

Faculty Senate
Minutes of November 5, 2004

FACULTY ASSOCIATION OFFICERS

Proxy

Bill Rowe – President (Fine Arts)	P
Debra Walden- Vice-Chair of the Senate	P
John D. Hall – Secretary-Treasurer of the Faculty Association	P
Bob Bennett – Immediate Past President	Absent
Bill Humphrey –President Elect	P
Margaret McClain – Secretary of the Senate	P
Dennis White- Parliamentarian	P

AGRICULTURE (1)

Bert Greenwalt	P
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BUSINESS (3)

Gauri Guha	Absent
Dan Marburger	P
Jim Washam	Absent

COMMUNICATIONS (2)

Osa Amienyi	P
Jack Zibluk	P

EDUCATION (5)

Cindy Albright	Absent
Kris Biondolillo	P
Dan Cline	Absent
Amany Saleh	P
Charlotte Skinner	P

ENGINEERING (1)

Shivan Haran	Absent
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FINE ARTS (3)

Tim Crist	P
Allyson Gill	P
Kelly Schaefer	P

HUMANITIES & SOCIAL SCIENCES (6)

Win Bridges	P
Mary Donaghy	P

Ernesto Lombeida	P
William Maynard	P
Joe Sartorelli	P
Richard Wang	P

LIBRARY (1)

Myron Flugstad	P
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MILITARY SCIENCE (1)

LTC Larry P. Aikman	Absent
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NURSING AND HEALTH PROFESSIONS (3)

Dick Freer	P
Troy Thomas	P
Debra Walden	P

SCIENCE & MATHEMATICS (4)

William Burns	P
David Gilmore	P
Jeff Jenness	P
Jie Miao	P

UNIVERSITY COLLEGE (1)

Margaret McClain	P
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I. Minutes: The minutes of the November 5, 2004, meeting were approved as distributed without corrections.

II. Introductory Commentary from Chair:

Chairman Rowe prefaced the meeting with his distress about the recent attack on a colleague and his family; Rowe also felt that this serious crime was not given enough attention by local and university media.

II. New Business: (presented out of order)

To accommodate Lynita Cooksey and Kent Johnson, Chairman Rowe asked them to give their presentation on assessment before old business. They began by distributing excerpts from the "Report of a Visit to Arkansas State University March 2-5, 2003, for the Higher Learning Commission of the North Central Association of Colleges and Schools" and from "The General Education Program" in the ASU Bulletin.

Dr. Cooksey prefaced her remarks by reminding the faculty of the HLC's upcoming visit to the ASU campus to address assessment, enrollment management, and other issues. She said that her purpose for addressing the Faculty Senate was to enlist the assistance of the General Education faculty in the assessment process. Pursuant to the 2002 changes in the General Education curriculum, the HLC requires measurable evidence that the ten General Education goals published in the ASU Bulletin are being met and that an ASU graduate possesses the skills that ASU says he or she should possess.

Cooksey stated that while she was confident ASU was meeting the ten goals, the university needed to present empirical evidence to the HLC. To that end, Dr. Cooksey requested that each department involved in teaching General Education courses identify which of the ten goals it was meeting and describe what it was doing to meet the goal(s).

Dr. Hall expressed some concern about the nebulousness of the ten goals. He noted that several of the goals could be applied to more than one general education course. In agreeing with Dr. Hall, Dr. Cooksey noted that the goals were established by the General Education Task Force.

Kent Johnson said that analysis exemplars would be released to faculty shortly to assist them in designing assessment plans for their General Education classes. He explained that the purpose of such an analysis was "to define what an ASU graduate looks like."

Although the Rising Junior exam is not part of what the HLC is asking ASU to do, results of this exam, as well as other multiple assessment tools will be used. Johnson assured the Faculty Senate that assessment results would not be identifiable by section number, instructor, or student.

Dr. Johnson expressed his willingness to assist faculty members throughout the assessment process.

Dr. White expressed his approval that the assessment process would allow departments to be in charge of outcomes.

Dr. Maynard expressed concern about how some students with low ACT scores might skew the assessment outcomes and that untenured faculty members could be held responsible for failure of such students to meet goals. Dr. Cooksey reported that she and Kent Johnson had spent a day in Little Rock, meeting with ACT officials and going over comparative data on ASU's performance. She said that ACT scores were generally down in Arkansas. According to ACT officials, a score of less than 24 on the Science Reasoning portion of the ACT was a predictor that a student would have a scant chance of achieving a grade of "C" in beginning biology courses.

Dr. Wang inquired about the probability of ASU's establishing cutoff ACT scores for admission in the future. Dr. Cooksey replied that President Wyatt and the Board of Trustees were firmly committed to serving the students of the Delta, regardless of ACT scores and that there were no plans for cutoff scores.

Dr. Bridges noted that ACT scores were not always good predictors of college success, while motivation was often a better predictor. Kent Johnson informed the meeting that a new motivational scale was about six months away and that he was seeking funding to do outreach to high schools.

The meeting then turned to old business, as scheduled on the agenda.

III. Old Business:

A. Committee Reports:

- i. Handbook Committee**—Dr. Humphrey reported that the work was moving forward. Chapters 1 and 2 had been sent to the AAUP, and Dr. Susan Allen had read them as well. The committee was working intensively on Chapters 3 and 4. On Monday, November 8, the committee would be studying the consultant's comments. Dr. Humphrey said that the work might not be finished by the December 4 target date.
- ii. NCAA Certification**—Chair Rowe reported that material pertaining to NCAA Certification had been forwarded by his committee to Dan Marburger and Glen Jones. One area that needed further investigation, according to Rowe, was the funding formula for international student athletes. The Administration is looking for different ways of consolidating programs and modifying language requirements for international students.
- iii. Listserve**—The Chairman reported that according to Mark Hoeting, changes would be made to the staff listserv within the month. Plans are to archive messages so that anyone who wishes to

access them will be able to do so. Mark Hoeting is open to suggestions for further improvements to the system.

- iv. **Parking**—The Parking Committee reports that due to concerns over pedestrian safety on University Loop West, speed bumps and flashing lights have been installed; police patrols have also been increased at the site.
- v. **Equity Committee**—The Committee has been looking into exercising more control over the Deans, who at this time make the decision on apportioning equity pay themselves. Since the equity formula is only a guideline, there is a large disparity in the way different deans interpret the formula. There is a provision by which extra monies can be used for “special” pay increases. The Committee has noted, however, that equity adjustments have been consistently decreasing. Over the years, such increases have dropped from an average of \$7000 to \$4000 to under \$3000.
- vi. **Crisis Committee**—The Crisis Committee addressed the serious budget shortfall in most departments. Dr. Richard Freer pointed out that this shortfall has been negatively affecting class size, raises, and other departmental functions. The Committee’s purpose at this point is to collect data on exactly how much the shortfall is; to engage Academic Affairs to elicit a response and obtain reliable information; to produce a January 2005 report to present the best plans for responding to the budget shortfall crisis.

B. Health Benefits:

Chair Rowe reported that he received a large number of responses that detailed problems with delivery of health services. He noted that many of the problems could easily be remedied by contacting Human Resources for assistance. Rowe cited an example of a person with a chronically ill child, who required multiple prescriptions each month. This subscriber does not qualify for coverage under Arkansas Kids First. Rowe agreed that such issues need to be addressed; thus, Bill Humphrey will present problems with ASU’s health care system to the Fringe Benefits Committee to seek solutions.

C. Merit Raise Process:

The Merit Raise process has turned into a haphazard, inconsistent process. While in some departments a point-by-point assessment is used to determine merit pay, in other departments the process is more arbitrary.

Dr. White pointed out that Equity and Merit are two different types of salary increase, which are sometimes confused. The Equity pay system was set up over twenty years ago and never intended to provide automatic raises. On the other hand, the old rules governing merit pay did allow for COLA; thus, merit, as defined under these old rules, is not a true merit raise.

White went on to point out that the Faculty Handbook says nothing about merit increases.

D. Election Results:

Dr. White announced the results of the election for Secretary/Treasurer of the Faculty Association, held immediately before the November 5 Faculty Senate meeting. Dr. William Maynard won the election. The electoral count was not challenged.

IV. New Business, continued:

A. Assessment—at beginning of meeting

B. Enrollment—The Administration needs input from the faculty about how enrollment can be improved. Dr. Allen can be contacted with constructive suggestions at:

SDAllen@astate

C. Proposal for a Faculty Senate Budget—The Executive Committee has proposed a budget for the Faculty Senate. Thus, Chairman Rowe will submit a formal budget request to the Administration. He will include a request for an office, filing cabinet, desk, and other accoutrements. Rowe plans to make a modest budget request that amounts to only one-sixth of what the SGA receives.

D. Senate Ombudsman—Chair Rowe proposed that the Senate appoint an ombudsman to advocate for the faculty. After some discussion, it was determined that the outgoing President would be the ideal ombudsman since he/she would have worked closely with members of the Administration. Dennis White informed the Senate that such a position did not need to be written into the by-laws of the Senate. Serving as ombudsman could just be one of the duties of the outgoing President.

E. ASU Faculty Senate/Association Mission Statement—Chairman Rowe expressed the need for a Senate/Faculty Association Mission Statement. Dr. Maynard reported that that he would post both the old and revised mission statements on the website. Comments will be solicited.

F. Coalition on Intercollegiate Athletics—The upcoming COIA meeting at Vanderbilt University was announced. However, the meeting will be a members-only affair. It was pointed out that the ASU Faculty Senate is not an official member.

Debra Walden has spoken to Nonie Wiggins, who will be charged with monitoring COIA developments. Debra will find out the cost of joining the organization. President Wyatt wants the Faculty Senate to hold membership in COIA, which is

an advisory body only, addressing such issues as best practices in the administration of student athletes, ethical behavior, and other issues related to college athletics.

It was pointed out that one advantage of joining COIA is that only members may have input on documents.

Maynard proposed and Freer seconded that the Faculty Senate of ASU become an official member of COIA. A voice vote was called, and the Faculty Senate voted unanimously to become an official member of COIA.

G. CLT—Pursuant to rumors that the Administration planned to phase out the CLT Lab because of the campus-wide budget shortfall, Chairman Rowe argued that the CLT should remain open because of the valuable services it provided to both old and new faculty. He expressed the opinion that especially new faculty needed training in various learning technologies. He expressed his support for Dr. William Allen and the CLT.

Dr. Win Bridges made a recommendation “that we pass a resolution giving the full support of the Faculty Senate for Dr. Allen and the CLT department.” Dr. Hall moved to suspend the rules, and Dr. Maynard seconded. The recommendation was passed unanimously. After some consultation with Dr. White, it was determined that while the recommendation could be passed at the November 5 meeting, a full resolution would have to be voted on at the next meeting, to take place November 19.

The discussion of possible phasing out of the CLT continued. Some faculty members expressed the view that not only should the CLT continue to function with Dr. William Allen in charge, but its role should actually be expanded. There was widespread consensus that the CLT provided many essential functions at this university.

H. Summer School—This item was added to the agenda at the last minute. Several faculty members expressed extreme concern about proposed changes to the teaching of summer school courses. Traditionally, summer school courses were allocated to faculty based on seniority and tenure. The Administration is now reportedly considering a move to assign more sections of summer school classes to non-tenured and/or junior faculty as a money-saving gesture.

Other than the obvious problems of the lack of fairness and increased job insecurity for senior faculty, several faculty cited other problems with the proposed changes; for example, some departments had only one senior faculty member qualified to teach certain summer school courses. Some wondered what the proposed move would do to the quality of education being offered during summer terms.

Apparently, Academic Affairs had approached the departments to see how they could offer more classes, while working within their fixed budgets. Dr. McDaniel added that the budget for Summer I has remained fixed for several years. He stated that the Deans would soon be receiving their budgets for the summer of 2005. He noted that while some colleges have begun paying a flat rate for summer teaching, ASU is still calculating summer salaries based on a percentage of regular pay. He cited competition from the surrounding two-year colleges as ASU Jonesboro's biggest competition, especially in summer terms.

Drs. Maynard and Freer agreed that an open discussion was needed between faculty and the Administration to determine (1) why there is a budget shortfall, (2) how large the disputed amount of the budget shortfall is, and (3) what is happening to the extra class fees that some students are required to pay. Chairman Rowe has had problems purchasing adequate amounts of materials for his pottery classes due to the fact that his department no longer has control over the student fees collected in the classes.

Troy Thomas proposed that the Executive Committee of the Faculty Senate was in a position to force a town meeting with the administration to get to the bottom of these concerns.

V. Announcements:

The November 19, 2004, meeting will be moved to the Edge Coffee Shop, where ABI Director, Dr. Cramer, will address the Faculty Senate. Refreshments will be served.

VI. Adjournment:

In the absence of any further business, Chairman Rowe adjourned the meeting at 4:30 PM.