

Austin Peay State University
Faculty Senate
Meeting of Thursday, April 27, 2017
University Center, UC 103B
3:00pm
Minutes

Call to order – Senate Vice President Barry Jones

Recognition of Guests: Provost Rex Gandy, Judy Molnar, Nell Rayburn, Jeff Rutter, Jessica Vallow, and President Alisa White

Roll call of Senators – Senate Secretary Christina Chester-Fangman

Absent Senators: Christopher Bailey, Tucker Brown, John Byrd, Taylor Emery, Lee Gray, Greg Hammond, Brian Hock, Kelly Jones, Christophe Konkobo, Andriy Kovalsky, Tony Morris, Ben Ntatin, Justin Oelgoetz, Barb Peterson, James Prescott, Raman Sahi, Adriane Sanders, Ken Shipley, David Snyder, Cameron Sutt

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

Approval of minutes for meetings of March 23, 2017 and March 30, 2017 = Motion made, seconded, and passed to approve the meeting minutes from March 23, 2017 and March 30, 2017

Remarks

1. Senate Vice President – Barry Jones (5 minutes) = Vice President Jones is filling in for President Brown who had a family emergency. He reminded us that “it is late April and we are almost at the end, so hang in there and don't make major career decisions in April!” ☺

2. University President – Dr. Alisa White (10 minutes)

- Policies = Faculty Senate has worked hard on policies to bring everything forward to the Board; one of the policies was on the tenure and promotion process; in looking at the FOCUS Act statute, her interpretation was that the Board is responsible for tenure, but it doesn't say that for promotion, specifically; the folks on the Board likely do not have the expertise to discuss these differences; in having the Provost looking at the policies, he determined that promotion does go to the Board;
- Commencements = Starting next week, we will have three commencement ceremonies for spring, but most of you will have to attend only one; it will make for a “crazy day,” but we have a lot of first-generation graduates and they want everyone to be there and we don't want to have to give tickets; having more events will accommodate more students and their families; Emily Reynolds, Vice Chair of TBR, is our speaker; she is a great advocate for APSU; she will also go to ROTC commissioning ceremony;
- Budget = We have looked at the data and we are among most efficient in the state; we have the lowest number of faculty for full-time students either state-wide or in TBR [she couldn't remember which]; we also have the lowest number of administrators and the second lowest IT/clerical staff; “We are too efficient;” she is still committed to getting those salaries up; tuition levels have not been approved so she doesn't know what our revenue is going to be; however, she thinks that we can put the same dollar number into raising salaries this year as last year;
 - She invited Provost Gandy to share information from the AAUP salary survey which was recently published; he reported that our number increase for the salary bump for assistant professors was over 10% which ranked 12th out of 1,022 institutions who were included; for associates, our change was about 8% and for full, it was 6% ; these are all good numbers;

For next year, we won't have the same percentage, but it will be the same in dollars and that will get us where we need to be;

- Questions:
 - Q: Senator Cannon [Chair of the Parental Leave Task Force]: Where are we on parental leave?
A: “We are nowhere, but we won't stay there.” The issue is we are looking at variables that are not constant. It is not in the budget, but we are looking at that now. I will have to put on my provost and dean and chair hats.
Q: Who is tasked with it, who is responsible?
A: “I am. I am taking it on personally. You will get steps to get to what you want.”
Q: What is that first step?

A: Who needs accommodation this coming year? The problem is the equity side; we can't do one and not the other. There is some flexibility on the faculty side for one-offs. At some point, we will not be so tight on funds. We are working on hiring more faculty and professional staff. We need to do salaries and this is our one shot to fix the most critical of those. **[motion to extend time]**

Q: So, is there a dollar amount?

A: Honestly, we haven't started looking at it now to even be able to determine that. We will look at it when the budget is done. "I promise that we will, but it is impossible to do it now."

3. University Provost – Dr. Rex Gandy (10 minutes)

- Thank you to faculty senate, faculty, deans' council, and all of you who have worked through all of the policy issues; it was a "gargantuan project," and we are nearing the end of that;
- Enrollment looks good; we are quite a bit ahead of where we were last year, we have about 300 more freshmen than this time last year and this is before the Govs ROWs kick in; he is looking forward to the June numbers;
- The next raise will be almost as nice as last year; in looking at CUPA, we were at 88% of target and we went to 93% and now we want that final push; enrollment will really play a role in that;
- Questions?
 - Q: What is the tuition increase being recommended?
A: There is 2.85% tuition and 0.85% for mandatory fees like athletics, so about 3.7% total. Everybody else is likely going to be asking for at least 3.7% to 4%.
 - Q: [Senator Cannon]: So, it looks like parental leave might be on you?
A: Yes, it looks like that. We will do a meeting!
- Thank you for your service!

4. Associate Vice President & Chief Information Officer, Information Technology – Ms. Judy Molnar (10 minutes)

- There is a change management window in place for technical changes; best practices establish certain hours for this; the President's Council has approved a set schedule: every Wednesday between 5am and 7am we could do minor, low impact changes (and try to end at 6am), and from Saturday at 9pm to Sunday at 7am we would do larger projects; there is a Change Advisory Board taking into account major times and events (like exam week) and for those we are not allowed to do anything; this will only really be a couple of times a month;
- Questions:
 - Q: What about online students? They do a lot of work on the weekends. Would a weeknight be better?
A: No, not necessarily because you have students working in Residence Halls. It is so hard to decide because of these issues but we are looking at disrupting the fewest number of students.
 - Q: Will that impact the LMS?
A: There is a backdoor and things on the cloud so when we are down here, something else will work, but we will try to have a minimal impact. Since D2L is external, we are at their mercy when they do their maintenance or have issues.
 - Q: What if someone was doing something like an exam and it goes down?
A: If they are in, they are in. It should not be a problem. This last time, D2L should not have been affected. If it was going to be a massive change, we would let people know. We don't want to have everything down.
 - Q: As a faculty member, department chair, and building coordinator, I have seen that summer is great time to update classroom tech things. No one is ever informed and for one classroom that was being totally revamped, it was not even correct for the use of that room. Have we worked on that line of communication?
A: We will have a list next week of those updates. We can alert coordinators and the chair of the department that is closest to who "owns" the room. We hope not to change very much, but we are going to more flat panels. We will be out by the end of May.
 - Q: For summer classes, could you also let faculty know?
A: We will not impact summer classes. We will come back when that session is done. **[motion to extend time]**
 - Q: What about the after hours help desk?
A: On Saturday through Thursday, someone answers the phone until 10pm.
Q: But what about graduate students? That schedule doesn't work for them.
A: I have been talking to a vendor that I have worked with in the past to look at offering 24/7 support.

5. Director, Counseling & Health Services – Dr. Jeff Rutter (10 minutes)

- It is important that we have good two-way communication, especially since my building is now across the street;
- It is pretty quiet; the number of people seeking help is about a tenth of what you would expect for a campus of our size;
- We have a really good team including counselors, family therapists, and an alcohol prevention coordinator;
- We encourage people to seek help, but it goes to deaf ears if there is no sense of urgency; there are two things that are working and we will try to quadruple what we are offering:
 - having therapy dogs
 - doing counseling without paper work = we will have satellite offices in the UC and residence halls for “let’s talk” 20-minute undocumented sessions;
- Questions:
 - Q: Can I bring my pets to those sessions?
A: We are taking that one step at a time. I have to make sure everything is in place for that such as the appropriate training and insurance. But we could have groups for that down the road.
 - Q: Are you open to visiting classes?
A: This year has bombarded me with freshmen. It is on my radar and I am thinking of the best way to reach them. We have hired a video company for us to create online clips that could be embedded anywhere.
Comment: I contacted a graduate student in the office about visiting my APSU 1000 class and she talked about a variety of topics.
A: Oh, yes, we will visit classes by request. We did about 25 APSU 1000 classes last semester. There is an online request form, so if you ask we are there! [<http://www.apsu.edu/counseling/outreach-request-form>]
 - Comment: I think it is a time issue. Students are so busy that if they need help, they are probably thinking about how much time it will take to make the appointment, see someone, and follow up. That busy schedule is why they are so overwhelmed. Anything on demand about the services or that will show them where to click for information might actually help them and ease their minds.

6. Reports from Faculty Senate Representatives

- Academic Council – Senator Rod Mills (5 minutes) = We met yesterday and covered 44 items, so I will hit the big items:
 - *Curriculum* = software to manage curriculum proposals/changes/new programs/terminating programs/etc.; can populate bulletin indirectly; starting next academic year; training in the fall;
 - Curriculum Coordinator = person to support Academic Council and operate *Curriculum*; hired Jasmine O’Brian; starting May 15, 2017;
 - 5.060 and Procedures and Guidelines = approved: voted online;
 - Proposed Program Length, Components, Definitions and Criteria for Development = presented at the March 22, 2017 Academic Council meeting; approved;
 - Department of Languages and Literature = tabled at the March 22, 2017 meeting; modify B.A. & B.S. in English; new course ENGL 3230; ENGL 4200 name change to ENGL 4230; change name Gay & Lesbian Literature to LGBT Literature; add Native American Literature to diversity literature course list; approved;
 - Proposed meeting date change for Academic Council (University Curriculum Committee) = FROM: 4th Wednesday of the month TO: 1st Wednesday of the month; 1st meeting in the fall would be first Wednesday of October (no September meeting); approved;
 - Items 4 through 17 approved as a group;
 - 5:061 = Academic Promotion Policy = four-year wait for promotion from assistant to associate professor; will begin with new faculty who start in 2018-2019 academic year; approved;
 - 5:060 changes via e-mail vote = what we wanted was not implemented in the final version, but the suggestions were in the comment section; Provost Gandy will recommend that President White approve it with the suggestions except for those made in the language about the faculty evaluation form being in the dossier;
Item 39 = new policy = fresh start for graduate students; allows students who do well in new graduate program to have GPA from previous program not considered in “good standing” consideration; approved; **[move for more time]**
 - Item 40 = entrance exams = no GRE “minimum requirements,” but “expectations;” approved;

- Item 41 = graduate honors = determined by GPA in degree program; manual process to review; onus is on student to get that process going; approved;
- Item 42 = accelerated masters pathway = concerns by SACS about “double dipping;” was to “jumpstart” graduate work for outstanding undergrads; Dr. Crosby said this is common, but we must to be able to justify the need and monitor rigor; approved;
- Questions:
 - Comment [Faculty Senate Vice President Jones]: Dr Gandy made it clear that he did not want the change that we made on the faculty evaluation language in the policy. We said that the evaluations should not go in the dossier, per our friendly amendment.
 Comment: There wasn’t language that it wouldn’t be in dossier.
 Vice President Jones: But our language was very specific that it would not.
 Question: Weren’t we told that in the chairs’ meeting?
 Vice President Jones: Yes, we were told that in many meetings and it was said before senate.
 This was to be a personnel issue, it was not to be evaluative.
 Question: So the president would then recommend this to the Board if she approves it?
 Vice President Jones: Yes, we are losing this one. But Tucker has a meeting with Dr. White next week, and I am sure this will be discussed.
- Full report available at: http://www.apsu.edu/sites/apsu.edu/files/faculty-senate/AC.Minutes_April_2017.pdf.
- Deans Council – Senator Adriane Sanders [No report]
- TBR Faculty Sub-council – Senator Christina Chester-Fangman, attended for Dr. Bruster (5 minutes)
 - Accessibility update = system agreement with AMAC = they will offer joint accessible technology adoption and procurement, joint data collection and analysis from D2L to help drive better decisions around universal design for learning, accessible ebooks, captioning, information sharing, staff training and tech support; cost is based on FTE, so APSU’s cost will be about \$6500; should be in place for next academic year;
 - Universal Design Conference to be hosted by TBR in September;
 - HIP initiatives = System will offer Faculty Learning Communities on civic engagement/service learning, first-year seminars, ePortfolios, and mindset, as well as regional ePortfolio training;
 - TBR is looking for a graduate assistant in experiential learning; minimum qualifications include Bachelor’s in Education, Psychology, or related field; deadline to apply is May 31st with start date of August 1st;
 - TN eCampus is not going away with the FOCUS Act; there are still opportunities for us all to be involved and they are looking at ways to decrease the cost for students;
 - Full report available at: http://www.apsu.edu/sites/apsu.edu/files/faculty-senate/TBR042117_Faculty_Collaborative_Minutes_and_Supplemental_Materials.pdf.

7. Faculty Senate Vice President and Chair of the Rules Committee – Professor Barry Jones (10 minutes)

- Would like to recognize and express appreciation to all of the outgoing senators for their service;
- Announced new senators, and he will notify them this afternoon:
 - **Natural Sciences:** Phyllis Camilleri, Norman Fox, Robin Latchem, William R. Longhurst, John Nicholson, Robin Reed, J. Allyn Smith, and Jennifer Thompson
 - **Humanities:** Kell Black, Laura Schultz, Dan Shea, Mickey Wadia, and Jane Wessel
 - **Social Sciences:** Kim Coggins and Kathryn Woods
 - **Applied Arts & Sciences:** Bettina Shank
 - **Education:** Tara Alvey
- Ad hoc Nominations Committee = amend agenda to cover now; the committee is chaired by the Faculty Senate Past President with outgoing senators; this year’s committee is Past President Tim Winters, Senator Andrea Spofford, and Senator Christina Chester-Fangman; the committee is tasked with setting the slate of executive officers for next year’s senate; **motion made, seconded, and passed to approve this committee;**

8. Parental Leave Committee- Dr. Mercy Cannon

- I wanted President White to speak publically to provide update; as to the idea that it is “impossible,” we will check; equity isn’t really an issue because 9-month employees are significantly disadvantaged because of our leave accrual; not sure about the percentage of our employees who 9-month versus 12-month;
- Parental Leave Task Force put together a presentation for the VPs; Senator Spofford attended with her;

- Our “gold standard” since we work in TLCs is a proposed 4 course release; it gives us flexibility;
- Senator Spofford offered the clarification that we don’t have maternity leave; we have FMLA which is the law; it protects your job for 12 weeks, but it doesn’t grant leave;
- In looking at combinations to make this work, we surveyed chairs to see how many babies were born in their departments in the last five years; we determined that there were 40 babies; to pay for an entire semester of leave covered by adjuncts it would cost \$64000 per year; we are not asking people to give up their raises;
- Senator Spofford noted that a parental leave policy would benefit the faculty who are already here and help retain them;
- Q: Have you thought about the corresponding issue with a tenure-track faculty member who takes leave as to whether or not it affects the tenure calendar?
A: Some places do stop the clock, especially if the faculty member takes off an entire semester.
- **[Presentation attached]**

New Business

- Faculty Senate Staff Award - Senator John Volker = Collected nominations from the colleges for staff who have done an outstanding job and contributed to the department; four nominees; shared the essence of the recommendation materials for each person; distributed ballots to vote;

Announcements:

- Since UC #307 is unavailable next week, so we will not have to meet here again, **Vice President Jones has arranged for us to meet in the auditorium in the new Art & Design Building, Room #120**

Motion made, seconded, and passed to adjourn at 4:25pm

PARENTAL LEAVE

AUSTIN PEAY STATE UNIVERSITY



CURRENT POLICY & PRACTICE

The current practice has been governed by two policies: 5:01:01:14 (FMLA) and 5:01:01:08 (Parental leave).

- 5:01:01:14 offers up to 12 weeks leave as stipulated by FMLA (does not specify how leave is covered).
- 5:01:01:08 limits parental leave to thirty days of sick leave. Thirty days of sick leave works primarily to the disadvantage of faculty.

9 month employees: Accrue one day per month of sick leave, while on contract (total nine days/year).

12 month employees: Accrue one day per month of sick leave + one day per month of annual leave (total 24 days/year).

It takes 9 month faculty approximately 3.5 years to accrue enough sick leave to cover 6 weeks of “parental leave,” while 12 month employees could accrue enough sick and annual leave to cover 6 weeks within 1.25 years.

12 month employees are also disadvantaged by the current system, since they often don't have flexible schedules and would only have university closures as breaks if they saved up all their leave.

STAKEHOLDERS

In the past 15 months we've held the following meetings and spoken to the following stakeholders:

- Open Forums
- Faculty
- Faculty Senate and Faculty Senate Executive Committee
- Staff Senate Representatives
- Department Chairs
- Peer Institutions
- Previous APSU Attorney
- HR Representative (FMLA Liaison)
- HR Executive Director
- VP Finance & Administration
- Provost
- President
- THEC Attorneys
- TUFS (Tennessee University Faculty Senates)

PEER INSTITUTIONS

We've also talked to HR representatives, Senate leaders, and faculty members at the following institutions (as well as many more):

- Auburn University
- University of Tennessee Chattanooga
- Marshall University
- University of West Georgia
- Arkansas Tech
- Texas A & M Corpus Christi
- The University of Southern Mississippi
- Murray State University
- Middle Tennessee State University
- University of Houston (and extensions)
- North Carolina Central University
- Randolph Macon University
- Appalachian State University
- Towson University
- Salisbury University
- University of Tennessee Knoxville
- Vanderbilt University

THE GOLD STANDARD

- The nature of faculty work at APSU is semesterly and teaching-focused. We must accommodate faculty parents, address students' needs, and accommodate departmental needs for course coverage.
- **A semester of paid leave (the equivalent of four courses or 12 TLCs) would allow accommodation for parents and encourage a university culture that values family. Allowing for ease of scheduling benefits both departments and students.**
- The state of Tennessee already allows up to four months of leave for pregnancy, childbirth, and adoption for full-time employees who have been employed at least 12 months (TCA 4.21.408).

MAKING IT WORK

Four Courses (12 TLCs) Paid

Key principles:

- Some leave paid by university.
- No drained leave accounts.
- Insurance coverage must be included over entire leave period whether leave is paid or unpaid.
- Flexibility with scheduling accommodations.

Policy possibilities:

- Leave will include the equivalent of four courses (the standard teaching load for APSU faculty); arranging leave by TLCs allows maximum flexibility in scheduling and accommodations.
- Leave must be taken during the 6 months surrounding the birth/adoption.
- Must be taken within 3 months of birth (with consideration for faculty contract dates).
- Leave applies to primary caregivers.
- A workable combination of university-paid leave, sick leave/bank, short-term disability, and a minimal amount of unpaid leave.

PARENTAL LEAVE BY THE NUMBERS

- In 2016, 50% of infants lived in a household where all parents were working.
- In 2015, mothers spent at least 15 hrs./wk. & fathers spent at least 7 hrs./wk. on childcare responsibilities.
- Republicans & Democrats overwhelmingly agree that paid parental leave should come from employers rather than federal or state government (Pew, 2017).
- 74% of Americans believe organizations providing paid leave are more likely to attract & retain good workers.

PARENTAL LEAVE & HIGHER EDUCATION

- Women comprise only 37.5% of tenured faculty (National Center for Education Statistics).
- Women comprise only 22% of university presidents (American Council on Education).
- The Baby Penalty:
 - Men with young children are 35% more likely than women with young children to secure a tenure track position.
 - Women without children are 33% more likely than women with children to secure these same positions (U.S. News).
- Among tenured faculty, on average, 70% of men are married with children compared to 44% of women (Slate).

TANGIBLE BENEFITS OF PARENTAL LEAVE

Employee Benefits (Paid Leave):

- Lower infant mortality rates & reduced rates of postpartum depression
- Increased breast-feeding & higher rates of immunizations
- Increases in perceived organizational support (POS), which in turn is related to:
 - Job satisfaction ($r = .48$), affective commitment ($r = .35$), intentions to stay ($r = .32$), and work-to-family conflict ($r = -.41$; Butts et al, 2013)

Organizational Benefits (Paid Leave):

- Mothers with paid leave are less likely to drop out of the labor force.
 - Replacing an employee can cost employers 21-200% of the departing employee's salary (AAUW, 2014).
- Offering equitable leave policies to *fathers* also increases the likelihood that mothers will return to work after having a baby (AAUW, 2014).
- In 2014, APSU was ranked by faculty as a *Great College to Work For* with the only exceptions in the categories of compensation & work-life balance. Paid parental leave could boost WLB perceptions.

EXCITING DEVELOPMENTS

- Out with the old . . . Policy 5:01:01:08 was not copied over, which gives us new impetus to craft a better way to accommodate parental leave. It is time to do something better, something different.

NEXT STEPS: CALL TO ACTION

President: Prioritize the initiative; task the administration. Craft message. Bask in the glory of success.

Attorney: Ensure we are in compliance with Federal and State laws. Enjoy the triumph of good work.

VP Finance: Develop financial plan to pay for parental leave. Collaborate with Human Resources on short-term disability option, sick leave bank options, etc. Feel warm glow of satisfaction.

HR Exec Director: Craft guidelines to accommodate parental leave. Implement leave structure, develop flexible models. Create consistency within HR. Leave legacy of ground-breaking policy.

Provost: Work with senate and chairs to create guidelines for smooth implementation/accommodation. Support a family-friendly culture (encouraging work modification plans, assuring chair participation, setting expectations). Feel immense pride in a job well done.

Senate: Develop faculty handbook language to encourage use of leave. Clarify all relevant information/options to minimize miscommunication. Flash mob to “We Are the Champions.”