and he will share Buddy's contact info; we lost our "HERO" (Higher Education Resource Officer) who was from the State Comptroller's Office; that position was supposed to be an advocate for us, but there is no one in that role now.
- Adoption of Textbooks and Ancillary Course Materials Policy
- Conflict of Interest Policy
- Copyrighted Materials Policy
- Senate President Brown wants us to know that this will be a "policy heavy year; if we have a TBR policy, then we need to have a local equivalent;" please review these policies, as they will need our stamp of approval or rejection; when we see potential issues or concerns, we need to have our say.
- There is the potential for a called meeting for discussing the faculty evaluation process; likely the second week of November (Thursday, November 10th).

Adjourn – motion made, seconded, and passed to adjourn at 3:55pm

Service	Username	Password
AP OneStop	jdoe1	Date of birth (MMDYY)
AcademicWorks	jdoe1	Date of birth (MMDYY)
APFacStaff	doej	emailpassword
Argos	doej	emailpassword
Banner	doej	chosen by user
Campus computers	APSU\doej	emailpassword
Dell Wyse vWorkspace (apsu.edu)	doej	email password
D2L	jdoe1	Date of birth (MMDYY)
Employee Clearance	doej	emailpassword
Employee Login	doej	emailpassword
ePrint	doej	bannerpassword
Outlook	doej@apsu.edu	emailpassword
OWA	doej	emailpassword
PeaBay	doej	emailpassword
PeopleAdmin	doej	doej
SchoolDude	doej@apsu.edu	apsu
Web Self-Service	A00123456	Date of birth (MMDYY)

Service	Username	Password
AP OneStop	jdoe1	Date of birth (MMDYY)
D2L	jdoe1	Date of birth (MMDYY)
Dell Wyse vWorkspace (student.apsu.edu)	jdoe1	A00123456
Email	jdoe1@my.apsu.edu	APMMDDYY
ePay website	A00123456	Date of birth (MMDYY)
GoArmyEd	jdoe1	Date of birth (MMDYY)
Library computers	student\jdoe1	A00123456
Library website	Doe	A00123456
PeayLink	jdoe1	Date of birth (MMDYY)
RODP	assigned by RODP	assigned by RODP
Student wireless	jdoe1	A00123456
Web Self-Service	A00123456 OR SSN	Date of birth (MMDYY)

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TN eCampus (http://elearn.rodp.org) - (TN eCampus login/Password)

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We apologize for any inconvenience this might cause.

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Did you know you can view all of your spring textbook information, like price, title and ISBN, through your AP OneStop account?

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1. Visit onestop.apsu.edu and enter your username and password.
2. Click Web Self Service, then Student, and Registration.
3. Next, click Student Printable Schedule with Textbook Express.
4. Enter the term, and then click Submit.
5. Scroll to the bottom of the page and click Purchase Books at the Bookstore.
6. View all relevant textbook information.

Please Logout!

Please remember to logout when you have finished using AP OneStop, especially if you are in a computer lab or public area.

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Student Mail | Outlook | Groups | Logout

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August 22, 2016

Campus Announcements

- APSU Theatre and Dance Ice Cream Social
- APSU Theatre and Dance Fall 2016 OPEN AUDITIONS! ACTORS, SINGERS AND DANCERS NEEDED!
- Poetry Lovers, English and Creative Writing Majors and Graduate Students!
- WNDAACC 25th Anniversary Kick Off
- Library Reserves information

Click here to see the full announcement list

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AP Austin Peay Online
Wherever you go, there we are.

APOnline
Use this link to access your W1, W2, etc. APOnline course sections.

Online Tennessee Board of Regents *Campus Collaborative*

TN eCampus
Click here to access your R50, R51, etc. courses. (Requires log-in)

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Your Question:
Ask
Example: "How can I buy APSU merchandise online?"

Event Calendars

Click link to expand/collapse information.

» Govs and Lady Govs Athletics
» Creative Arts
» University Recreation

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Today@APSU

Campus News

APSU students to launch high-altitude balloon during 2017 eclipse

Former commander of Task Force Pale Horse, author Jimmy Blackmon to speak on Aug. 30

APSU hosting Pokemon event to welcome back students

GIS Center at APSU uses Google IoT grant to assist volunteer firefighters

Ft. Campbell Garrison Commander Col. James Salome to speak at APSU's Summer Commencement

Families invited to experience college life during APSU's Family Weekend

APSU installs new permanent sculpture on campus

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August 22, 2016

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Information Technology Requests
View and Submit Information Technology Forms and Requests

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