

AUSTIN PEAY STATE UNIVERSITY
FACULTY SENATE MINUTES
March 18, 2004

President Tim Winters called the meeting to order at 3:34 p.m.

Roll Call

Senators Present: Carpenter, Christian, Clark, Evans, Griffy, Gupton, Hogan, Jator, Kemmerly, Kenney, King, Kitterman, Koch, Magrans, Maurer, Menser, Rayburn, Rocheleau, Smithfield, Steinberg, Tracy, Winters, Witherspoon, and Zeigler

Senators Absent: Berg, Black, Franks, Goldstone, Newport, Rainey, Salama, Shepherd, Silverberg

Agenda Approved

February Minutes Approved

**Drs Hoppe and Speck were not at the meeting at the beginning, so the committee reports were presented first.

Senate Reports

Dean's Council--No report--minutes and other information from previous meetings are available online at the Faculty Senate site.

Academic Council--The Council has not met since the last Senate meeting

TBR SubCouncil--Loretta Griffy

Dr. Short from TBR will come to meet with us on April 29 unless she can arrange a special meeting earlier.

Dr. Hoppe

Dr. Hoppe reported that the TBR Presidents voted to put back into the tenure policy for faculty to go up for tenure after 5 years. The Board will vote on this policy at its June meeting.

Dr. Hoppe had no additional information to share and opened the floor to questions from Senators.

Question: What is the latest about salary adjustment?

Answer: 2% for sure and possibly 1% more but not sure yet about how that will be implemented. TBR may allow institutions to add to the pool. We will not know that for sure until August or September. Tuition increases will need to be determined first and the amount is probably 4-7% and we would need the tuition increase to help determine how much we can increase salaries. We will update salary data and rerun equity analysis and set new targets for salaries. How will we add to salaries? Maybe across the board, equity, vary according to income levels, or any combination of those or we could consider having a one-time bonus. Discussions will be done to determine how we would determine the process. Hopefully, we will be able to do the maximum the state will allow.

Question: What level will we be funded at next year?

Answer: Probably around 74-75%

Question: Can you provide an update on the Master of Science in Management.

Answer: Dr. Speck had a positive meeting at TBR regarding the MS in Management. Business faculty originally voted in favor of the degree, but did not approve the curriculum, but after another meeting with the faculty and with some clarification, the faculty did approve the degree as proposed. It should be ready for the TBR on April 1 and to Board for a vote in June.

Question: What is the start date for fall?

Answer: First we try to determine a 9month period for faculty. Generally we take commencement date and back up 9 months and have that as the official start date in the fall. During the two-week period before fall classes we will probably use that time period to go through the visioning process and determine what this institution should look like in 2010. We will be having many group meetings, etc.

Question: Are faculty supposed to be in offices those weeks or "on call"?

Answer: Dr. Hoppe does not expect faculty to sit in offices from 8-4:30, but there may be several meetings and activities where faculty will be asked to attend and participate in during these two weeks before classes begin. It is important that once the calendar of activities is out, we need to have faculty available to come for these activities and they should be productive. Not necessarily "on call" since faculty may not get a phone call to come to the meeting, but faculty will know when meetings are held

Dr. Speck

The summer advisor program will be reinstated and faculty will be paid to do some advising.

Faculty salary offers will not be made by Human Resources. VPs meet and send to President, and then HR will contact the employee to let them know the salary and other HR information.

THEC requires an impact study for Geier for the Master of Science in Management degree.

Deans Searches--The are progressing. Dr. Speck does not get involved with searches until the names come forward to him. Then he makes reference calls, etc. In one search he called a former employer who had not been listed as a reference and found that the individual was not someone appropriate for this position, so Dr. Speck did not approve that candidate. For Dean of Liberal Arts--three names were submitted and from his analysis Dr. Deir was the one most qualified of the three recommended.

The other dean's searches are moving along. He has told committee chairs to make sure the salary levels are well known to the candidates before we interview them. Rarely do we offer at the top side of the salary range which makes it a problem, and this an issue across all of Tennessee.

Question concerning if student can switch between bulletins and curriculum requirements. No, if you have a category in the old program satisfied and the new core is different then the student will have the category satisfied. The advantages to switching bulletins will probably be best determined by their classification. It appears that the new catalog will be an advantage for many students.

Reports From other SenateCommittees:

Study Abroad Program--Dr. Magrans requested input/suggestions for this program, and he was asked to put some of the issues online.

Report from Rules Committee--Bill Rayburn asked that we please vote between now and March 31, and we need 138 votes from faculty. A reminder email was sent out to all faculty today, and he has printed out a reminder message to give to other faculty. So far there are 59 in favor and 3 opposed. No write-in votes have been submitted. If the 138 is not achieved by March 31, will the date be extended? Parliamentarian will check to see if it is appropriate. Since we as faculty are procrastinators, reminders of the importance of the vote should be sent out.

Faculty White Committee--Mary Lou Witherspoon received one comment from the Senate regarding her committee's work. It was suggested that faculty should also be in the list of those appropriate to submit proposals. Her committee will add this change to their previous recommendations. Recommendations go to 14-member committee to look at various areas of proposals. They will come up with a single proposal and which may have parts that can be acted upon separately. The major changes suggested were primarily the timeline and due dates to make sure there was time for feedback. When something is required to have a Faculty Senate vote they tried to make sure the timeline coincided with Faculty Senate meeting dates. They suggested dates such as third Thursday of October, etc., so special meetings of the Senate would not be required. For more information, please check the web site: <http://www.apsu.edu/senatef/documentsreview.htm>

Motion to approve changes and recommendations to be sent to the VPAA office was made and approved.

New Business

There is some concern about a DSP probation and the suspension policy. At one point DSP students who were repeatedly failing courses were suspended. These documents were revised and that suspension guideline was removed. Now there is a problem with some students taking these courses repeatedly. DSP would like to implement the following policy: Students will have three attempts before suspension. Students will have the opportunity to appeal the suspension. It is hoped that the student will see this suspension as a wake-up call. A motion was made and approved to support the suspension policy proposed by DSP when it goes to Academic Council on Friday. Academic Council will be the body to actually approve the policy.

Dr. Hoppe: These students have not met our requirements in the first place, so the bottom line is that we have allowed them to continue on when they really did not have the 12th grade skills. She is very supportive of the proposal.

No New Business--President Winters noted that he had survived the Ides of March without assassination.

The meeting was adjourned at 4:35 p.m.

Minutes submitted by Sue Evans, Secretary