

Austin Peay State University
Faculty Senate
Meeting of Thursday, January 25, 2018
Morgan University Center, Rm # 307 | 3:00 pm
Minutes

Call to order - Senate President Mickey Wadia

Recognition of Guests: President Alisa White, Provost Rex Gandy, Chad Brooks, Barry Jones, Rod Mills, Donna Price, Andrea Spofford, Lisa Sullivan, and Tim Winters

Roll call of Senators - Senate Secretary Gina Garber

Absent Senators: Kell Black, Trevor Brooks, Penny Brown, Michael Gruszczynski, Russ Longhurst, and Mary Eve Rice

Approval of today's agenda - Motion made, seconded, and passed

Approval of minutes from November 30, 2017- Motion made, seconded and passed to approve meeting minutes from November 30, 2017

1. Remarks

Senate President Mickey Wadia (5 minutes)

- I am honored to be serving as Faculty Senate President. I promise to serve you well. President White believes in free speech. If you have questions, feel free to ask her. Step up and ask questions. I cannot do what I do without the Faculty Senate Executive Committee. I would like to thank you publicly for your work.
- Annual Faculty Evaluation – Fonda Fields, Director of Human Resources, took me through *PeopleAdmin* and showed me what the evaluation will look like. Remember that you must have the self-evaluation done by January 31, 2018. If you have questions you should check with your chair. The evaluations are in paper format this year.
- Communication - I am staying on top of things. I communicate a lot with the people I work with. I will promise to communicate with you. I would like to share my story about the tornado that came through campus in 1999. It hit early Friday morning. I could see the cupola was damaged on the Browning Building. My office was wet and open to the elements. Dr. Joyce Mounce and former President Rinella were checking on all of us. It was the best of times and the worst of times. Faculty were using tailgates in the parking lots to meet with students. My office looked like sugar was spread over the floors and furniture, but it was glass. I remember President Rinella asking me how my teaching was going. We were hit on Friday, but by the following Thursday I was moved into the old Morgan University Center. I got a call that said my room was available with internet connectivity for my technical writing class. One of the brightest moments of working for Austin Peay.

Motion made, seconded, and passed to extend Senate President Wadia's remarks by 5 minutes.

We were well looked after during this devastating time. In the end, there is nothing wrong with APSU that can't be fixed by what is right with APSU.

- Barry Jones - I want to thank former Faculty Senate President Barry Jones for his good service to the University and for easing the transition of the presidency of the Senate. He gave me a big box, and then a big binder to help me. He smiled as he handed them over. Again, thank you, Barry!

- Index Cards – Senator Morris is going to come around with an index card. I would like you to write a question, comment, compliment, or suggestion for either President White or Provost Gandy. If you are the type of person that does not feel comfortable speaking in front of the entire Senate, you can now ask your questions and be completely anonymous.

Chair, Department of Chemistry – Dr. Lisa Sullivan (5 minutes)

- Two faculty members (husband and wife) in the CoSTEM lost everything in a fire. Their apartment burned to the ground. There was extensive damage to the apartment and the family lost everything. The couple also has a five-year-old daughter. No one was injured, however they have to start over. They are hoping they can move into an apartment at the end of the month. Dr. Nell Rayburn is collecting cash for them, and the daughter's school is collecting toys and clothing for her. We take care of our own! We have taken care of their temporary shelter. However, gift cards from Walmart, Kroger, and Publix would be welcomed. Again, they lost everything. They were here working at APSU when the fire took place. If you want to donate or have questions contact Donna Liverett at 221-7628.

University President – Dr. Alisa White (15 minutes)

- Welcome back! Thank you for stepping up as the CoAL Interim Dean and for your service as Faculty Senate President, Barry [Barry Jones]. I was at the NCAA meeting last week. I don't have a lot to share. It's early so we don't have any new information. We are still collecting data from the philosophical survey that will help us decide between more help or more money. The staff has not made a recommendation, yet. Once we have all the survey data, we will look at the recommendations and then move forward. We know what THEC has recommended, but we don't know what the Governor's budget is yet. We have just under 1000 employees. If they say we are going to fund an amount, they skim off the top and we get under the amount stated. I think we are going to have a good budget with the Governor. I think the legislature is going to be all about education. I will be at the Capital for four hearings. I don't know what the tuition will be. Again, I think it is going to be a good year, but I really do not know. The only other thing that could change is our enrollment. We budget on the side of a static budget. Because of your work we are seeing a rise in graduate and international students. That would only be affected if enrollment goes down. I won't have any news until these variables are all answered.

Q: What were the results of the survey regarding faculty lines vs salary increases?

A: We do not have the staff side of the survey back to provide the answers. We started with the deans' level and 20% were about lines and 80% raises; the chairs were about 30% lines and 70% raises; and Faculty Senate were at 100% raises.

The goal is to get you the most money possible, getting everyone where they need to be and trying to put the money into salaries.

Comment: I would like for you to know that President White has done a terrific job communicating to the APSU Board of Trustees about the salaries. This has been a recurring topic and she has really supported the faculty on this issue. The Board of Trustees are business people and they are on your side.

- The THEC staff is voting on the Ed.D. SACS will have to vote to on the level change.
- APSU Board of Trustees - Our next APSU Board of Trustees meeting is going to be held at Fort Campbell, Kentucky. The committee meetings will be open. Realistically, most people do not want to hang out at these meetings. Two of our Board members are veterans, so we wanted to take them out there for a tour from Major General Andrew Poppas. I'm excited about this meeting.

- Index Cards - Are these cards going to come to me first? Faculty Senate President Wadia will send the questions and comments to President White and Provost Gandy.
- General Questions
 - Q: Are you able to take the ugly red screen message off the big billboard on College Street? There must be something wrong with it.
 - A: I will look into it. I was not aware there was an issue.
 - Q: When will the bookstore be moving?
 - A: The architect has been approved. It was reported it would be ready by fall 2018. I was thinking it will be in 2019. We had to do a lot of things to get approval to take over this project.
 - Q: Do you have any endowment information? Are we trying to build it up?
 - A: We are about 5 or 6 million dollars over the amount from when I started. In terms of this year, we are tracking ahead of last year's amount. However, last year we were lower than we were from the previous year. We are tracking up and getting ready to start a steering committee to work on it.

Motion made, seconded, and passed to extend President White's remarks by 5 minutes.

 - Comment: I came here in 2013 and since that time I think the quality of athletes has improved.
 - A: I will pass that on. We have had no recent issues with behavior.

University Provost – Dr. Rex Gandy (15 minutes)

- Enrollment – We still have just five more days in the spring to get numbers. It really doesn't change that much.
- Deans' Positions - As you know in CoSTEM, Dr. Jaime Taylor is on a reverse sabbatical. Dr. Rebecca Corvey is the Interim Dean for the College of Behavioral Health Sciences. Dr. David Denton returned to the classroom. Next year we are conducting a national search for this position. Professor Barry Jones has stepped in to be the Interim Dean for the CoAL and next year we will have a national search for that position.
- Doctorate Degree - We are not authorized to offer a doctorate degree, yet. In June we will request to get a level change from SACS.
- General Questions
 - Q: Why do we report enrollment on the 14th day?
 - A: Census is taken on the 14th day of school. Every school in the state uses the 14th day except us because of Fort Campbell. There is also an end of semester report.
 - Comment: The late-adds system is really slow and it affects pay.
 - A: Calculating the late add is a problem. I will report back to Mickey on this issue.

Director Student Financial Aid & Veterans Affairs – Donna Price (15 minutes)

- Student Financial Aid, Scholarships and Veterans Affairs Guide for Faculty and Staff - I wanted to talk about a new guide for faculty and staff. You may need to look at it when you are advising a student. It's a quick read. You can find it under Faculty and Staff Resources – The guide is not pretty, but it is functional. I am hoping that it will answer your questions.
- Program of Study and Financial Aid. Beginning with the 2018-19 academic year, federal financial aid will only pay for courses required in the student's program of study (Student Financial Aid, Section I, Page 2). We thought this was coming. We now have a tool to monitor this. From an advising perspective you have to be aware what Financial Aid will

pay for. You can still study abroad or receive a budget increase for a study abroad program. Parts of it will be a good thing.

- General Questions

Q: The core for a Physics major is 119 hours. Would it pay for Study Abroad if it is outside of that study area? Would it cover Engineering classes or would it be outside of that program of study?

A: If they have student loans they are going to get all of it. If they have PELL Grants, they would get part of it. Their refund checks will be less. Yes, those classes would fall outside of that area of study. Students will get a message to notify them that they can take those classes but Financial Aid will not pay for it.

Q: So, this goes beyond the elective hours.

A: Yes, that is correct. And, if they change their major.

Q: Are there going to be any automated flags if a student enrolls in a class that is out of their program?

A: We want to work with IT. We have a communication plan to work with faculty and students. Telaina Wrigley, Registrar, could talk about this in more detail with you more than I could.

Q: In the last couple of years we have admitted conditional students. How has this affected us?

A: It's not the students who stay here at APSU, it's the students who come in, and then withdraw. It's not the conditionally admitted students.

Q: Are the prerequisite courses built in this process?

A: The prerequisite courses are built in. You will have to substitute A for B, and you will need to have course approval at the Registrar's Office. This is really out of my area. Telaina is aware of the changes

Motion made, seconded, and passed to extend Donna Price's remarks by 5 minutes.

Q: Is there any way to check what is/isn't required so we can verify this information? I just want to make sure the money is accurately in the system.

We can look at our own webpage, but I'm curious to see what Financial Aid looks at.

A: We look at a screen that is built for us.

Comment: Attendance Reporting a FN grade means the student never attended class. FA means the student stopped attending class. Both need to be reported to the Feds by the 14th day into the semester. We had four pages of FNs/FA's after the end of the fall semester. There is a lot of confusion. Call me at 221-7410 if you have additional questions.

Parental Leave Policy – Dr. Mercy Cannon (10 minutes)

- Dr. Andrea Spofford is with me today because we have been working on this policy with Michael Hamlet, Assistant Vice President and Chief Human Resources Officer. During our research, we discovered that Memphis was working on a policy too. They passed the policy with six weeks paid leave. We have been working with Mr. Hamlet to try to get this passed at APSU. We think we are close with the language on this policy using Memphis's policy as our template. Mr. Hamlet will be presenting this policy to President White, Provost Gandy, and the Vice Presidents. We would like your feedback or you can send an email to President White about your passion on this topic. We have been meeting with the Provost and Chairs about this proposal.
- General Questions
 - Q: It sounds like you do not have to take FMLA. What is your take on this?
 - A: It would start with six weeks of paid leave.
 - Q: What about guardians, will this policy work for them, too?

A: I do not know. Maybe FMLA has language. I know that sperm donors are not eligible for this leave.

Comment: I am afraid we will not have the money stream of grants like Memphis has. I just worry it is soft money that we cannot support.

Q: Can parents who work here together take that first 6 weeks and the other spouse take the next 6 weeks?

A: Yes, you just have to use it within the year of the birth or adoption. Hopefully we will have good news to report.

2. Reports from Faculty Senate Representatives

University Curriculum Committee – Senator Tony Morris (5 minutes)

- The Curriculum Committee has been voting on *Curriculog*. So far the Committee has been agreeable and everything is going through. There was one thing. Political Science and Public Management proposed a change to the BS degree which required a minor, and Provost Gandy would not support this at this time because he wanted to see the numbers.

3. New Business - Senate President Mickey Wadia

Faculty Senate Vice-President Election – Faculty Senate Vice-President (10 minutes)

- We have ballots with two Senators listed and a blank space to write-in a name. I have asked the two candidates listed, Senators Jane Semler and Sergei Markov, to let us know what they could do in this position. If you are not a senator please step out of the room. You can stay to hear the mini campaign and then leave the room. Drs. Tucker Brown and Marsha Lyle-Gonga will count the votes.

Dr. Sergei Markov - I am a member of the Department of Biology. Some people know me well and others do not because I stay in the Sundquist Building. When the new administration came to the University, I kept a low profile. I became a member of Faculty Senate to help make a difference. I want someone who can actually talk to the administration. I want to get involved and help. Thank you.

Dr. Jane Semler - I will tell you about myself. I was hired in 2009. I was so excited to be here. I felt empowered and supportive in the direction APSU was going in during that time. It was a “Great College to Work For” and since then, we had a few changes. We have fallen off of that list. I thought, what do we do about it? I try to work collaboratively with colleagues in areas that I am passionate about. I have always served on Committees with many of you. I really enjoy working with faculty on and off of those Committees.

Dr. Semler was voted in as the Vice President. Dr. Markov was thanked for his interest.

SASI Committee – Three additional Senators (5 minutes)

- We need three additional Senators to serve on the SASI Committee. Dr. Vikkie McCarthy reported that we are actually leaving money on the table, as much as 30%. We want people from the floor.

Q: How much time does this take and how often to you meet?

A: We did everything via email. You are required to read the proposals and then rank them. This work will go into Area III for service.

Comment: Email me if you are interested in serving on this committee at wadiam@apsu.edu

Comprehensive Campaign Steering Committee – Two Senators (5 minutes)

- Do we have volunteers to serve on this committee? Drs. Perry Scanlan and Doris Davenport agreed to serve.

Anti-Bullying Policy – Dr. Marsha Lyle-Gonga (5 minutes)

Our Committee includes Dr. Sherryl Byrd, Stephen Dominy (Staff Senate President), Dr. Mickey Wadia, Costin Shamble, University Attorney (from the Office of Legal Affairs), Sheila Bryant and myself. This policy comes from Oregon State University [Dr. Lyle-Gonga read the policy]. We have had two meetings so far regarding the policy. We are still discussing the policy, but we don't know how all this will finally play out. We are working with the attorneys and keeping President White informed. The Staff Senate President would like to have this policy in place for staff where more of these problems are occurring. The policy being proposed does contain sanctions for staff and faculty.

4. Old Business - Senate President Mickey Wadia

- Policy 2:011 – Constitution of University Curriculum Meeting – (action item)
- Policy 2:051 – Faculty Appointments – (action item)
- Policy 2:059 – Sponsored Research Incentive Program– (action item)

There are no big concerns regarding these three policies. Do you want to approve them as a package or go through each of them?

Motion made, seconded, and passed to accept the three policies.

Policies 2:011 and 2:051 are good.

Q: Policy 2:059 is unclear. Is money being placed in an account? Is it going to someone's paycheck?

A: This is in an account and you get it when the account builds up.

Comment: Reading it as a faculty member it is unclear to me. It sounds like the money is directed to me. It seems to encourage faculty not to spend this money.

Comment: The document discusses the professional development accounts and professional development bonus pay. I think the wording is ambiguous and more work is needed. There were several back and forth questions on 2:059. President Wadia asked the senators who had concerns to email him and that he would pass on the comments to the interim graduate dean.

Motion made, seconded, and passed to accept Policies 2:011 and 2:051, and to table Policy 2:059 until the February 22, 2018 meeting.

Adjournment at 4:50 pm