

**Austin Peay State University**  
**Faculty Senate**  
**Meeting of Thursday, October 26, 2017**  
**Morgan University Center, Rm # 307 | 3:00 pm**  
**Minutes**

**Call to order** - Senate President Barry Jones

Recognition of Guests: Chad Brooks, Provost Rex Gandy, Rod Mills, Nell Rayburn, Jeff Thompson, President Alisa White, and Tim Winters

**Roll call of Senators** - Senate Secretary Gina Garber

Absent Senators: William (Trevor) Brooks, Pennye Brown, Vikki McCarthy, Tony Morris, Robin Reed, Margaret Rennerfeldt, Ken Shipley, David Snyder, Cameron Sutt, Jennifer Thompson, and Timothy Wesley

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

**Approval of minutes from September 28, 2017 – Motion made, seconded and passed to approve meeting minutes from September 28, 2017.**

**1. Remarks**

Senate President Barry Jones (5 minutes)

- **Salary Letters:** I met with Mike Hamlet and he has confirmed that letters will be going out to all faculty by the end of next week. I should get a draft copy on Monday for approval and then it will go out to all of you.
- **President White:** President White asked me to reiterate that, until 2022, the Faculty Evaluation Annual Review (FEAR) documents are optional in the dossiers. We will work out the process by then.

**2. Reports from Faculty Senate Representatives**

- **Faculty White:** Senator Perry Scanlan – Research (5 mins)

**Current Environment:**

- Increased focus and perceived pressure on faculty to increase research requirements
- Faculty Annual Evaluation form heavily weights teaching
  - 4 courses @ 3WLC = 12 WLC's + 3 Advising, Research, and Committee (ARC)
  - 80%, 10%, 10% model
- Current research requirements across the university for tenure and promotion are acceptable
  - Committee supports the right of faculty and departments to determine their own criteria

### **Faculty Time Study:**

#### University of Maryland Use Study for APSU.

	University expectation (in hrs)	Actual (in hrs)	Difference per week
Teaching	30	23	-7.00
Advising	2.5	4.5	2.00
Research	2.5	4.5	2.00
Committee/Service	2.5	8.5	6.00
Other work reported*		8	8.00
Total	37.5	48.5	11.00

\*other work not classified

Caveats: One typical day, small sample size

### **Concerns:**

- Faculty are averaging close to 50 hours per week
  - Faculty are supposed to be working at 37.5 hours per week
  - Faculty may be asked to do research outside of normal hours in order to complete requirements for tenure
- Faculty lack the funding, time, and/or resources to increase research output
- Faculty Annual Evaluation may not be equitable if it is not flexible
- There is not an equitable way for service to be evenly assigned to faculty

### **Recommendations:**

- Research requirements remain stable
  - Unless department chooses to change them
- ARC might be a better category for the evaluation form
  - At least flexibility is needed
- Study service work on campus for equitable assignment of service to faculty

Comment: Senate President Barry Jones asked for two more minutes. – **Motion made, seconded and passed**

- Q: Is this in policy?
- A: No, it is not in policy at the moment. It is based on the work assignment. There is no way to change this under the current policy.

- **Faculty Red:** Senator Jane Wessel on behalf of Adriane Sanders – Adjuncts (5 mins)

Our Committee met once. We would like to talk to adjuncts from different departments across campus. If you know of any adjuncts and you would like to volunteer them, please share their names with us. Give us your name so we can contact you about your adjuncts. The following Senators provided their names: Christopher Bailey, Kadi Bliss, Kim Coggins, Norman Fox, John Nicholson, Adriane Sanders, Perry Scanlan, and Jane Semler. We would like to form a subcommittee and look at adjuncts who teach both online and face-to-face courses. If anyone else is interested just send me an email at [wesselj@apsu.edu](mailto:wesselj@apsu.edu).

- **Academic Red:** Senator Elaine Berg – Foundation of Excellence (5 mins)

Two open forums were held, September 29, 2017 and October, 12, 2017, to provide a summary briefing of the Foundation of Excellence (FOE) Dimension Committee reports. Attendees had the opportunity “to provide feedback and comment to inform this year’s FOE Implementation Planning Process.” There were representatives from each FOE Committee to report on their Committee deliberations, evidence reviewed, and interim recommendations offered, and to answer questions. The forums were not well attended. We did have Academic Red Committee members at each forum. There is a website for the Foundations of Excellence (<http://www.apsu.edu/ctl/foe/index.php>) which provides information including the timeline for the Foundations of Excellence and the Dimensions Committee reports. Most of the reports are available on the FOE website currently. All reports should be available soon. FOE is a three-year process and we are in the second year which is implementation planning. There is a lot of information to digest in the reports. The University received Dr. Gardner’s comments on the Committee reports that were submitted in early September. Dr. Gardner will submit a consolidated report incorporating his recommendations to the University. We encourage you to examine the information available on the FOE website. The Academic Red Committee is going to recommend that we invite Dr. Griffy to Faculty Senate at a future date to provide more information and answer questions.

### 3. Old Business

#### **Policy 2:052 Academic Freedom and Responsibility (Senate President Barry Jones)**

We discussed this change at our last meeting. The changes were made on page 2 to mirror freedom of speech on this campus. Again, the change comes from the state law. We are supposed to stick to the subject as much as possible.

#### **RTP Calendar Changes: (Senate President Barry Jones)**

We support this version of the calendar. The main changes are that the RTP actions are moved to the fall semester and appeals are not step-by-step, but at the end with one final appeal.

Q: So a new faculty member joining next year (year one) in 2018, ends up getting two semesters to work on their dossier?

A: Their first one is due to get everyone else in line, and then there will be a roll out of the changes.

Q: Where are the others, like the third year?

A: It is a long document, just scroll down.

Comment: If you are in your second year, you can appeal to the Dean.

Q: What was the motivation to change the appeals?

A: President White and Provost Gandy did not understand why these decisions had to come to them. She is not, realistically, going to read them.

Q: One of the concerns would be that faculty would have to work on their dossiers in the summer to complete it.

A: This issue has been brought up before.

Q: Okay, we now have two evaluation systems? What happens if the other evaluation comes through and it says you have done a horrible job? What do we do?

A: The chair will be doing most of the evaluations.

Q: Is the RTP system going to protect us in our body of work?

A: This is why we have asked the Faculty Evaluation Annual Review FEAR not to be in the dossiers. It's more of an evaluation tool until 2022.

Q: I objected the last time we discussed this. Here is one of the problems I see. Some of the faculty will need help before the fall semester, and many of our colleagues will not be on campus to assist. It will be impossible for some. What if we need to get something done to go into that dossier that you cannot get done during the spring semester? What will these people do?

A: It seems to me if you look at the new RTP Calendar, the dossier is locked Sept 7.

Comment: I was thinking this was locked in the spring.

Comment: Please scroll down further to the appeals area. If faculty appeal to the College Committee, the next step is the Provost. The College Committee is just making a recommendation.

Q: If you are notified that you are not to be retained, you can get time to look for employment. Sometimes they can get one-year after a vote not to be retained. How will this work?

A: Unless this changes, faculty who are not retained could stay up to 1 ½ years after the vote.

Q: Will we have access well in advance to work on them [dossiers]?

Q: They will be locked for the Board of Trustees. Maybe we can get a D2L Sandbox designated for you to work on your dossier early.

Q: What about appeals? Can you tell us more about them?

A: You can appeal now only once, at the end of the entire process.

Q: Optional written responses, what are these?

A: You can provide a one- or two-page rebuttal so it can go into the dossier.

Q: Is there a motion to table this discussion? Second? All in favor of tabling this issue?

Comment: Tabling is not going to change anything. Everyone should have the same attitude. We need to understand Faculty Evaluation Annual Review (FEAR) better, and how it is going to fit into this process.

Comment: We are working to make FEAR more effective. He is open to changing the form. Ask him when he comes in here today.

#### **4. New Business**

**TUFS:** Changes to the Constitution of the Tennessee University Faculty Senates (TUFS) – (Senate President Barry Jones)

TUFS met and changed the Constitution. The changes are not that significant.

Article II: This change reorders the priorities of TUFS.

Article III: Wording was changed to emphasize “Faculty Senates or their equivalents.” Some member universities have Faculty Senates that represent the entire campus, and Faculty Councils that represent smaller units. These Councils are not equivalent to Faculty Senates.

Article IV: This is a new Article that gives the authority for voting to the Faculty Senate president of each member university. In addition to the Faculty Senate president of each campus, each member university has a campus representative who serves a 3-year term. If the Faculty Senate president is not available, the Faculty Senate president must name an individual authorized to vote on their behalf, and report this to the TUFS Secretary. This information was partially addressed in the previous Article V section on voting.

Article V: To give all member universities an opportunity to provide leadership, member universities will not hold the presidency more frequently than once every four years. The

language related to alternating between UT universities and TBR universities was deleted. The role of the TUFSS secretary was expanded to include oversight of the website.

Article VI: This Article has been renumbered from IX to VI, otherwise no changes to the language.

Article IV: This Article has been renumbered from IV to VII. Two additional regular meetings were added. These will be held via Zoom attendance. The intent is to increase the number of meetings without increasing the cost of meeting attendance.

Article VIII: This Article was renumbered from IV to VIII. Voting authority of member representation (Faculty Senate president and campus representative) of each university is clarified. The Faculty Senate president is the voting representative and they select the campus representative. If absent, the FS president can designate the campus representative or another individual as the voting rep. The voting rep must be a current or past (within 5 years) member of the university member's Faculty Senate. The FS president has to notify the TUFSS secretary of their designee (this takes the responsibility away from the FS secretary). The 30-day notice clause for motions was removed. We think that it was intended to read "resolutions," otherwise, we would not be able to approve minutes of the previous meeting. Language was simplified on voting on resolutions. A simple majority of member institutions was adopted. Typos were corrected in the previous bylaws.

Article IX: The Article was renumbered from VII to IX. TUFSS does not have standing committees. It is also a relatively small organization. The process for formation of ad hoc committees and chairs was simplified so that TUFSS could act more quickly on important issues.

**Motion, made, seconded and passed to approve the revised changes to the TUFSS Constitution (none opposed, no abstentions).**

**Policy 2:038 - Undergraduate Admissions Policy – Immunizations (Senate President Barry Jones)**

TBR was removed from this policy and the following changes were made:

Authority on Immunization Requirements Rules. The APSU Board of Trustees, in consultation with the Tennessee Department of Health, has the authority to implement rules regarding immunization against meningococcal disease and completion of a Hepatitis B waiver form with regard to all APSU students. All such rules must be implemented in accordance with the Uniform Administrative Procedures Act.

It is an acknowledgement. Are far as I know you can get a waiver and it is not changing anything.

Q: Is there an option to waive both immunizations?

A: You can for some. Two separate things and you can waive both.

Comment: This is worded poorly. The goal is for it to go before the state so that they can change it. It is intentional vagueness.

**Motion, made, seconded and passed to approve the changes to Policy 2:038 (none opposed, no abstentions).**

**5. From the Floor**

Senator Gregory Hammond, from the Department of History & Philosophy: If you looked at the recent edition of *The All State*, you will find that there is an editorial letter signed by many faculty members. We lost a faculty line in the Philosophy program when Dr. Albert (Bert) Randall retired. Now there are only going to be two Philosophy faculty, and Religious Studies will no longer be a track that students can pursue. The remaining two faculty members are also going to be severely compromised. I ask you to please read the letter, and please join us in getting this reinstated.

Q: How many majors do you have now?

A: Fifty-five majors and minors together. That is a lot of students for two faculty members.

Q: How many courses do they teach?

A: I do not have those numbers.

Q: How is the department moving forward, and what can we do to support you?

A: We are convinced that Dean Webb made this decision. This is a faculty line that needs to stay in the department.

Q: Has it been moved to another department?

Comment: I think it is a bad idea or misguided, to effectively cripple a program that is fundamental in providing material to students for another program. We need to look for other ways to fund that department by not handicapping the History and Philosophy department or program.

Comment: Those courses will be offered less often. It may affect other disciplines that need a class in Philosophy.

Comment: How did we get to this point? Is there something that this is not covering? I'm not sure what is going on here.

A: We are the unlucky ones who had someone retire.

Q: Who is making this decision?

A: What we know is that it was the Dean's position which was supported by Provost Gandy. He supports it, but it was made at the Dean's level. She [Dean Webb] sent out a letter describing her decisions.

Comment: According to THEC's data, it is a numbers game.

Q: Will the Department be getting the new line be able to fill the line with adjuncts?

A: I do not want to answer for the Department, but we are relying more on adjuncts as it is, and we do not want to continue this pattern.

Comment: This was a misguided decision that will do us more harm than good.

Comment: Philosophy helps to get students to think and become critical thinkers. How are we going to teach students to think? How will we do that in our departments?

Q: How did you learn about the decision and how did we get this to the level?

A: I discovered in a College meeting that the lines were being moved.

Q: Did she [Dean Webb] communicate the decision with the department?

A: This is not entirely a surprise. We knew Dr Randall was going to retire. We had a temporary adjunct who has done a great job. However, our Chair was not included in these decisions.

## **6. Remarks - University President - Dr. Alisa White (15 mins)**

Great timing! So, welcome to the first meeting that I have been to. I want to give you the opportunity to ask questions. I have been traveling a lot this semester. I did get the last bit of the conversation about the faculty line in the Department of History and Philosophy. I have been a chair, dean, and provost. I will let Provost Gandy answer this question. I will answer questions I know.

Q: What is going to happen regarding raises next year?

A: There are full-year raises versus hiring new lines. I have asked Faculty Senate President Barry Jones and Staff Senate President Stephen Dominy to collect information from the two Senates. They do not have to be the same answers. It can be a separate pool, and it can be a different philosophy. Once the decision is made, it will go to me in the spring along with many other factors regarding our revenue. We never know how much money we will have for faculty lines or for raises. There is no way to make that determination right now. Philosophical answers or feedback will help make the decision. Money that we get, we do not spend that in the current year. For example, we are spending the enrollment from two years ago.

Q: With the equity that was given out, how are the years in rank calculated?

A: I can find out. I will check for you.

Comment: I need to ask permission from the Senate to allow for more time.

Q: What is the status of outsourcing our buildings, and what is the name of the company.

A: I share the frustration with you at this point. I know that Jones, Lang, LaSalle (JLL) will get their act together.

Comment: There are pockets of good people in this company.

Comment: We went days without the trash being taken out of our building. This person was moved. We played Dirt Bingo in the new Art building.

Comment: We played the same game in our building.

Comment: I do not think they own a vacuum cleaner.

A: I will call another meeting next week.

Q: How has some of the athletic success affected us?

A: Amy Corlew says we have more people paying attention to us. It is too early to tell. I do know that people around the country have sent me news clips, etc.

Q: What was more in the spotlight, athletics versus eclipse?

A: Tracking the eclipse was big. However, the cow that ran across campus had more website hits than anything. We are tracking the hits from everything. We had people from all over the world. The reputation of APSU got broader during the eclipse. NASA also helped us with their credibility.

## **7. Remarks** - University Provost - Dr. Rex Gandy (15 mins)

Couple of updates to share with you. Fall II started yesterday, so we will have our official enrollment. We are up about 150 students from last year. Most universities are down in the number of enrolled students in Tennessee. We are up! I'll take it!

Update on two positions:

- Dean of Business Status: The candidates for Dean of Business will be on campus next week, and the week after. We have five candidates coming to campus for interviews.
- The College of Graduate Studies/Associate Dean Status: The announcement for the position is going out later than we thought. It gets us into late November. We will have these candidates on campus in March for that position.

Q: What is the situation in the Philosophy program? Did you have a chance to read the letter from Dr. Rocheleau?

A: It is always a serious action, and it depends on budgets. The Dean controls the College, and anytime there is a retirement in the College, it is the duty of the Dean to make these decisions. Nine out of ten times, that line will stay in the department. If the Dean sees a need for that position to be in another department, they have to do it. It is like a triage in the Emergency Room.

Comment: It cripples the ability of the History and Philosophy Department to provide services to our students. I do not want to take a position from another department, but I would like that position where it was originally.

A: It is about priorities.

Q: I am moving to a different topic. What about our Carnegie level?

A: We would be changing in the SACs level for five or fewer doctoral programs. The Ed.D. is under consideration by THEC. We hope to have it back in a few weeks. We are very hopeful with the Ed.D. proposal, and behind that one, is the Psychology doctorate which is six months behind the Ed.D.

Q: What about the upcoming Faculty Evaluation Annual Review (FEAR) percentage breakdown and how it is strictly tied to each other, 80/20?

A: Your Chair is in charge of that. There can be a little slack on this. When we start working on merit-based raises, it comes down to the Chair.

Q: So, for merit you are not looking to create a norm across the campus, it is within the department.

A: It is with the Chair and in the department.

Q: Do I understand that with a 3% merit pay for example, the department size will be an issue?

A: I have seen it where sometimes a Dean and/or a Provost will set aside a reserve to make up for a shortage or discrepancy in a department because of their size.

Q: How will compression and inversion issues work?

A: We have almost fixed the inversion issues. However, compression issues are harder to fix. You end up chipping away at it little bit at a time.

**Adjourn: Motion made, seconded, and passed to adjourn at 4:40pm**