

Faculty Senate
Minutes of October 21, 2005

FACULTY ASSOCIATION OFFICERS

		PROXY
Bill Humphrey—President	P	
Richard Freer—Vice-Chair of the Senate	P	
Bill Rowe—Past President		John Hall
William B. Maynard—Secretary of the Faculty Association	P P	
Margaret McClain—Secretary of the Senate		Cathy P. Hall
Win Bridges —Acting Parliamentarian for today	P	

AGRICULTURE (1)

Bert Greenwalt	P
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BUSINESS (3)

Vacant Seat	---
Dan Marburger	
Jim Washam	P

COMMUNICATIONS (2)

Jack Zibluk
Pradeep Mishra

EDUCATION (5)

Cindy Albright	
Daniel Cline	P
Amany Saleh	P
Marci Malinsky	P
Vacant Seat	---

ENGINEERING (1)

Shivan Haran	P
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FINE ARTS (3)

Allyson Gill	P
Tim Crist	P
Kelly Shaefer	

HUMANITIES & SOCIAL SCIENCES (6)

Win Bridges	P
Mary Donaghy	P
Robert Baum	P
Joe Sartorelli	P
Richard Wang	P
Eric Gilbert	

LIBRARY (1)

Myron Flugstad

MILITARY SCIENCE (1)

LTC Larry P. Aikman

NURSING AND HEALTH PROFESSIONS (3)

Richard Freer	P
Donna Caldwell	Absent
Cathy P. Hall	P

SCIENCE AND MATHEMATICS (4)

William Burns
Bob Bennett
Jeff Jenness
Jie Miao

P

UNIVERSITY COLLEGE (1)

Margaret McClain

The meeting was called to order at 3:01 p.m. by President Bill Humphrey. The minutes of the September 16, 2005 meeting were approved. Moved by Senator Wang, Second by Professor Maynard. Win Bridges has volunteered to serve as parliamentarian today. The former parliamentarian, Dr. Dennis White has resigned.

INDIAN MASCOT

Past President Bill Rowe brought guests with him to speak about the Indian Mascot. Brian Daffron is an alumnus who earned a bachelors and masters degree from ASU. He is currently an adjunct instructor in Oklahoma. Mr. Daffron brought his wife, Maya Daffron who has Kiowa/Comanche/Wichita lineage; Charles Kennedy of the Kiowa tribe; Heather Kennedy who is of Micmac/Cheyenne River Sioux, and Eastern Band Cherokee heritage. Mr. Daffron thanked the Faculty Senate for passing resolutions to eliminate racism and stop dehumanizing Native Americans. He stated that eliminating the ASU Indian mascot would bring ASU into the 21st century.

Mr. Daffron said he received a wonderful education at ASU. With literature, composition, especially folklore studies with Dr. William Clements. He said ASU is a great university and because of the mascot he refuses to join the ASU Alumni Association. He stated he throws away the ASU Alumni Association mailers.

Dr. Wang stated that it might be helpful for Mr. Smith to know that the administration is capable of making a statement as it did today over an exclusive contract with a shoe manufacturer. We won't say what shoe the student will wear other than Adidas but it will be an Adidas approved shoe. It is offensive to Dr. Wang and this type of behavior is expected from politicians in Washington not a university.

Dr. Maynard said he was told the Indian Family cannot be interviewed because it would require them to step out of character.

Mr. Daffron brought a copy of the NCAA report and quoted various parts of the document. The main points of Mr. Daffron's presentation included:

- 1) ASU states that use of the Indian Mascot honors Native Americans in dignified way. Mr. Daffron stated that Native People can honor themselves and those who have excelled are honored by their families. Those who are veterans are honored with ceremonies. Dressing up like them is mocking not honoring Native People.
- 2) Mr. Daffron stated the NCAA document states that ASU claims the Indian Family costumes are authentic, hand sewn with stitched bead work. He questioned the

- authenticity of the Indian Family costumes and stated they resemble generic clothing that looks like Northern Plains Osage. He stated ASU claims the bleached leather strips used in the mascots' costumes are authentic but similar leather strips can be found in the catalog Crazy Crow he had with him. Mr. Daffron said the costumes are not hand stitched as ASU claims. There are 3 recognized Cherokee tribes in the U.S. and these tribes have sent letters to ASU condemning their use of the Indian mascot. An attorney, Mr. Chad Smith, has sent letters to the ASU administration opposing the mascot's use. The Indian Family costumes are not legally recognized by the Cherokee tribe.
- 3) Mr. Daffron asked if ASU has made any real attempt to create a relationship with a particular tribe. He asked when children see sports fans making the mock Indian noises with their hands over their mouths, how is this respecting and honoring Native People?
 - 4) Mr. Daffron asked whether any scholarships had been offered to the Osage tribe in Oklahoma.
 - 5) The University Sensitivity Training Course offered at ASU mentioned in the NCAA Document was questioned by Mr. Daffron. This document states that ASU has a Native American representative who attends meetings. Mr. Daffron asked who this person is and what is their name? Past President Rowe replied to Mr. Daffron's statements about ASU's Sensitivity Training. Mr. Rowe stated he is one of the designated Diversity Trainers and has never heard of Sensitivity Training and has been at ASU since 1971.
 - 6) The use of "stoic" as an adjective for the ASU Indian mascot is ridiculous as a way to honor them in a dignified way. He said that all Native People he knows laugh and are human and not stoic.
 - 7) Many of the storefronts are decorating their windows with the Red mascot rather than the Indian. If there is nothing wrong with the Indian Family, why is the Red character taken to events instead?
 - 8) Since his parents and brother live here, he continues to have family ties in the area. In the future, he does not want to explain to his children as they get older that they are not respected because the ASU Indian mascot disrespects Native People.
 - 9) Mr. Daffron said the mascot issue is discussed on the website:
asunews.astate.edu/mascot.

Secretary Maynard said the American Psychological Association (APA) just adopted a position statement 2 days ago with the aim of preventing intolerant and racist acts against Native Americans. He stated that continued use of Native American mascots supports stereotypes. Stanford and Dartmouth have taken the high ground and discontinued the use of Native American Mascots.

REPORT ON ARKANSAS CONSORTIUM OF FACULTY SENATE CHAIRS

President Humphrey said the consortium is a new group formed last week from all faculty senates from Arkansas. The consortium recently held a meeting in Russellville and will hold meetings twice annually in early February at the UCA and September 2006 at ASU. The consortium will allow members the opportunity to meet with legislators. The group plans to work with the Arkansas Department of Higher Education. Senator Jim

Argue will attend the meeting. There are some issues that involve faculty across the state. On occasion policies are put into play that affect faculty. Faculty may have little or no input into such matters. President Humphrey was elected as chair of that group. The fall meeting in September will be here in 2006 and February meeting will be held at the UCA.

COMMITTEE REPORTS

Fringe Benefits Committee: Dr. Humphrey attended a Fringe Benefits Committee Meeting held an hour ago because there is a proposal to change our health insurance. This change occurred because of the Any Willing Provider Law. President Humphrey said ASU faculty/staff currently have 3 plans, (a) Classic I, (b) Classic II and (c) Point of Service (POS). The new idea is a plan called True Blue which replaces POS. If an insured individual currently has POS, they automatically become enrolled in True Blue, if an individual has Classic I or II, the individual may switch. True Blue allows the insured individual to use any local hospital and any physician. True Blue also provides the insured individual with the ability to go to some hospitals in Little Rock such as UAMS, St. Vincent's, Doctor's Hospital, and Baptist Hospital. Participants will have the option to go out of network with a deductible. True Blue will cost the same rate as Classic I or II. If a participant chooses Classic I, s/he will be required to use St. Bernard's and St. Bernard's physicians. If a participant chooses Classic II, they will be required to use NEA Medical Center and the physicians that practice there. Dr. Cline said NEA Clinic MDs withdrew from Sharp Inc. If your primary MD is a NEA Clinic physician, they are no longer part of Sharp and enrollees would need to switch to True Blue which is a better deal in his opinion. Proxy Dr. John Hall added that most NEA Clinic physicians will continue to practice at St. Bernard's Medical Center as well as NEA Medical Center even though NEA Clinic physicians have withdrawn from Sharp. The faculty representatives on the committee tend to believe that True Blue is the best plan for faculty.

Senator Wang stated, "Since we are self insured ASU does not have to abide by Any Willing Provider. Dr. Wang talked to a staff member in his department after the staff senate meeting and had a different perception than what was just discussed. This staff member indicated that the briefing revealed that if you had to select a NEA or St. Bernard's MD.

Dr. Cline disagreed with the accuracy of Dr. Wang's account according to this employee. Dr. Wang said he hoped that faculty and staff senate could get together and clarify this information. Dr. Cline said the staff member did not have accurate information.

Win Bridges said our deductible goes from January 1 to December 31 and requested that it go from July 1 to June 30 of the next year instead. The POS is a good thing but he did not know about the July or December issue. Dan Cline said that the November to December out of pocket maximum and Jan-Feb maximum affected him personally. Dan Cline said the POS is a little cheaper. True Blue has all the flexibility if you have allegiances with St. Bernard's or NEA Hospital group. Dr. Bob Bennett said that he had had the discussion with Mr. Jennus Burton about when coverage begins and it is because of the way that premiums change about this time of year. In the next calendar year is when premiums increase.

Senator Sartorelli asked Dr. Cline about advantages of True Blue. Dr. Cline responded there is no way to lose in this True Blue situation but individuals must carefully read the contract to make the proper choices. Senator Sartorelli asked if the change to True Blue is more expensive and Dan Cline said that the change to True Blue is not more expensive.

President Humphrey said with POS individuals pay more and now would save money with True Blue. This has been subsidized by other 2 plans at 200,000 to 300,000 per year. If those people go to True Blue with POS which is more costly, it keeps rates down when the serious illnesses are diluted with well individuals. ASU insures 3,800 people including faculty, staff, and dependents.

JW Mason will conduct meetings on campus to provide information to faculty and staff according to Senator Cline and information will be placed in the envelope with checks.

Open enrollment starts November 1 according to Senator Cline. President Humphrey said we usually have a month to choose.

Mary Donaghy asked why we have a I and II insurance plan. Dr. Cline said in the meeting with Jennus Burton that Mr. Burton said Classic I and II were kept because some faculty were adamant about not changing their insurance. Senator Donaghy asked why someone would not decide to change to True Blue. President Humphrey and Senator Cline agreed there is no reason not to change to True Blue. President Humphrey stated that with POS the deductible to go to the Mayo clinic, for example, is \$1000 and will be reduced to \$750.

President Humphrey said the Fringe Benefits Committee has been asked to get input from faculty about another service ASU could provide (e.g. dental plan, vision plan). Faculty members on the Fringe Benefits Committee are: Rick Neeley (Communication Disorders), Judy Pfriemer (Nursing), Bill Humphrey (Agriculture) and Dan Cline (Educational Leadership) Tom Bishop is the representative for retired faculty.

Dr. Hall said that faculty had received a letter about new long term care plan that the university will offer. He stated the letter indicated that faculty would need to decide if they were going to sign on to the plan in the near future. Dr. Hall asked the members of the Fringe Benefits if they had received information about this plan. Dr. Dan Cline said the Fringe Benefits committee has not discussed it. Proxy Dr. Hall stated when he had inquired to physicians about the appropriate age to begin a contract for long term care, he was told the recommended age is age 50.

OLD BUSINESS

FACULTY HANDBOOK

President Humphrey said Mr. Donn Mixon; attorney for the Faculty Association has contacted the AAUP and has left a message for Dr. Anita Levy who has not yet returned his call. Mr. Mixon said most necessary policies are included and said he would work on some revisions which would be completed by Monday, October 23.

Professor Maynard said he recently spoke with Dr. Anita Levy who has completed reading the handbook and is consulting with national AAUP attorneys who will write up their findings in a letter to be mailed.

Proxy Dr. John Hall asked President Humphrey if he informed the faculty senators that the Faculty Senate Handbook Committee and faculty senate members met with Mr. Mixon since the last faculty senate meeting. Individuals who met with Mr. Mixon were: Past President Bill Rowe, President Bill Humphrey (member of the Handbook Committee) Secretary Bill Maynard, Vice President Dick Freer, Dr. Dan Cline, and Handbook Committee Members Dr. John Hall and Mrs. Julie Isaacson. President Humphrey said during this meeting it was agreed that Mr. Mixon would contact the AAUP and come back with some useful suggestions. Mr. Mixon also had some suggestions for the document. President Humphrey supports closure on parts of the handbook and wanted to work on section II today and proposed for the entire senate to meet again next Friday to continue with the handbook. Senator Baum asked if we knew for certainty that the handbook on the link is THE handbook. For example, he said the single personnel file part is not accurate as there are personnel files all over the campus. He said if we print it nothing else will show up or the one on the link will not change. President Humphrey said “we may change a word here or there but the one on the link is the ONLY version.” Senator Baum said one page was approved by Board of Trustees which conflicts with the currently proposed handbook. This page deals with hires, who makes decisions and PRT decisions. Senator Baum asked which version is the current version. President Humphrey said there are pieces of data and information as old as 1996 floating around and once the handbook is adopted then it contains the policies that will supercede all past documents on those issues.

Senator Maynard said there is an email from the chair of the university PRT committee that said the document which is supposed to be approved that contradicts. This document with faculty who were already hired and had the option to go up for tenure for 5 versus 7 years. Professor Humphrey said the PRT document does not say that, the current PRT document went to the board 3 years ago and is our current PRT policy. The question sent out by Osa Amenyi was about changes to departmental or college PRT documents which are approved annually by the Univ. PRT committee. Senator Maynard asked why this document is being examined since the new policy on PRT in the handbook would supercede this document the chair of the University PRT committee sent around.

Dr. Rick McDaniel, Associate Vice Chancellor for Research and Academic Affairs, clarified this question and said this PRT document is the one that the UPRT uses (operating document), what Osa Amienyi asked for comments on is the college and dept. PRT documents which are not a part of the handbook.

Senator Maynard said the handbook was voted upon on during February and the handbook has changed since then. President Humphrey said the Faculty Senate voted to approve the handbook parts in spring and the Handbook Committee has strived to follow policy as closely as possible to make changes. President Humphrey said that the handbook should never get 10-15 years out of date and that if words do change, these changes will be brought back to the faculty senate for approval. There have been changes

since Feb, that is why we are trying to discuss them and get a vote. If no change had been made we would just use the Feb vote and move forward.

Dr. John Hall stated we are waiting on feedback from Mr. Donn Mixon and AAUP. He said he has spent significant time with the handbook as has Dr. Humphrey and others. Dr. Hall proposed that the faculty senate adopt the handbook in full upon considering the suggestion from the AAUP and Mr. Mixon. He feels that feedback from these entities is important prior to Faculty Senate approval of the document.

Senator Sartorelli asked where the November deadline comes from. President Humphrey said the deadline is necessary to allow the ASU Board of Trustees ample time to read the document prior to considering it for approval at the December Board of Trustees Meeting.

President Humphrey asked for opinions about voting on the handbook in parts versus the entire handbook in part.

Senator Bennett said the problem occurs with the fact parts are approved then it changes and the handbook is not the same version that was voted upon. Dr. Bennett said the changes require nitpicking to detect and changes.

Senator Gill said she is uncomfortable with the deadline and the handbook is important to her. She noted she would rather take the need time to get it correct.

Senator Marcie Meliskie suggested that after Mr. Mixon and the AAUP give feedback to the Handbook Committee that the Executive Committee. This information could then be shared with the senators.

Dr. Humphrey said the current handbook has been on the web for 3 weeks.

Senators Wang and Bennett expressed concern over the difficulty tracking changes from the 1996 Faculty Handbook to the present document.

At this point in the meeting there was much discussion by Senators Meliskie, Wang, Humphrey, Bennett, Maynard, and Freer in regard to the process for receiving information from the AAUP and Mr. Mixon specific to the handbook. There was also much discussion in regard to the role of the handbook committee and the senate in considering and reviewing possible changes and eventually voting on the document.

Senator Freer said we need to leave today with a plan of how we are going to approve the handbook. Senator Amany Saleh said after the AAUP and Mr. Mixon look at the handbook the handbook committee could highlight changes so senators do not have to re-read the entire handbook. President Humphrey said this is very doable.

A MOTION: made by Marci Malinsky and seconded by Senator Mary Donaghy to address the process of approving the Faculty Handbook. The following process will be used:

1. input from AAUP and Mr. Donn Mixon will be offered

2. after this, input/recommendations will be sent to all faculty senators for review
3. faculty senators will have 2 weeks to offer comments to the Handbook Committee
4. the Handbook Committee will meet and prepare recommendations for the full faculty senate. These recommendations will be sent out prior to the next senate meeting allowing enough time for review e.g. 1 week.
5. there will be a vote up or down on recommendations from the Handbook Committee
6. there will be a vote up or down on the entire Faculty Handbook

ANNOUNCEMENTS

Secretary Maynard announced an AAUP Meeting October 22, 2005 at the Edge beginning at 10 am. Attorney General Mike Beebe and State Legislator Dustin McDaniel will be present at the Edge tomorrow. All faculty senators and AAUP members are invited to attend. Attorney General Mike Beebe is expected to appear sometime between 10 and 11 a.m. Dr. Wang said that an ideal time to arrive is 10 a.m.

NEW BUSINESS

WN GRADING

Dr. Bob Bennett asked Dr. McDaniel, Associate Vice Chancellor for Research and Academic Affairs who can change a WN? Senator Gill said a student was given a WN without any consultation with the professor or department chair. Dr. Bennett said he also is aware of WN being removed. Dr. Bennett wants to know who is making these changes. He said his understanding is that the faculty member has the prerogative of the grade. Senator Gill believed the grade change had hinged on financial aide, housing etc. Senator Bennett said that this should not happen at all and he is aware that it happens with regularity. Senator Bennett said this concern needs clarification and the WN change should stop. Dr. McDaniel suggested the Faculty Senate extend an invitation to Dr. Lynita Cooksey to the next meeting to discuss this topic. Dr. Humphrey will contact Dr. Cooksey about coming to the senate to further discuss this issue.

ADJOURNMENT

The meeting adjourned at 4:40 p.m.

Minutes Respectfully Submitted

Cathy P. Hall, RN, MSN, Assistant Professor of Nursing