

**Austin Peay State University Faculty Senate
Meeting of Thursday, October 28, 2021
Morgan University Center, Rm # 307 | 3:00 pm
Minutes**

Call to order - Senate President Jane Semler

Recognition of guests: President Licari, Provost Cronley, Soma Banerjee, Kallina Dunkle, Uma Iyer, Nancy KingSanders, James Thompson, and LaNeece Williams

Roll call of Senators - Senate Secretary Gina Garber

Absent Senators: Susan Cockrell, Terry Damron, Michael Dickins, Sue Evans, Alex King, Alice Lin, Darren Michael, Rod Mills, Tasha Ruffin, Jennifer Thayer, Antonio Thompson, Jennifer Yantz, and Harold Young

Approval of today's agenda – Motion made, seconded, and passed to approve the agenda

Approval of minutes from September 23, 2021 meeting – Motion made, seconded, and passed to approve minutes for September 23, 2021

Remarks

1. Senate President Jane Semler (5 minutes):

President's Installation Ceremony: Senate President Semler encouraged the faculty to attend President Licari's Installation Ceremony scheduled for Friday, November 5th. She let the faculty know that they have permission to cancel their classes to attend. Additionally, faculty need to let Kyle Christmas know if they are attending so that they can make seating plans and so you can receive the ceremony instructions.

APSU Dining Contract: During the September 23rd Faculty Senate meeting, we had Cecil Wilson, Director of Housing Services Dining, scheduled to discuss the dining contract that is up for renewal and bid process; however, the meeting ran long and Mr. Wilson was not able to present to the Senate. President Semler is serving on the committee that makes a recommendation for the dining contract. She reported that Chick-fil-A and Starbucks will remain on campus, but the other contracted chains like Subway may not.

Campus Activities:

- *The Spitfire Grill* – Opens tonight and will run through October 31st
- Red Cross Blood Drive – Morgan University Center, November 2nd
- Faculty Senate Gobs Football Tailgating – November 6th and 20th
- Science on Tap at Strawberry Alley - Topic: Bitcoins and Money Transfers, November 2nd
- College of Business Guest Speaker – Sean Henry, Chief Executive Officer of the Nashville Predators, November 16th

2. University President Dr. Michael Licari (10 minutes):

COVID19: President Licari announced that the COVID challenge drawings to get people vaccinated will be held on the UC Plaza, Monday, November 1st and again on Wednesday, December 1st. The campus had just under 1,800 people register for the drawings: 523 were faculty and staff, and 1,248 were students. The President said he is encouraged that the number of cases in the county are on the decline. The number of cases on campus is also on the decline compared to the beginning of the semester.

Special Session at the State: President Licari said there are 80 House bills all designed to restrict public and private entities from instituting a variety of COVID protocols. It is likely that some of the State bills will affect the University such as mask mandates. He reminded us that 60% of our revenue comes from the State of Tennessee appropriations. If the bills are signed into law, the University will have to comply or we would be out of business.

2022-23 Fiscal Year: We will get back to the normal budget development participation and routines that we have had in the past. President Licari wants to begin this process during spring semester. The normal budget procedures have been suspended for two cycles because of COVID interruptions. Additionally, he said that much of this will depend on our enrollment, other universities' enrollment, and tuition and fees. We will begin by making some estimates until we have more pertinent information.

Strategic Plan: President Licari wants the Strategic Plan to be an organic process. He is kept abreast of the process, but wants real input from staff and faculty. He does not want his presence to inhibit the creativity or progress. He announced that the University community is invited to participate in the following Town Hall meetings scheduled on November 8th at 10 AM, November 9th at 10 AM and 1 PM, and November 10th at 1 PM. Participants will need to register in advanced at this link: https://www.apsu.edu/strategic-plan/townhall_meetings_schedule.php.

President Licari said that we are on board to present this information to the APSU Board of Trustees (BOT).

APSU Network Issues: The campus was experiencing an internet outage that was caused by a fiber line that was cut south of Nashville. The line was repaired and the internet was working around 11 PM, Wednesday, October 27th. President Licari encouraged the faculty to thank our OIT personnel for the work that they do on campus. He said that this was not OIT's fault.

Campus Events: President Licari ended his remarks by letting us know that he was excited to be attending *The Spitfire Grill* production, Science on Tap, and the percussion concert.

3. University Provost Dr. Maria Cronley (10 minutes):

President Licari's Installation Ceremony: Provost Cronley encouraged the faculty to attend the ceremony. Approximately 100 people have registered to be in the processional. She said it was not too late to register, just send an email to Kyle Christmas.

Campus Calendar: Provost Cronley also reminded the faculty that the University will be closed on Veteran's Day, Thursday, November 11th and on Juneteenth, observed on June 20th.

Academic Affairs Strategic Plan: Faculty should have received an email with the drafts of

the Academic Affairs Mission, Vision, and Core Values Statements. The Provost said that the drafts were based on a few months of work with feedback from faculty. She is happy with the feedback from the stakeholders in this process. She also encouraged faculty to participate in one of the open forums. The virtual forum is scheduled for November 2nd at noon and in person forum is scheduled for November 3rd at 2:30 pm in MUC 303-305.

Software: Academic Affairs is looking at new software called *Watermark* (Digital Measures). The final decision has not been made; however, the software looks promising for Faculty Annual Evaluations, building CVs, RTP work, and cataloging research activities. The College of Business already uses the software. If we choose to purchase this software, we would migrate away from housing this type of information in D2L Brightspace.

Fall I and Fall II Terms: Fall I and Fall II are terms at the Fort Campbell Campus and we have Session A and Session B terms on the Clarksville campus that are shortened. Provost Cronley said they assembled a group to look at simplifying the terms so we would only have two shortened terms. This is a Banner project undertaking.

Enrollment: Provost Cronley announced that we have reached the number of applications where we were two years ago before the pandemic. Two years ago, we had 4,335 applications at this time, last year we had 2,900 applications at this time, and this year we currently have 4,587 applications. The Provost said the admitted numbers are following the same path. For example, last year at this time we had 788 students admitted, this year we already have 2,322 admitted students. She said we want to focus on the high-achieving student scholarships. Additionally, she shared information from an article she read that said college enrollment is down 3.2% this year, and was down over 2% last year. Nationally, college enrollment is down 6.5%. Provost Cronley reiterated how important it is to retain our students. When students drop out, only 13% ever come back.

4. Office of Equity, Access & Inclusion, LaNeece Williams, Chief Diversity Officer and Title IX Coordinator (5 minutes):

LaNeece Williams introduced herself to the Faculty Senate and let everyone know that her office has three employees. She said that they would not be able to do the work that they accomplish without the support of the faculty. The Office of Equity, Access & Inclusion handles ADA accommodations, and any discrimination or complaints. She wanted us to know that their office is not Human Resources. Human Resources deals with personnel issues. The Office of Equity, Access & Inclusion also deals with Title IX and Title VI issues. Anytime you are aware of sexual harassment you should report it to her office. Her office is responsible for Access and Diversity Funding. There is about \$200,000 that goes to students every year. Additionally, there is money for faculty members of color, ads to recruit personnel, diversity programming, and informative training sessions about Title IX. It takes between 7-9 people to investigate issues on campus. Search committee chairs should make an appointment for someone from LaNeece's office to talk to candidates about diversity. She let us know about a new initiative that her office and campus is working on to increase the numbers of black males enrolled in college. There is a state round table to

discuss these matters and Dr. Anthony Sanders is involved in this effort and is working to improve these numbers on campus.

5. Reports from Senate Committees

- University Curriculum Committee Representative: Nancy Gibson (5 minutes): Nancy Gibson said that the report can be found on the Faculty Senate website: https://www.apsu.edu/faculty-senate/university_curriculum_committee_notes.php. There were no changes to the Gen Ed courses.
- Rules Committee – New Senators: Faculty Senate Vice President Perry Scanlan (2 minutes):
Vice President Scanlan announced that the interim elections were held at the end of September. The following faculty members were elected to serve as Senators:

College of Arts and Letters

1. R. Wes Atkinson - term ends 2023
2. Jennifer Denk – term ends 2023
3. Katherine Honea – term ends 2022
4. Stephen Kershner – term ends 2022
5. Two vacancies remain – term ends 2022

College of Behavioral and Health Sciences

1. Isaac Aklamanu – term ends 2024
2. Tim Self – term ends 2024
3. Sarai Ward – term ends 2024

College of Business

1. Tomas Martinez – term ends 2022

College of STEM

1. Eugene Donev – term ends 2024
2. One vacancy remains for term ending 2023

New Business

1. RTP Policy Committee – Enhanced Peer Review Language - Drs. Uma Iyer, Mickey Wadia, and Kallina Dunkle (10 minutes):

Dr. Iyer reminded the Senators about the RTP Policy Committee’s charge based on the following four bullet points:

- Two peer reviews will be required.
- If the faculty member under review teaches only in-person, both peer reviews will be conducted in-person.

- If the faculty member under review teaches only on-line, both peer reviews will be conducted online.
- If the faculty under review teaches both in-person and online, one peer review will be conducted in-person and the second will be conducted online.

The problem with implementing the fourth bullet-point above is that, in years 1-3, the two evaluations are one formative and one summative, both of which must be accomplished in the same course and modality as per the Red Committee report. This will result in double the number of evaluations for the faculty in years 1-3 which will create inequity in terms of expectations.

Alternate language suggestion for bullet point 4 above:

- If the faculty member under review teaches both in-person and online:
 - the faculty member and the chair should mutually agree on the modality to be observed for faculty being reviewed for years 1-3*.
 - one peer review will be conducted in person and the second will be conducted online for faculty being reviewed for years 4-tenure or promotion.

***Note:** The logistics of conducting both formative and summative evaluations online and in-person will double the number of evaluations and will create inequity.

Questions:

Q: Will everyone going through the RTP process have two evaluations?

A: Yes.

Q: Only in years 1-3, the first one needs to be a formative evaluation and the second one will be a summative evaluation, is that right? Then in years 4-or more, if you teach in both modalities, one should be online and one should be on ground. Is that right?

A: Yes.

Q: How does this work when someone comes in with prior credit? You would automatically be put in the second category.

A: This is not required. We are talking about the minimum here. You can have as many as you want; however, you must have at least two. For example, a faculty in year 4 would submit the summative evaluation. They do not necessarily need the formative evaluation.

Q: In years 4 through tenure, are you saying that one evaluator will be online and one evaluator will be on ground?

A: Only if they teach in both modalities. Every Peer Review will have two evaluations.

Comment: Only in years 1-3 will there be a formative and summative evaluation. Years 4 and beyond will have two summative evaluations.

Comment: President Semler said that in order to reduce the weight of the student evaluations, we will be required to have an enhanced peer review process.

Motion made, seconded, and passed to extend time by 5 minutes

Comment: I didn't think this is what we were voting on during the last Faculty Senate meeting. I thought we were voting on having two reviewers. I think others may have thought the same thing.

Comment: President Semler referred back to the September 23, 2021 Minutes to see what we discussed and how the Senate voted.

APSU BOT Faculty Representative Elaine Berg explained how the Faculty Senate could amend something previously adapted: "You can amend something previously adapted using a motion that can be used if it is desired to change only part of a text or to substitute a different version of the text. You could make a motion to amend what we voted on during the September meeting to substitute the language that the RTP Policy Committee brought to the Senate. In this case bullet point four."

Motion made, seconded, and passed to extend time by 2 minutes

Comment: It sounds like four evaluations.

Comment: Each enhanced review consists of both a formative and summative evaluation. Therefore, if you have two enhanced reviews, you will have two sets of formative and summative evaluations:

- In your first enhanced review of XXXX 1010, you will have one formative evaluation and one summative evaluation; and
- In your second enhanced review of XXXX 2010, you will have one formative evaluation and one summative evaluation.

Comment: There should be three to six weeks between reviews.

Motion made, seconded, and passed to extend time by 2 minutes

Q: Why does the formative evaluation go into the dossier?

A: According to policy, all evaluations must go into the eDossier. The formative evaluations are done for the faculty member so they can see where they need to improve. It helps the departments to see if this faculty member a good fit.

Comment: This process was for the faculty member not to feel like this is a punitive process.

A: There is no harm here. The goal is to show growth in the eDossier. We need documentation.

Motion made, seconded, and passed to extend time by 5 minutes

Q: I have a question about the policy. You are saying that we need two peer reviews. How is it a formative and a summative evaluation.

A: Questions/answers between the evaluator and faculty will happen and suggestions for improvement will be offered during the formative evaluations. This is shared with the faculty so they can have an opportunity to make improvements and then it is documented.

For example, their teaching effectiveness is evaluated.

Point of Order: What you are discussing is not part of the Senate meeting today. Today, we are about fixing the fourth bullet point. I object to any other questions coming forth because you have not seen the entire report. There are five pages that you have not yet seen about the procedures. Again, today we are focusing on this point.

Senate President Semler reiterated that Member-at-Large Dr. Mickey Wadia has made the motion to focus on the bullet point.

Motion made, seconded, and passed to extend the discussion just on the fourth bullet point by 2 minutes

Comment: Member-at-Large Dr. Mickey Wadia let the Senate know that the RTP Policy Subcommittee worked on this section for at least ten hours to include working on Saturdays. He said that the RTP Policy Committee is looking out for you and they know what they are doing. This work was passed to the RTP Policy Committee because of the details that are needed in the Enhanced Peer Review Policy.

Motion made, seconded, and passed to extend time by 2 minutes

Motion to amend the fourth bullet point made, seconded, and passed unanimously

2. Policy 2:015 Prior Learning Credit, - Dr. Nancy KingSanders, Vice Provost for Student Achievement (5 minute introduction, 10 minute discussion):

Dr. KingSanders said they have been working on this policy for some time. She thanked everyone for allowing her to get the faculty's feedback on the policy. This time allowed her and the Provost's Office to see if other policies left over from the TBR era covered prior learning credit. Dr. KingSanders said that they were able to combined Policy 2:015 Experiential Learning Credit with Policy 2:023 Awarding of Credits Earned through Extra-Institutional Learning to the University which will clarify the process for awarding credit to students. Dr. KingSanders said during this process she has learned how important it is to have designated department course credits or credits in a portfolio in a procedure to ensure that her office knows how it articulates to the students' transcripts. She also said that we now have a policy that if a college or department wants to award credit, like the College of Education or Criminal Justice Department, it will obvious on the student's transcript and entered as pass/fail. Military students have a process to work with the ANTS coordinator if they want to apply for prior learning credit.

Questions:

Q: Do other institutions follow this model?

A: Yes, the State of Tennessee received a Gates Foundation Grant back in 2012 to assist Tennessee residence in this process.

Motion made, seconded, and passed to accept the policy for discussion

Comment: Senate President Semler said that we have looked at this policy multiple times and that Dr. KingSanders has worked hard to make sure everything is covered in this policy. Additionally, she said that we wanted to make sure that the language was good and that faculty can see that it will work within your departments.

Comment: Dr. KingSanders said they are not trying to push prior learning credit, they just want the process clearly outlined.

Comment: This is about mechanics, not philosophy.

Comment: Yes.

Motion to accept Policy 2:015 - Prior Learning Credit Policy made, seconded, and passed unanimously

Old Business

No old business to discuss.

Motion to adjourn made, seconded, and passed

Meeting adjourned at 4:25 pm