

Austin Peay State University
Faculty Senate

Minutes
Meeting of Thursday, August 30, 2007
University Center, Room 305

Preliminary Information

The meeting was called to order at approximately 3:00 p.m. by Senate President Dr. Tim Winters.

The roll call of senators was conducted by Senate Secretary Goldstone.

Senators Shipley and Silverberg were absent.

A motion to amend the meeting's agenda was unanimously approved.

The amended agenda was unanimously approved.

Tim Winters welcomed back senators and President Hall and Provost Speck.

The minutes for the meeting of May 4, 2007, were unanimously approved.

Remarks

University President Tim Hall

- Invited senators to a reception on September 19, 2007, from 4:00-5:30 p.m. at Archwood; invitations to come.
- President Hall is preparing a response to the Chancellor about APSU's strategic plan; TBR has articulated some of these plans, but APSU's strategic plan will guide how TBR evaluates Hall and the University:
 - whether we're doing things to make access to a university education more available to a diverse range of people
 - whether we're doing things to increase the resourcefulness of Austin Peay
- President Hall has spent much of his first weeks at Austin Peay listening and learning about what is happening on campus and creating a plan for future success
 - He's convinced that to help an institution progress, we must think about these issues all year.
 - He would like to see more faculty involved in the strategic planning process, but he is still not sure how this will happen.
 - For now, President Hall is meeting with different academic departments and various segments of the staff as well as with students and alumni to find out where it's strong and what it might improve
- President Hall wants to decentralize the ways initiatives are created; working with various people to change the way some things are done

- There's a strategic way of things being done, but each individual department thinks about how that department might move toward that goal
- Student success:
 - President Hall is becoming informed about what the institution is doing to help students; this is the number one issue the University faces.
 - President Hall says that there are peer institutions that are doing better than Austin Peay, so we need to find out what we can do to help students graduate.
 - Future funding will be tied to not only how many students are here, but how many actually graduate.
 - Austin Peay needs to think about what it means to be a student and what it means for the university to support them.
 - The University has been growing over the last five years, and President Hall wants to make sure that growth is a good thing. Growth does not bring more state money, so when we grow the new revenue comes from tuition; thus, one of President Hall's first goals is to figure out what it will take to educate these new students at a high level. One question President Hall will ask as we decide whether or not to grow is what the current blend (tenure/non-tenure track) is, what the blend of our peer institutions is, and exactly what we need to do to maintain that blend as we grow more students. He says that this is not complete, but it's what he's doing to plan for the future.
- Enrollment:
 - Our enrollment is not up as it has been in past years. The deployment seems to have affected enrollment, and Banner has frustrated continuing students from enrolling not just at Austin Peay but at other schools. First-year enrollment is up, but continuing student numbers seem to be down.
- A big portion of President Hall's early life at Austin Peay has been spent out in the community and meeting people, including those in Nashville and alumni in the community.
- Fundraising:
 - The current campaign has been underway for several years, and it has been very successful, so President Hall believes that the appropriate thing is to declare success and fold the campaign for about 18 months or so. He has asked others to identify potential donors, but it takes about 15 contacts to get people to give monies.
- Textbook prices:
 - Legislation was passed this summer and TBR has enacted policies to create a policy for campuses to create a policy to monitor textbook costs and ways to alleviate the high costs of such books.

Provost Bruce Speck

- Desire to Learn (D2L) problems are being resolved
- Faculty development money this year is \$1,000/faculty. Provost Speck hopes that the University is able to continue to increase these funds, which

are “at a decent level now. We’ll have to see what happens in terms of enrollment.”

- Textbook policy:
 - “When we develop the textbook policy, there won’t be a lot of leeway. One might even call it draconian. The books will have to go through the bookstore. Study Master will not be able to carry a book that the bookstore does not carry. There’s national interest in textbooks costs, so this is not just a Tennessee issue.”
- This year the Tennessee Legislature funded the entire 3% pay raise. They did this so that tuition does not have to go up as much as in the past.
- Faculty will get a bonus of 1% or \$500, whichever is greatest. These will come in December paychecks.
- Equity raises may be retroactive to July, but that depends on stable enrollment.
- Transition to Banner has affected many departments.
- Enrollment:
 - We could be down 300 students, or enrollment may be flat. Some of this blame goes to Banner, and the 300 students could mean \$2 million.
- Blackboard will not be functional after December, so e-dossiers will have to be prepared on D2L. New faculty have been told, but the specific details will be worked out. Second-year faculty will prepare their e-dossiers on Blackboard, but there will be problems accessing it after December, since the contract runs out.

Coach Rick Christophel

- Said he played at Austin Peay and went to school here, and some professors took an interest in what he was going to be after football. To come back and represent the Peay is a dream come true. Student-athletes come here and represent Austin Peay.
 - Asking professors to take an interest in the players because twenty years down the road, he wants to see that his former players have succeeded. Christophel wants students to succeed not on the football field, but in life. If they become productive members of society, it helps the University.
- In Winter Haven, Florida, twenty-three coaches are Austin Peay alumni. He says that “these coaches are successful because of professors at Austin Peay.” Christophel is asking professors to go out and watch the students play, and if students are not coming to class, he wants to know because “students are here to get an education and to play football.”
 - Invites professors to call if they have a problem with a football player. Anytime that he can help, he wants to see us at the football games.

Lowell Roddy

- From counseling services
- An Army chaplain & Presbyterian minister
- Marriage & Family Counselor
- Says that the Counseling Center does not deal with personality disorders because “they take more time than they can give.”

- He passed out a brochure that explains what they do and has offered to come to classes if professors would like.
- Also said that faculty can take advantage of health services for a \$10 fee.

Ted Heidloff

- HR director
- Says that not every last part of the decision has been made in terms of how equity raises will be distributed. All faculty “should have received the 3% across-the-board raises approved by the legislature, the governor, and the Board.”
- The second part allowed universities that had the financial means to include up to 2% more (about \$668,000) in raises. These monies:
 - have allowed Austin Peay to “make the ever popular \$500 bonus,” and this money will be in the last paycheck before Christmas;
 - will allow everyone to move to 88.22% of the target salary, even those who come in next year;
 - will be applied to the percent of gap—the difference between the target salary and the actual salary.
- Human Resources hope to give faculty notice in late September, as soon as TBR approves their plan. What Austin Peay does not know is whether the equity raise will be retroactive to July 1 or if it will be effective October 1. This has not been figured out, and they are working with ETSU to see if there is a Banner solution. Memphis and MTSU and a couple of the community colleges are making their raises effective January 1.
- All faculty should be at 86.02% of their target salary; equity will bring everyone to 88.22%.
- Target salaries are based on more current data on October 1. (It is actually last year’s data because of a lag in CUPA, whose data Austin Peay depends on for salary comparison.)

Committee Reports

TBR Subcouncil

Senator Haralson

- Met on July 13, and Chancellor Manning spoke about monetary matters
 - The lottery scholarship increased to \$4000 at four-year schools; \$37 million of unspent lottery money
 - 401K match increased from \$40-\$50
- Textbook policy:
 - TBR policy is to make professors aware of how much a textbook costs
- Bob Adams spoke about campus security, and he said it was important to identify students who have problems. Does Austin Peay have a mechanism for how we report students who have problems? Lowell Roddy has said that professors can call if they see problems, and professors can go to Early Alert (now called Academic Alert) as well. They also suggested that campus police force be increased. Faculty should be trained on what they can and should do if they have disruptive students.
- Training at Renaissance Center for D2L
- There’s a “Workload Policy Think Tank”

Academic Council

[Senator Wadia](#)

No meeting, NO REPORT

Deans Council

[Senator Berg](#)

- All faculty except those up for second-year retention will use D2L for their E-DOSSIERS. Those dossiers have been converted to D2L. Second-year faculty will use Blackboard because of the time frame (their dossiers become available to departmental committees on September 13, 2007).
- University will enhance photocopiers in the departments to enhance scanning so that faculty will be able to scan documents into PDF and they can then email it to themselves for uploading
- President Hall has said that decisions should be made at the lowest-level possible; exceptions to class floors will be determined by the deans, not the president.
- The adjunct budgets will be controlled by department chairs.
- Two big policies: Student Grade Appeal Policy and Textbook Adoption Policy
- EdD proposal that Dr. Pinder is coordinating with others on campus
- Minutes from Deans Council from May to August are on Senate website

Senate committee assignments

These can be found at the following link:

<http://www.apsu.edu/senatef/committee.htm>

Old Business

Inclusion of evaluations in e-dossier: summer, APSU 1000, & study abroad

- Was sent to Faculty Red last year and asked them to consider this proposal

New Business

Online evaluation of all courses (Dr. Stan Groppel)

- Pilot program to turn evaluation of all courses onto online evaluations
 - says that only 75% of students turn in evaluations in classes
 - 57% did it online
 - Provost asked for online evaluation for face-to-face classes
 - Why go to an electronic evaluation system? Currently, they use the VAX system, which is an old computer that's going to be turned off next semester. Scan paper documents into it, and then it gives a result. With this system going away, they figured they would try something else. Scantron is the system they have chosen to use, and they have some classes in six departments and FCC that have volunteered to use this. It's instant feedback, so they don't have to worry about the scanning process.
- Academic White has been assigned the task of looking at the questions asked on the evaluations.

Proposed Student Grade Appeal Policy (3:033)

- Senator Wadia began looking at this over the summer when he was Summer II chair.
- This is not a Student Grade Appeal Policy—this is a policy that addresses the final course grade. The title is unclear. His concerns:
 - A student can question the method of evaluation. ~~Thus~~, a student can complain about the weight of an assignment, for example. The name of the policy does not clarify that.
 - Ten business days—nowhere does it say what happens to the window of the dates if students are deployed, for example. Policy needs to have clear timelines and the consequences of not meeting those timelines.
 - Times where policy is not used—in some cases, what you might have is an overlap where a grade has emanated because of a personal situation that evolved in the classroom between the faculty member and the student.
 - The policy appears to be weighted more toward a student’s right to appeal and less toward a faculty member’s right to assign the appropriate grade. The policy, written as is, could encourage multiple appeals. The policy contains too many complicated layers of review and naming confusions. There’s a Student Grade Appeals Committee & Student Grade Appeals Review Committee, which makes the document confusing. How are faculty members, for example, on one of the committees selected? The policy doesn’t address this process.
- Much of the policy is geared toward giving the student a lot of rights, but what if the student wins the appeal, and the professor is told to change that grade? How does this impact academic freedoms? Could this open a floodgate of appeals and paperwork?
- According to Senator Gupton, there is already a Student Academic Grievance committee that deals with final grades, though the committee does not deal with specific grades.
- Motion to turn this matter over to a committee passed unanimously. This policy was given to Academic Red for further consideration.

Election to fill empty senate seats

- An election will be held to fill empty seats early in the semester.

Items from the floor

- DSP update—some major concessions were granted:
 - 1) salaries have been maintained but no equity raises;
 - 2) further allowance for DSP to maintain their professional development funds for this year at least;
 - 3) concern about the ability of the DSP faculty to attend faculty senate meetings, and they are able to come without any loss of time or penalty;
 - 4) the main issue that remains is that state law says that a state employee can only accrue annual leave if they work 1600 hours a year, but DSP are on 9-month contracts, so they are not technically eligible. Still unsure how the University is going to get around this idea.

- There are still some things that are “not how we’d like them to be, but President Hall has made it very clear that he intends to view these people as faculty first,” President Winters said. “Whatever President Hall and Dr. Speck can do to retain that, Winters continued, “they seem to be trying to do.”
- Senator Haralson thinks that what President Hoppe did by reassigning DSP Faculty to professional staff positions sets a bad precedent for the University and the state. She thinks the policy allowing this reassignment has not been addressed and needs to be re-examined.

Dwonna Goldstone
Faculty Senate Secretary