

The next meeting of the Faculty Senate is tentatively scheduled for Thursday, June, 19, 1997 at 3:20 pm in the Governors Room 313 of the University Center.

**Unapproved Minutes of the Regular Meeting  
of the Faculty Senate, APSU  
May 8, 1997**

**Senators Present:** (N) identifies new senators and (R) retiring senators. Steve Anderson(N), Dewey Browder(N), Patrick Bunton, Willodean Burton(N), Art Carpenter, Wayne Chaffin, Bruce Childs, Debbie Cochener(N), Thomas Dixon(R), Sue Cloud Evans, Daniel Frederick, Meredith Gildrie(N), Mark Ginn, James Goode, Dolores Gore(N), Buddy Grah, Ronald Gupton(N), Kay Haralson(R), Carlette Hardin, Max Hochstetler(N), Ellen Kanervo(N), Tom King, J. D. Lester (N), Larry Lowrance, Kathy Martin, Ramon Magrans, Maureen McCarthy, Bruce Myers, Stephanie Newport, David O'Drobinak, George Pesely, Jennie Preston-Sabin, Bert Randall(N), Steve Ryan, Adel Salama(N), Abu Sarwar, Paul Shaffer, Lori Slavin, Linda Thompson, David Till(R), Mickey Wadia(R), M.D. Waheeduzzman, Wayne Whitmer(N), Nancy Wright.

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Reception for new and retiring senators.

Meeting Called to Order: 3:25 pm

Motion made and carried to allow students in the room to remain and observe.

Question raised concerning which senators are allowed to vote at this meeting. President Till explained that retiring senators' terms were concluded at the end of April, with the exception of the Executive Committee. Voting senators at today's meeting are all returning and newly elected senators.

The Agenda was approved with the addition of one item under Old Business: Approval of Standing Committee Recommendations; and one item under New Business: Recommendation by the Psychology Department concerning the composition of Faculty Search Committees.

Minutes of the Regular Meeting of April 17, 1997 were approved with an amendment on the last page, under Recommendation C to read "as exception to Recommendation B" rather than Recommendation A.

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**ANNOUNCEMENTS**

1. Senator Golden has indicated that it will not be possible to conduct an evaluation of the common hour this year. An evaluation will be conducted next fall.
2. Reminder that senators should make a good faith effort to attend Senate meetings, informing the secretary if your absence is unavoidable. With three consecutive absences and no notification to the Executive Committee, senators are subject to forfeiting their senate seat.

**REPORTS AND COMMUNICATIONS**

**President Sal Rinella:**

1. A post-retirement program for faculty has been discussed for the last several months. At the most recent meeting of the Presidents Council, it looked favorable for this program to go through. Those faculty who have submitted retirement letters will be retroactively a part of the program. A change was made in the minimum requirements to participate. Faculty must teach 20% of a full-time load, three hours per semester or six hours per year, in order to receive full benefits. This program had unanimous support from the Presidents. There will be further information about this when the Board meets in June.
2. Concerning the 1997-98 budget, there has been information in the paper about the possibility of more revenue becoming available. Senator Andy Womack, chairman of the Senate Education Committee has

presented a bill that would increase tuition 6% (rather than 4%), increase technology fees 15%, and add 10 million dollars in state funds. His bill was unanimously passed by the Education committee. This would mean \$180,000 more in additional revenue for Austin Peay. Dr. Rinella has concerns that this proposal might cause an impoundment next year if funds are not what is projected. It appears that the money set aside for the current impoundment will be impounded. We borrowed from our reserve fund to make up some of the impoundment. If new money is received we may need some of this to replenish this fund.

3. Dr. Rinella received the Senate's recommendation of administrative review, and agrees that there is a need for this. He would like to see a plan developed for review of administrators that would stand up to the scrutiny of a court of law if any personnel action ever occurred because of the review. He would like to work with the Executive Committee on this matter.

4. Dr. Rinella gave positive feedback to reporters when questioned about the newly established American Association of University Professors (AAUP) chapter. He would like to see the AAUP and the Faculty Senate work together as a unit to interact with him on issues. Dr. Rinella feels the addition of an AAUP Chapter on our campus is a positive move for the university.

Q: Could you enlighten the faculty as to the wisdom of moving the fee payment day for Fall Semester back to August 6?

A: I would defer to Dr. Pontius on this matter. The purpose of the modification was to make registration more streamlined and student-friendly. In the past it has been a bull-pen session, with students sometimes waiting 5 hours or more to complete their registration. Our registration process was just not working.

Q: The problem is with the changes being announced at such a late date.

A: These changes will be communicated to students in an effective way.

Q: Is it true that in order for students to be notified, it will cost in excess of \$25,000?

A: It may cost initially, but we may save on money spent for temporary personnel. The plan is to cover the expense within the existing budget.

Comment: It seems odd that we can find money to do other things, but cannot find money for faculty travel and department needs.

#### Vice President Steve Pontius

##### 1. Reorganization issues:

► The Ft. Campbell Task Force has submitted a report to the president. The SACS Committee also made a large number of suggestions concerning Ft. Campbell. Based on the recommendations from these two sources, a final report was submitted to Dr. Rinella on March 21. It has been approved and is on its way. Recommendations include:

1. The Ft. Campbell Center will become known as Austin Peay State University at Ft. Campbell.
2. All 38 recommendations to be considered and implemented as funds become available.
3. Dorosia Black will become the Director of Enrollment Management at Ft. Campbell. Emphasis will be on improving student services in the area of advisement to achieve the same quality of advisement as main campus. This will necessitate the hiring of additional advisors.
4. The technical programs will go back into the departments.
5. Dr. Gaines Hunt will become an Assistant Vice President to oversee the Ft. Campbell campus.
6. Ft. Campbell will become an extension of the main campus, with the ultimate responsibility for academics residing on campus.
7. Dr. Walker will be joining the faculty of the College of Arts and Sciences or the College of Education.
8. No faculty are being laid off, but will be moving from a 12 month contract to a 9 month contract. We will work with faculty to insure that none will be losing money in the transition.
9. Discussion is still underway about moving Engineering Technology to the Ft. Campbell campus.
10. Dr. Walker will be in charge until July 1, at which time Dorosia Black will assume these responsibilities.

► In the Fall Dr. Pontius submitted to the Deans Council and the Faculty a reorganization chart, including changes in ROTC, Health and Human Performance, the Solutions Center and with questions concerning the Graduate College. Dr. Pontius' recommendations are:

1. Agriculture and ROTC will move to the College of Arts and Sciences.

2. **Health and Human Performance and Social Work will be moved to the College of Nursing.**
  3. **Political Science, Sociology and Public Management will make no changes until Fall.**
  4. **Regarding the Graduate College, Dr. Pontius listened very carefully to how it should be administered, etc. and feels this needs to be looked at further. He has asked Dr. Gaines Hunt to be employed on a half-time basis to address the issues of who governs the graduate school and how, and how an enrollment management plan can be developed to include the graduate school. The office functions will move to Ellington with the location to be determined by Enrollment Management.**
2. **Fall registration: Dr. Pontius met with President Till and discussed critical issues. The decision to change the procedures for fall registration were based on physical constraints, the need for more rapid registration in order to know earlier the need for classes, and to make the process more user-friendly. We were the only institution in Tennessee that did not have a deadline for registration to be paid which was weeks before school started. This will enable us to know ahead of time classes that will open up due to non-payment of fees, allowing these classes to be reallocated. Students will be contacted at least three times this summer, there will be warnings and grace periods. The first year there may be leniency. We are prepared if there are glitches and will try to determine if we need a large place to accommodate students at the end. AP TALK is currently being used primarily to register, but it can also be used to pay fees. The cost for everything, a scanner to speed up financial aid, postage, etc. will be approximately \$25,000, with 3-4 thousand of this going for postage to communicate with students and parents. All areas of registration (housing, financial aid, VA, loans, etc.) will be working together.**
- Q: I agree with ~~564X~~ removing hand-to-hand combat in the Dunn Center, but am concerned that this has only gone public in the last two weeks and we will lose students who will be angry that the decision was not made earlier.
- A: There was discussion on delaying the process until January, however it was decided there needed to be something done now to get more students in the fewest number of classes.
- Q: Since Fall Semester enrollment determines our funding, why not wait until January?
- A: We will have a place for those students who need a central location. Things are being done to make this process easier, the students will not have to go to so many places. We now have all areas talking to one another, this is what enrollment management is all about. Dr. Pontius stated the process worked well at his own institution.
- Q: Is the Dunn Center available on August 19?
- A: Yes, if we see the UC will not work.
- Q: How will fee payment be affected since loans are not processed until a week before school?
- A: This will be dealt with in financial aid. Students will not have their registrations cancelled due to delay in financial aid. Students with loans will get a letter stating this.
- Q: Relative to the year beginning in the fall, how many faculty will we have compared to this year?
- A: That depends on what happens with respect to hiring.
- Q: How many positions will be funded and what is the situation on adjunct money?
- A: I think there will be three new faculty lines. We have advertised eight tenure-track lines, but this also reflects faculty who are deceased or retiring.
- Q: Will there be a reduction in the amount of adjunct money?
- A: I do not know. Some departments made cuts in adjuncts. It may depend on enrollment demands, it is up to the Deans and departments to decide.
- Q: When will solid information be available?
- A: The departments will get what was budgeted last year, minus what reductions the department decided to make in adjunct funding.
- Q: It is my impression that we will have fewer faculty teaching more students.
- A: The Deans will have to reallocate.
- Q: If next fall we will have more full time faculty than this year, will any department be operating with fewer faculty?
- A: I will talk to the dean about the number of classes to be taught.
- Q: When will you decide that?
- A: Very soon.
- Q: When is very soon? Are we going to know before you leave?

**A:** John Foote will have my number.

**Q:** My question is in regard to your decision on the Dean of Graduate Schools. Since the Graduate Council, the chairs of the departments with graduate programs, the interim Graduate Dean and the Faculty Senate all voted unanimously for a full time Dean of Graduate School, what recourse do we have if we disagree with your decision to have a part-time person in charge of the Graduate School?

**A:** As of now we have an Assistant Vice President. We will be looking at the situation this fall.

**Q:** Suppose we disagree with your current decision, what process can we follow?

**A:** None, according to the reorganization guidelines.

**Q:** Relative to the process of reorganization, is there not supposed to be a specific recommendation that goes to your office to be decided on, not that you can choose to make your own recommendation?

**Comment:** It looks as if the recommendations submitted were ignored. It appears that the process is being "cannibalized" and is no longer a "bottom up" process.

**Comment:** I don't recall a proposal to move Health and Human Performance. This should have been brought to all departments involved before a decision was made.

**A:** I differ with you on the interpretation of the process.

**Q:** Is it not clear that you see discussion of recommendations with the units involved as a part of the process?

**A:** The proposal began with various levels.

**Comment:** (from Senator from Nursing) We did not know about this until we received a memo. We were not aware that these recommendations (moving H&HP and Social Work to Nursing) were being considered.

**Q:** How close are we to deciding who will head the multi-cultural program?

**A:** I will defer to Dr. Joyce on this matter.

**Q:** Since so many did have strong feelings on the graduate dean, can you justify your decision?

**A:** This was a professional decision made on my part. I feel strongly that this is not a full time position. I want to learn what role the graduate council and the departments will play in the process.

**Dr. Rinella and Dr. Pontius depart.**

**TBR Sub Council - Dr. Dolores Gore, ex. officio:** Dr. Gore offered to forego her report due to the time and send to Senators the minutes of the most recent meeting of the TBR Sub Council.

**Academic Council - Dr. Mike Phillips:** unable to attend

**Deans Council - Dr. Maureen McCarthy:**

1. The cutoff for summer school classes will be 15.
2. Faculty taking courses at TBR institutions will continue to get tuition reimbursement for the first class taken each semester.
3. Dr. Ruth Dennis has been appointed interim chair of the Sociology Department.
4. Harvill Hall will be converted from a dorm to be used for other purposes.
5. The Deans Council will continue discussion of the budget.

**AAUP Chapter for APSU - Dr. Richard Gildrie:** We have completed the application process to establish a local chapter of AAUP at Austin Peay with the paper work being sent yesterday. Austin Peay is the only state-supported four year institution in the state which did not have a chapter. The AAUP has provided leadership in the past, with the Faculty Senate being established based on national AAUP guidelines, and the basics of the Faculty Handbook coming from AAUP guidelines. The many benefits provided with membership include: a AAUP library of books on various academic issues, a legal office, salary reports, a lobbying system, and a state conference of the AAUP. In regard to Dr. Rinella's concern about the Faculty Senate and AAUP having conflicts of interest, I can assure you AAUP is not a comparable unit to the Faculty Senate. It is an independent forum and provides another source for faculty voice. There is considerable overlap in the membership of the Faculty Senate and AAUP, but this should enhance communication between the two. There are two types of members, faculty (teaching) and associates (faculty whose primary assignment is administrative). To form a chapter you had to have seven members of the national AAUP who have received membership cards. Names of thirteen members from Austin Peay were sent in to establish a local chapter. The procedure to follow in become a member is to first join the national AAUP and when you receive your membership card, contact David Cochener (secretary) to become a member of the local chapter. At the organizational meeting the following officers were elected:

**President—Richard Gildrie, Vice-President—Ronald Gupton, Secretary—David Cochener, Treasurer—Steve Anderson, members of the Executive Committee at-large—Howard Winn, Kay Haralson and Ramon Magrans. Membership dues to the national AAUP are currently half-price (\$61.50) until December 31, 1997. Non-tenured faculty dues are also half-price, \$31.00. There are additional discounts for spouses who join at the same time and for adjunct faculty. Anyone interested in joining can get a membership application from Richard Gildrie. Our first big meeting will be when school starts back in August. However the Executive Committee will meet over the summer and a meeting of the entire membership will be called if deemed necessary. Comment: We do not need to put this off, let's get this going early in the fall. We should also send for the documents AAUP has on evaluation of administrators. Comment: Congratulations to the AAUP chapter for not being afraid of the Sunshine Law.**

## **OLD BUSINESS**

- 1. Retention/Tenure/Promotion Philosophy Statement [for *Faculty Handbook*]-Dr. Carlette Hardin:**  
Motion made to approve the philosophy statement as submitted. Discussion followed, with concerns about areas of the statement. Dr. Hardin was asked if there was urgency in voting now on the statement. She replied that Dr. Pontius had asked for the Faculty Handbook to be available when new faculty are hired this summer. He also asked that the statement follow the Radford model. Senate voted to postpone the motion until faculty have had a chance to read the statement thoroughly and forward suggestions to Dr. Hardin.
- 2. Provisional approval of Standing Committee recommendations to be submitted to Dr. Rinella- Dr. Mickey Wadia:** Preferences for assignments to Standing Committees have been gathered by the Nominations and Election Committee according to the by-laws. However, it has not been possible to tabulate these and make final recommendations to the Senate at this meeting. Therefore as chair of the Nominations and Elections Committee I am asking that provisional approval be made for the Standing Committee recommendations. Motion made and passed to provisionally approve the committee's recommendations.

## **NEW BUSINESS**

- 1. Selected passages for our review from the "draft" of the *Faculty Handbook* currently being revised for publication late this summer:** Motion made and passed to postpone a vote on the revisions until faculty have had adequate opportunity to review the documents.
- 2. Executive Committee Elections:** The *ad hoc* Nominations Committee presents the following names for Executive Committee offices:  
**President - Dr. Wayne Chaffin, Dr. Albert Randall**  
**Vice President - Stephanie Newport**  
**Secretary - Dr. Patrick Bunton, Dr. Linda Thompson**  
**Academic Council - Dr. Mike Phillips**  
**TBR Sub-Council - Dr. Dolores Gore**  
**At-Large - Dr. Ron Gupton, Dr. Carlette Hardin, Dr. Maureen McCarthy [vote for one]**

A call for nominations from the floor for each office was extended. There were no additional nominations from the floor. Motions made and passed to close all nominations. Ballots were distributed to all voting Senators and counted by retiring Senators Mickey Wadia and Deborah Fetch. The vote necessitated a possible run-off in the At-large position with a vote of 14-12-12 (no person received a majority of votes cast). Motion made and carried to accept the person who received to greatest number of votes as the at-large member. The election results were as follows:

**President - Albert Randall**  
**Vice President - Stephanie Newport**  
**Secretary - Linda Thompson**  
**Academic Council - Mike Phillips**  
**TBR Sub-Council - Dolores Gore**  
**At-Large - Ron Gupton**

- 3. New Executive Committee Installed.**

**4. Recommendation by the Psychology Department - Dr. Buddy Grah:**

The Psychology Department has been requested to include a member of the community on a departmental search committee. This request is not perceived as acceptable to the members of the department, nor does it seem to be in keeping with current personnel policies. Policy 5:010, Section III. C.3 (page 7 of *Personnel Policies and Procedures for Faculty*) states: "At the discretion of the department, it is encouraged that a person outside the department serve on the search committee". All but two members of the department have seen and approved the memorandum brought to Faculty Senate. The department was asked to place a psychiatrist from the community on the search committee. The department feels that if anyone from the community is placed on the search committee it should be a member of their discipline. This issue has led to the resignation of the chair. It appears we are losing control of the hiring of faculty members in our departments. Dr. Grah requests that the senate go on record as supporting the Psychology Department's wish to have the personnel policies of the university followed.

**Q:** Where did the request come from?

**A:** The Affirmative Action Officer has indicated that one of two names she has given us must be included on the Search Committee.

**Comment:** This is clearly outside the policies.

**Comment:** The Affirmative Action Officer's request is unreasonable.

General discussion of the impact Affirmative Action requests have had on hiring procedures in other departments. Motion made to go on record as supporting the Psychology Department's request and to address Affirmative Action issues. Discussion: Request made to see if TBR policies about Affirmative Action have changed. Dr. Gore indicated that they have not changed. Recommendation made to support Psychology on this issue, obtain TBR guidelines on Affirmative Action and make sure guidelines are followed. **Motion made to support the recommendation from Psychology outlined in the memorandum presented to Faculty Senate. Motion carried unanimously.**

**Parting comments by President David Till:** There are several issues which I think should be considered for action by the Faculty Senate for next year: **summer school for 1998, a consistent policy on merit pay.** The reorganization process may be flawed or violated, but it is there and we must make use of it. The Senate can work on revisions if needed but at least the window is open. Thanks to Kay Haralson for the detailed minutes of Senate meetings this year and thanks to Maureen McCarthy for serving on the Deans Council.

**PRESENTATION:**

A resolution was passed last fall expressing our thanks and appreciation to **Dr. D'Ann Campbell, former Dean of the College of Arts and Sciences, for her courage, service and diligence.** The resolution has been framed and I would like to present it to her at this time. She will be missed by many at this university.

**President Bert Randall:** Request that the members of the new Executive Committee remain after the meeting is adjourned.

**Meeting Adjourned: 5:35 pm**

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