

Reminder: The March meeting of the Faculty Senate will be
Thursday, March 23, 2000, 3:30 pm in Claxton 103.

AUSTIN PEAY STATE UNIVERSITY
FACULTY SENATE MEETING
Approved Minutes
Thursday, February 17, 2000, 3:30-5:00 PM
Claxton 103

ROLL CALL OF SENATORS IN ATTENDANCE: John Blake, Dewey Browder, Willodean Burton, Doris Davenport, Jim Diehr, Margaret Duffy, Gloria Gharavi, Bud Glunt, Dolores Gore, Frederick Grieve, Ron Gupton, Kay Haralson, Allen Henderson, Phil Kemmerly, J. D. Lester, DeAnne Luck, Ramon Magrans, Robin Mealer, James Prescott, April Purcell, Bert Randall, Adel Salama, Pete Stoddard, Cindy Taylor, Jim Thompson, Danielle White, Howard Winn, Pei Xiong, Skiba, Greg Zieren.

APPROVAL OF MINUTES AND AGENDA

Request made by President Gupton to amend the agenda to add under Old Business an item concerning the Retention Committee, and to add under Reports, a report from the Strategic Planning Committee. Motion made to approve the agenda as amended by Senator Kemmerly, seconded by Senator Browder, motion carried.

Motion made by Senator Winn to approve the minutes of the January Senate meeting, seconded by Senator Magrans. Grammatical correction to the January minutes noted on page three. Motion to approve as corrected carried.

VOTE ON DEPARTMENT OF PHILOSOPHY

- Motion made to approve the separation of the departments of History and Philosophy. Motion seconded by Senator Kemmerly.
- **Discussion:**

Senator Randall: The reorganization of the History and Philosophy departments has been pursued according to the reorganization policy. It has received unanimous approval of the faculty from both departments, the chairs, the COAS Dean and the Academic Council. The proposal was prepared by Mark Michael who currently coordinates the Philosophy program. If approval is obtained, either Mark Michaels or Ann Edwards will chair the department. It is important to our university to have a department of Philosophy, especially to encourage younger colleagues.

Senator Henderson: How many majors does the department have?

Senator Randall: That information was in the documentation provided in the proposal to reorganize. The number of majors varies from year to year.

President Gupton: The packet of information about the reorganization request has been on reserve in the library and I have a copy Senators can view.

Dr. Pontius: Although the number of overall graduates from Philosophy is low, it is not atypical of other Philosophy departments across the country. I understand why Philosophy wishes to become a separate unit, however, we must be very careful in filling out the forms that go to TBR for approval. Due to times of tight dollars, THEC is becoming very aggressive at eliminating low enrollment programs.

Senator Randall: The dollar amount involved is almost inconsequential, but creating a new unit still sends up a red flag. We still must do what we think is academically sound. The department does not have low enrollment in relation to the number of faculty involved. There may be low number of majors and graduates, but not low enrollment.

Motion carried unanimously.

ANNOUNCEMENTS

- **President Hoppe**

I am sure you have heard lots of things about me, just as I have heard lots of things about you. Let's forget everything we have heard and start on a level playing ground. I have been a community college president, however, the same tenets of leadership apply to leading a four-year college. I have come to serve this university. I needed a change and the timing was good for this opportunity. I have been reinvigorated by exchanges I have had with you. I like being a change agent, throwing out ideas, some landing on fertile ground, some not. The only power the president holds is the power of persuasion. I hope some of my ideas will be good for the university. I am very committed to TBR policy. I may not always agree with policy, but I must insure we are in compliance regardless of what happens. I will move to compliance as soon as possible in any areas in which we are not compliant. If a change involves TBR policy, I will come to you and tell you if something has to change, and we will discuss a time frame, but we will not discuss *if* we will change. In other areas, not involving TBR policy, we can discuss, agree or disagree, but it will always be done agreeably.

Senator Zieren: What have you heard concerning funding for the next academic year?

Dr. Hoppe: Dr. Sydney McPhee, the new interim Chancellor was appointed yesterday. He was previously the Vice Chancellor for Academic Affairs. He gave an overview on what is happening in the legislature. The legislature is trying to make sure everyone realizes the seriousness of the problem with the state budget. My conjecture is that we will end up with the same dollars as this year. Beyond that, there probably will be cuts, but I do not think higher education will suffer the cuts. We have the ear of the legislature at the moment. TBR has suffered from bad publicity and bad timing. The legislature realizes that higher education in Tennessee is poorly funded in comparison to other states. I think higher education will be protected. Our local legislators are fighting for dollars to equip the science building.

Senator Randall: Do you have any idea on the time frame for finalizing the state budget?

Dr. Hoppe: Chancellor McPhee thinks it could be done by April 1.

- **Vice President Pontius**

- I will be sharing with the President information from various areas about reallocation of vacant lines and the policy that was endorsed by the Senate at the last meeting.

- The Dean's Council discussed the recommendation from the Senate for opening the evaluations of administrators. By Tennessee law, these are available. Individuals can get access to personnel files, however, we have not traditionally made them public. It opens up potential problems if all evaluations are made public. The Deans feel that if the administrator evaluations are open, then all evaluations should be as well. We may bring in TBR legal counsel to discuss this.

Dr. Hoppe: If any are made public, then all should be made public. My experience is that it is not best to make the evaluations public, even though by law, anyone has a right to request to see them. Evaluations are primarily for the purpose of improvement. The person needing the information is the person being evaluated.

Senator Stoddard: Where did the evaluation process get started?

President Gupton: The evaluation of administrators was done by the Senate several years ago, and is currently conducted by the Senate. I am not sure where the student evaluation of instructors originates from.

OLD BUSINESS

- **Loading prerequisites - Dr. Pontius:** John Lander has a program that will automatically load prerequisites for most classes. If courses are added at the end of the registration process, they have to be entered individually. I want us to explore a way to do this better and would prefer to wait until then to put this in place.

President Gupton: Are you saying we are going to go ahead with John Landers' program now or not?

Senator Kemmerly: Is the tracking of double majors being taken care of?

Dr. Pontius: There is a program in place that is tracking double majors.

Senator Kemmerly: We were told that this could not be done by Dr. Dulniak.

Dr. Pontius: Sheila McCoy said it could be done.

- **SIS Screens- Dr. Pontius:** The proposed policy of SIS Screen access was distributed at the last Senate meeting. The Academic Council is agreeable to handling appeals if requests for screen access are denied. I present to you as a motion to accept the process as outlined by Sheila McCoy. Motion seconded by Senator Winn.

Senator Mealer: We are talking about the registration screen only?

Dr. Pontius: Yes.

Motion carried unanimously.

- **Retention Committee - President Gupton:** Concerns have been previously expressed, and I still have concerns in regard to the composition of this committee. There are five faculty members on this committee. It was called to my attention that at the last meeting there were 16 committee members present, only two of which were faculty. One member said that meetings were called at times faculty could not attend. At times there may be only two faculty present when votes on recommendations take place. There was a recommendation passed for a comprehensive math lab at a cost of \$60,000. The DSP math lab has been poorly funded for a long time. If there is no money available they are just spinning their wheels. There was also a recommendation passed for a 24 hour math hotline. There was no contact with the Developmental math program nor the Mathematics Department before this recommendation was voted on. There are lots of people in non-academic areas making serious recommendations in academic areas and proposing funding for projects. This could be serious or not, depending on what dollars are put into

funding these recommendations. We have been talking about retention for many years. We have done about all we can do and seem to be getting diminished returns for the dollars being spent. In Strategic Planning last year, the only recommendation for a new position was in the PASS program at \$34,000. We need more faculty positions and with the budget low, someone has to decide where to put the money to provide the most good to the university and students.

Dr. Pontius: This is a committee put together by Dr. Tarter.

President Gupton: The subcommittee that made the recommendation on the math hotline contained one faculty member and no faculty member in the academic area the proposal affected. I have real concerns about what is happening on this committee.

Dr. Pontius: We did not have a true picture of our retention rates until about a year ago. Before, the information was only about traditional first time students, now it is about all students. We have spent many hours determining retention data. We are losing 45-55% from freshman to sophomore years. Compared to other liberal arts institutions, that is not good. Our goal should be for everyone to graduate. Providing services could be a way to increase retention. The Retention Committee does not have a budget. Many ideas are brought up. Last year a tutoring program was suggested. There is a special fund for scholarships for 350 students with 3.5 GPA to provide tutoring for students.

Senator Thompson: Dr. Tarter invited me to serve on this committee. Since my schedule changes so much, I told her to not worry about planning meetings around my schedule. Any recommendation coming out of this committee must channel through the Faculty Senate before implementation. Unfortunately, if the ideas of this committee are not channeled appropriately to this body they are misconstrued.

Senator Henderson: My concern is we do not know if these are good ideas are not, whether programs created are doing any good. How are these recommendation which have been implemented going to be evaluated?

Dr. Pontius: The ones that have been implemented have been a success.

Senator Winn: If dollars are being found, who decides which program are funded? Other program may need funding as well but cannot go to the Foundation.

Dr. Pontius: The dollars from the Foundation can only be used for scholarships.

Senator Winn: Maybe scholarships are needed in other areas.

Senator Mealer: I was also asked to serve on the Retention Committee. The university is judged by its retention. Good brainstorming is done at these meetings.

Motion made to allow a non-senator to have the floor. Motion carried.

Ted Murphy (counseling services): What I am hearing does not indicate an accurate understanding of other areas of the university. We (student services) are academic teachers also. We read research, literature about retention. APSU's retention rates are not good. What we do to work with students is important. We as an institution need to grow more unified in what all parts of the university do for students.

President Gupton: I do not question the motives of the committee. I simply question how much of our resources can be put into this particular area. In the last figures I saw on retention, ours was not very different from other institutions in the state.

Dr. Hoppe: *Austin Peay's retention rates are the 2nd highest in the state, 42% of all full-time freshman.* This is pretty good for Tennessee, we are **above the state average.**

President Gupton: The idea of every student graduating is unrealistic. If our retention rates are above the state average, I think that is about the best we can hope for.

Senator Haralson: My concern is the lack of communication with any department directly related to the recommendations being passed by this committee, for example the math hotline and \$60,000 math lab.

Motion made by Senator Kanervo to assign this item to a committee. Seconded by Senator Henderson. Motion carried.

NEW BUSINESS

- **F.C. C. Compensation for travel - President Gupton:** This item is assigned to the Academic White Committee, chaired by Senator Lester. Dr. Pontius has asked that the committee work with him on this.

Senator Kemmerly: We are paying under the TBR maximum for adjunct and overload classes. Many of our adjuncts do not live in Clarksville. Some incentive must be provided to get adjuncts to travel to Ft. Campbell and main campus to teach classes. I think this committee should look at this in a more comprehensive way, including dollars paid for classes and travel paid to adjuncts.

Dr. Pontius: All of these ideas will be discussed. According to legal counsel at TBR, the person's home base is the primary concern. Some faculty have split appointments. We need to put together a laundry list to discuss.

Senator Kemmerly: We are going to start losing courses to Murray State if we do not do something. The one time I was able to offer two freshman courses they were both full. Murray State is waiting to step in if we can not find or fund the people to teach the classes.

Dr. Pontius: We can ask Heidi Zimmerman (TBR) about adjunct receiving mileage.

- **Faculty Tuition Reimbursement - President Gupton:** This item is assigned to the Academic Red Committee, chaired by Senator Browder. There is no question about the Staff tuition reimbursement, that is being done. The only question is about Faculty.
- **Mercer Concerns - President Gupton:** If there are concerns which need to be looked at we can assign this to a committee. Salaries should be recalculated after three years, which means we have only one more year remaining on the first study. We have currently funded 30% of the Mercer difference in our salaries. When the data is rerun, people who have received promotions will probably have a larger gap than others. There are still concerns with the way in which Geology and Geography was calculated in the current study.

REPORTS

- **President's Cabinet - President Gupton:** No report.

- **Deans Council - Senator Gore:** In light of the concerns the Deans expressed over the reporting of the evaluations of administrators to Senate members, I think we need to look at this further. I would like this item to be brought back to the floor for discussion at the next Senate meeting. There is also concern by young faculty about their student evaluations becoming public information.

President Gupton: Student evaluations of instructors is conducted by the administration and goes back to the administration. This is the same thing we are asking for. The evaluation of administrators is conducted by the Faculty Senate and we are asking that the results come back to the Faculty Senate.

Senator Gore: The concern is with them being published.

President Gupton: The Senate made no recommendation about student evaluations at all. We will put it back on the agenda for discussion.

Senator Gore: We also discussed teaching through the internet. I am on a TBR committee looking at teaching asynchronous courses. One concern is if a faculty member does the work to develop the course that is placed online, does the *work* belong to the faculty member or the university. TBR is very interested in this.

Senator Henderson: The Tech Board has discussed this issue. If TBR provides compensation to the faculty member to develop the course, what is developed belongs to the university, not the faculty. But if the faculty member is not compensated, it belongs to the faculty member. Faculty members need to be compensated for the extra time this requires.

- **Academic Council - Bert Randall:** No report.
- **Faculty Red - Senator Kemmerly:** No report.
- **Strategic Planning Committee - Senator Henderson:** A memo was sent regarding the Strategic Planning process. We have gone through the evaluation process for all the units. The information is on reserve in the Library. The location of hard data is listed also, but not distributed. On May 2, 4-5 pm there will be a forum on drafting the goals and objectives of the Strategic Plan. The objectives have to be measurable. The deadline for our 5 year plan to TBR is March 15. There has been a lot of discussion about not being as comprehensive as in the past. As you look at the document you will notice that not everything is included. It could be something not brought to our attention, or we may think some areas are good and do not need attention at this time. We discussed Mercer, the need to do more and getting geared up for the next recalculation. Also concerning Mercer, it did not address the internal inequities.

Senator Mealer: The Army always requires reports of benchmarks, evaluations of clear objectives in a quarterly report. At APSU every year there is a new strategic plan. I have questions about whether we have made progress on other goals and objectives from previous years.

Senator Henderson: That was one of my concerns also. We need to do better on bench marking and reporting our progress.

Meeting adjourned 5:00.