

Unapproved minutes of the Regular Meeting
of the Faculty Senate, June 14, 1990

Senators Present: Goode, Sarwar, Evans, Reagan, Baggett, Buchanan, Gore, Berwind, Beiswenger, Sorenson, Carpenter, Kemmerly, Hamilton, Harris, Lewis

The Agenda was approved (motion, Beiswenger). Minutes for the May 3 meeting approved with six corrections: (1) first page, 9th to last line, delete "get", insert "finish;" (2) first page, 6th to last line should read "reserve does not mean that we still do not . . . TBR;" (3) first page, 4th to last line, change "concern" to "concerning;" (4) first page, 3rd to last line, insert "the" before "state" (5) change "second" to "secondary;" and (6) second page, section in elimination of summer term at Ft. Campbell, 4th line, delete "s" from "begins."

REPORTS AND COMMUNICATIONS

Dr. Page

(1) Budget for 1990-91. As previously indicated, in developing the budget there were three priorities: faculty salaries, new faculty positions and the library. Plans were for a 5 percent operating budget increase. On May 1, 1990 4 percent salary increases were given to those faculty whose salaries fell below certain levels within their rank. The cutoffs for these salary increases were professors earning \$50,000, associate professors earning \$45,000, assistant professors earning \$35,000, and instructors earning \$30,000. The working theory for these cutoff figures were that (1) the Board would not accept an across the board increase, (2) we wanted to provide increases for the majority and (3) these cutoffs impacted negatively on the fewest. In addition, four percent increases are being given to everyone on campus except senior administrators and those earning more than \$50,000. This had not been announced when faculty were informed of their increases. Faculty commitment letters have not gone out because of a direct mandate from the Chancellor that these letters cannot be sent prior to the Board meeting in late June. Letters should be received shortly after June 29. After

that point they are still subject to review by THEC. These salary adjustments should bring APSU faculty closer to the average of other institutions. Fifty-nine faculty (28 percent) are receiving merit increases. The overall across the board increase in salaries will be a little less than four percent because THEC is requiring that merit increases be taken out of the four percent. In summary, our salaries will be competitive. The budget is a tight one. The library improvement total budget is over \$200,000. Twelve new faculty positions have been added. In order to meet increases in the above three priorities the five percent operating budget had to be eliminated. Obviously we cannot infuse this much money into faculty salaries, new positions, and the library every year and still have the necessary money for equipment, supplies and the like.

(2) August 16 - Faculty Administrative Retreat. Faculty Senate members are invited to attend. The day long program will be at Montgomery Bell State Park. Let Dr. Butler know if interested.

(3) This fall Dr. Page will be talking a lot about instruction and retention. How can we add quality to this institution? We are a quality institution but we can continue to strengthen the quality. We need to focus on this as it relates to the classroom and working with students. Dr. Page invites recommendations from individual faculty members and the Faculty Senate body.

Question: (Beiswenger) Article in Parade Magazine on retention. She will forward a copy to Dr. Page.

Question: (Goode) When will staff be notified whether or not they got a merit increase? They will be informed about the same time as when faculty letters go out. This year any staff given a merit increase will receive \$600.

Dr. Butler

(1) This fall Dr. Butler will be focusing on instructional improvement. All departments have been invited to propose an instructional improvement activity, e.g., workshops, seminars. The Art Department has submitted one; Dr. Butler would like to hear from four other departments.

(2) Need to review Faculty Personnel Policies and Procedures. He has asked the Faculty Senate Executive Committee to suggest committee membership. Names forwarded were R. Gildrie, Hutcheson, Goode, and Smith.

(3) Academic Master Plan will be formulated during 1990-91 and this summer, efforts will be on laying out strategies. Steering Committee will be the Faculty Senate Executive Committee with additional members selected.

(4) There has been a significant effort to redistribute and add classes on campus as a result of changes at Fort Campbell. Summer Session I including the reduction at Fort Campbell is just barely short of being equal with Summer Session I last year. If we have a good Summer Session II or one equal to last year, it looks as though we will have a total Summer Session, 1990 a bit larger than last year.

(5) August 17, new faculty orientation session on "instruction". "Old" faculty are encouraged to volunteer and share experiences. August 20, opening faculty meeting. August 21, registration. Question: (Carpenter) Will there be a guest speaker on August 20? No, not at this time. Dr. Page will be speaking.

Dr. Grah, Student Evaluation of Faculty Committee Report: One of the recommendations of his committee to the Faculty Senate was that a standing committee be appointed to monitor the evaluation instrument. Dr. Page preferred that a subcommittee of the Academic Council be established. Grah's committee's concern is that in the past once an issue has been studied and recommendations have been made, there has been little monitoring and reevaluation. Grah recommends that the Faculty Senate be aware of this and take the initiative. Academic Council has recommended that a validation study be undertaken by Grah's committee.

Question: (Goode) Will the revised instrument be used this Fall? No. Printing deadlines, modifications, meeting dates of Academic Council make this difficult. Grah indicated that without modifications the current instrument is probably invalid. Motion (Goode): That the Faculty Senate request that the Academic Council again reconsider the recommendations and request that the members of Grah's committee be present at that Academic Council meeting. Motion passed. Dr. Butler indicated that the new Academic Council will not meet until October; he will get last year's Academic Council to meet on this issue.

BUSINESS

Executive Committee Resolutions: Thanking Chancellor Garland and President Page for special consideration of faculty salaries. Dr. Page recommended that in place of a resolution to Chancellor Garland that a letter from the Faculty Senate be sent to him prior to his retirement at the end of June, 1990. Motion (Carpenter) to send letter, seconded and approved. Motion (Kemmerly) to send resolution to President Page, seconded, and unanimously approved.

Appointment of Student Evaluation of Faculty Committee: Grah (chair), Blair, Golden, Reagan, Clark, Goode, and Yarbrow

1990-91 Calendar of Meetings: Presented by Gore, seconded and approved.

1990-91 Senate Committee Assignments: Presented by Gore, seconded, and approved.

OTHER BUSINESS

Dr. Gore: Traveled with Drs. Page, Butler, Tatham, and Baggett to Cape Girardeau to look at instructional packages. Faculty Senate members are invited to look at her materials.

Meeting adjourned 3:00 p.m.

Don Dor