

Austin Peay State University
Faculty Senate
Meeting of Thursday, October 27, 2016
University Center, UC 307
3:00pm
Minutes

Call to order – Senate President Tucker Brown

Recognition of Guests: Marissa Chandler, Rebecca Corvey, Lynne Crosby, Provost Rex Gandy, Ryan Honea, Ryan Ivey, Tim Leszczak, Erin Lynch-Alexander, Grace Moodt, Nell Rayburn, Ashlee Spearman, Derek van der Merwe, Amanda Walker, President Alisa White, Alexandra Wills

Roll call of Senators – Senate Secretary Christina Chester-Fangman

Absent Senators: Kenisha Burke, John Byrd, Lesley Davidson, Brian Hock, Christophe Konkobo, Ben Ntatin, David Snyder, Lisa Sullivan, Timothy Wesley

Approval of today’s agenda: Motion made, seconded, and passed to approve amended agenda, postponing President Brown’s opening remarks, and having SGA President Honea present before Dr. Spearman

Approval of minutes for meeting of September 22, 2016: Motion made, seconded, and passed to approve Minutes from September 22, 2016

Remarks

1. University President – Dr. Alisa White (15 minutes)

- Homecoming = thanks for all you did to make the alumni welcome; one of the most important connections they have is with faculty in their departments;
- AP Day = coming up this Saturday; our story is growing and more people are interested in being a part of it;
- Listening meetings = want to make sure we have opportunities for dialog (Coffee & Conversations, Town Hall, etc.); was asked by staff to have separate C&C meetings and, although didn’t want to do that, she changed her mind because faculty and staff have different interests and we can’t really talk about both together in a brief amount of time; she has been meeting with faculty and staff, and will have an integrated meeting, as well as a separate visit to Ft. Campbell; at these meetings, she is hearing over and over that there is so much change happening really fast and we are struggling to keep up; in response to that, we couldn’t stay the same if we wanted to; our enrollment numbers were down due to fewer students graduating from high school and because of that we had lost income which we had to make up with a tuition increase; we have done well in funding formula, but others are catching up with us; if we stayed in that position, we couldn’t sustain operations and money wouldn’t be there for raises; the 1999 tornado made an impact on the university because it was rebuilt in a way that allowed us to improve; we aren’t sitting on cash reserves (our endowment is \$30 million and for a university our size we should have about \$60 million); while we are changing, it isn’t change for change, it is to help us survive and thrive and offer the best education we can in the best environment we can; we have to maintain our culture and we need to increase enrollment, compete, and have better financial footing; “I am committed to you;” we can’t keep where we were; if you want to see a budget, or need more transparency, everything is open; shared governance means you get a voice;
- Questions / Comments:
 - Comment: Some of this is not about change, but it is the sort of change and the rapidity of the changes; there are different ways to stay the same, but the direction doesn’t seem clear sometimes; it sometimes feels that we are getting away from the high touch institution that we have always been and that has gotten us where we are; we are trying to maintain those special

relationships, but some of those things are being replaced by a growth in administration and taking faculty out of curricular issues.

AW: "I think that is fair;" that is why she is here, it is better than where she was, and this is her home; "Are we hiring the wrong people? Are we not touching the students like we used to?"

Comment: We haven't had time to evaluate that with all of these changes; we have to be "watchdogs;" when recruiting students, it is on the basis of if you come here we will take care of you;

AW: "I am sure you will find very few places where there isn't that recognition that the student is most important."

- Comment: My concern is in the rapid increase in conditional admits.
AW: "You are 100% correct;" we didn't lower the standards, but we took more; we were close to being under ten thousand students and she was worried about impact, so she asked the Provost and Enrollment Management to make sure we didn't; it tanked our Fall-to-Fall retention rate; this year we have more higher achieving students; **[Motion made, seconded, and passed to extend time]**; "All I can do is apologize for that and hope that we are not in that position again."
- Comment: It was predicted that with TN Promise that enrollment at the 4-year schools would be lower.
AW: Yes, but I didn't want the issue with changing Carnegie class and going below ten thousand students.
- Question: As we move toward doctoral-level programs, does that bring numbers that will be hard for us to reach?
AW: That is not a factor; it is more of a prestige factor and it will help with recruiting faculty; we will never have large number of doctorate students, so it will not affect enrollment very much.
- Question: As a follow up on the conditional admits, what are we doing to support them?
AW: Defer to Academic Affairs.
Comment [Senator Bruster, TBR Sub-council Rep]: There are study groups at TBR on reading, writing, math, and we are looking at that; the success rates are significantly higher than with normal developmental education courses.
- AW: "If you want to talk, I live here! Come see me."

2. University Provost – Dr. Rex Gandy (15 minutes)

- Conditional admits = we had been at around 15-18 percent in conditional admits, and we went into the low 20s; this year we have about 400 more freshmen and the percentage stayed about the same; we did raise the ACT score some, although half of our freshmen are in at least one E section; we are trying to recruit higher achieving students; data from the enhanced sections show those are very effective; we have professional advising, career counseling, and academic alert in place for these students; Dr. Griffy could talk on this in detail;
- New policies:
 - faculty workload = trying to make that more flexible; it is currently very rigid and has some issues that don't fit in with best practices;
 - annual evaluation of faculty = we really don't have an annual evaluation, we have a career assessment with RTP; as we move to raises with merit component, we need a solid yearly evaluation process; first year implemented would be spring of 2018;

The chairs have unanimously supported workload and we are getting positive feedback on the faculty eval;

- Questions:
 - Q: So this is still at the draft stage?
A: Yes.
 - Q: On the evaluation policy, there are departments where deans might positively evaluate a chair but the faculty might not. Is there a role for faculty in the evaluation of the chair, as well as the dean?

A: We currently have the chair survey and this wouldn't change that. Right now the deans do an annual evaluation of the chair. There is a survey of faculty that takes this into account.

Q: Is it part of the written record?

A: Yes.

3. Vice President - Advancement, Communication and Strategic Initiatives – Derek van der Merwe (10 minutes)

- Conditionally admitted students = there is a correlation between when the students decide where to go to school and how they do in high school; we have traditionally focused our marketing on high school juniors, but we will now do earlier targeting in an effort to get better quality students who are making these decisions much earlier than the junior year;
- Branding / marketing strategies = we will be taking the “Leading through...” brand position into community; new strategies include:
 - TV marketing during early morning shows in an attempt to reach professional adults;
 - targeting people around Ft. Campbell;
 - very aggressive marketing of our graduate programs (recently sent nineteen thousand targeted emails)
 - focus on Davidson and Shelby counties;
 - targeting around specific programs;
- Branding / new website = opportunities for faculty; working on template design and expecting early spring (March) migration; new site features responsive design for mobile devices, in fact, the focus is on mobile devices first, then the PC, because that's how our prospective students search; new design will include:
 - student profiles, including student timelines of their college experience;
 - focus on exploring programs and majors;
 - the story of Clarksville; a lot of our prospective students don't know where we are;
 - strong calendar feature;
 - focus on faculty members; robust faculty content including detailed biographies for all faculty members to create unique profile pages and a subject expert center; this will also help to recruit prospective faculty members; “You are the strength of our university as we try to tell our story, so when you receive the information about creating your profiles, please take seriously!”
- Questions / Comments:
 - Question: Is there any correlation with what these new students are enrolling in?
Answer: A lot of the new students from Shelby and Davidson counties are tied to the TN Promise, but we could get you some data on the others.
 - Comment: On the issue of recruiting, for the School of Nursing, I start at the 8th grade. The local school system has a big career fair, and would like more help with that. Austin Peay provides several representatives, but they need more.

4. Athletic Director – Ryan Ivey (5 minutes)

- Thank you for what you do for our student athletes = it can sometimes be difficult dealing with them (progress reports, etc.); please spread the word to the other faculty in your areas that we appreciate you;
- Strategic plan = mission is to educate and inspire, and to make a difference; vision is becoming a premier program in the OVC; our core values are: 1) positivity, 2) integrity, 3) innovation, 4) service, and 5) excellence; the program has been undergoing lots of change, but we are moving in right direction; set three goals for the program: 1) earn a 3.0 with department GPA, 2) achieve 4,000 hours of community service, and 3) win four conference championships; for the first time we are hosting the OVC in soccer;
- Saturday, November 5th is Faculty / Staff Appreciation Day, with free admission and \$5 guest tickets to the football game;
- Basketball Bash = tomorrow; funds will go to summer school scholarships; encourage you to get your basketball season tickets; team is coming off championship;
- Questions / Comments:

- Comment: “I have heard a lot of great things in the community about the service hours!”
- Comment: “My grandson participated in the baseball camp and now he wants to go to APSU.
- RI: “I appreciate that. I always say that athletics is the front porch of any institution.”
- Question: “In dealing with my son’s Boy Scout troop involvement, I heard some complaints about athletics. Has your engagement model with the public changed?”
RI: “Some of our staff members have changed, so if you email me the issue, I will get it figured out.”

5. President, Student Government Association – Ryan Honea (5 minutes)

- Student scholarships = as a freshman, received Presidential Scholarship and was assigned to work in Printing Services; it didn’t feel like a scholarship, just felt like working; in looking at TBR policy, discovered that the purpose of the scholarship work requirement is for it to be an educational benefit to the student, not a university or departmental benefit; would like to see these students getting involved with High Impact Practices (HIPs); TBR also recognizes those as scholarship opportunities; would like to work together to start these scholarship opportunities and is looking for comments from faculty on ideas so we can use the work of the scholarship students to their benefit; could also help with recruiting, and our current students are willing to dedicate themselves to accomplishing this goal; contact Ryan at SGApres@apsu.edu;
- Guns on campus = cannot make formal opinion but wants to talk about it;
- Questions / Comments:
 - Question: What is the specific TBR policy on scholarships?
RH: It is under 3:04:01 (<https://policies.tbr.edu/policies/student-scholarships-grants-loans-financial-aid-programs>);
 - Comment: The Physics Department tried to do this and it was shot down.
RH: CoSM now wants to change that.
 - Comment: About four years ago, Dr. Denley added that research provision.
 - Comment: We [Department of Biology] tried it and it was hard to do.
 - Question: What kind of work would the student want to do? I feel that by the time I got you up to speed on a project, it would be more like an independent study than scholarship work. I think you would get more traction if you have specific ideas.
RH: Granted, freshmen and sophomores might not be the best choice, but they could start by being a mail runner in order to make connections in a department.
 - Comment: We have a student in Education who is helping on a research project, making a lot of connections, and getting a lot of experience.

6. Senate President Brown recognized Dr. Nell Rayburn, who was recently elected to be our first representative on APSU’s Board of Trustees: “I have every confidence in you!” Dr. Rayburn was “flattered and will do the very best I possibly can” in the position.

7. Director Quality Enhancement Plan/Learning Opportunities Center- Ashlee Spearman (10 minutes)

- Piggyback on Ryan’s comments about HIPs = would like to collect more front end data about what students are interested in and how they can get connected in their majors; HIP directors would be happy to come in and talk to departments;
- Status of QEP = last year there was an in-depth review by a Task Force and the result of that was a change in QEP; for assessment purposes the key focus is now on four specific areas (Internships, Service Learning, Study Abroad, and Undergraduate Research) and all have directors;
- Funding = first round is to HIP directors and second round is to increase “crossover” projects that cover more than one HIP (ex. a service learning-study abroad); looking for more engagement and received lots of feedback, so they extended the proposal deadline for the crossover projects; the main goal is to connect students with faculty and staff to increase HIP opportunities; currently trying to get baseline data and get it coded into the system;
- HIP Directors:
 - Alexandra Wills= Service Learning;

- if you are looking for equipment for service learning courses there will be money available from her office to purchase that; she can also provide funding for faculty and students to attend presentations at service learning conferences;
 - Amanda Walker = Internships:
 - has money available that can go directly to students; based on Christian Brothers University program that reimburses students for expenses incurred with unpaid internship such as insurance, housing, and equipment; student requests evaluated on ten different criteria; the most a student can request is \$400; she can fund fifty students;
 - zero-credit course = “not a course per se,” but a way that a student could document an academic internship; based on a review of LinkedIn profiles of students who had internships that no one knew about; would have to be approved by academic area; simply a way for students to document internship experience; could be used for a student who can’t do a second internship or if the department/unit doesn’t allow for unpaid internships; includes tracking of hours and supervisory report; [**Motion made, seconded, and passed to extend time**]; helps to track this and is useful for QEP Goal #3 – Increase student participation in high-impact practices;
 - Erin Lynch-Alexander = OUR:
 - Incoming director; there will be some rebranding that involves telling the story about why research is important; research training in the undergraduate experience is a means to engage and retain students;
 - Three funding opportunities:
 - Student travel awards of \$750 to \$1,000
 - Opportunities for underrepresented student populations in research of up to \$3,000
 - Department-level funding to increase research opportunities (not just for STEM) of up to \$12,500
 - Marissa Chandler = Study Abroad;
 - Opportunities can range from a one-week spring break course all the way to a one-year program; it can be affordable; travel grants from \$500 to \$1,000 are available, as is additional funding for underrepresented populations; they are trying to get more males and specifically African American males to experience study abroad; also hoping to set aside professional development funds for faculty because she doesn’t want them to pay for anything out of pocket; please encourage students to study abroad because it is life changing;
 - International Night = Tuesday, November 15th, 6:00 PM-7:30 PM in the Red Barn
- Questions / Comments:
 - Question: Is this funding in addition to what we get?
Answer: Yes, a small portion is for faculty, outside of the crossover funds. The goal is to increase the crossover projects. We are looking at an international research study abroad (non-human) for a week.
 - Question: On the zero-credit internship, why not have a department create its own course for this?
Comment [EL]: There will also be one out of OUR.
Question: The key assessment is connected to SLOs, so wouldn’t a department faculty member be best person to assess the content?
Answer [AW]: It is actually the reflection by the student that are being assessed, not the content. Students aren’t letting anyone know about these internships they are doing.
Comment: If it is an internship course, it has to be the department.
Comment [AW]: This is just a way to start tracking what is not in an academic course. It links back to the QEP we will use 3 QEP SLOs to assess the reflection. The goal is to count more HIPs for the QEP and the strategic plan.
 - Question: The transcript isn’t always accurate with how they are coded. Isn’t this a CV issue instead of a transcript issue?

- Answer [AW]: That is where employers want to see it, though.
- Comment: When you introduced it using the word “course,” that implies curricular and so does what is included in the course description. I have a real problem with this because it isn’t tied to curriculum. If that is the case, remove the word “course.”
- Answer [AW]: I will take to the Provost.
- Comment: A zero- credit hour outside of a course might muddle the transcript issue instead of clarify it.
 - Comment [EL]: The question is are they being paid to do this. On a transcript “R” indicates a research focus. Employers will look at that one-page transcript, so if we can make that easier, then we are benefitting employers.
 - Question: I am worried about this. Isn’t there are simpler, less bureaucratic method of tracking this?
- Answer [AW]: You have the right to say you don’t want your students participating in these. Students need many internships to be competitive. If we are not providing these opportunities, we are not doing the best for our students. We do want buy-in.
- Question: If this is happening outside the classroom, why isn’t it extra-curricular? It isn’t really co-curricular.
- Answer [AW]: This is the quickest way to document it.
- Comment: Curriculum should move through faculty. If it doesn’t, what do they have control over?
 - Question: What about the funding? When the HIP directors put forth a request, who evaluates their proposals?
- Answer [AS]: = I do, along with the Provost, Dr. Crosby, and Dr. Byrd.
- Question: But how is this different than the baseline department funding?
- Answer [AS]: The evaluation process. The requests go through the QEP Office. There is a funding committee that will review crossover process as a whole and set guidelines for funding.
- [NOTE: As of 11/03, all proposals will be evaluated by the QEP Funding Selection Committee co-chaired by Rod Mills and Joe Mills.]**
- Comment: There are clearly complications with this. Is it possible to have a separate meeting to discuss these issues or address them in another way?
- Response [TB]: It is a good conversation, but we are running out of time. Let’s adjourn and in five minutes we will meet at the President’s house for the reception.

Adjourn at 4:36pm