

Faculty Senate Minutes for November 21, 2014

Chair Julie Isaacson called the meeting to order at 3:00 pm. The meeting was held at the Delta Center for Economic Development, Room 201.

The approval of the minutes was deferred until the next meeting due to the absence of Faculty Senate Secretary Dr. Bruce Johnson. Corrected minutes for meetings held on November 7 and October 17 will be presented at the next regularly scheduled meeting.

Guests

Alexia Whitaker, JD, Affirmative Action / Title IX Coordinator

Alexia Whitaker provided a “Fact Sheet: Disclosing Your Status as a Protected Veteran and/or an Individual with a Disability” and requested that faculty complete the online survey in Banner to disclose or update their disability status so that ASU may fulfill its obligations to document its efforts to recruit and retain disadvantaged populations, minorities, females, and veterans. She assured faculty that responses are voluntary, confidential, and separate from employment records.

Dr. Len Frey, Vice Chancellor for Finance and Administration

Dr. Frey presented information on the ASU-Jonesboro operating budget. Assisting him was Donna McMillan, Assistant Vice Chancellor for Business. Dr. Frey presented a broad overview of the operating budget (see attached presentation) and discussed how the E&G (Education and General) budget that is funded from state appropriation, tuition, and fees, and the Auxiliary Budget that is funded exclusively from non-general funds (i.e., no tax dollars). The total operating budget for 2015 is \$188,220,717 of which \$152,762,090 is the E&G Budget and \$35,438,627 is the Auxiliary Budget.

Dr. Frey discussed how state appropriations are impacted by state revenues which are currently running above projections. Slide 3 (pie chart) illustrates how Instruction accounts for 35% of E&G expenditures while Institutional Support (non-academic administrative units including human resources, management, procurement, the Chancellor’s office and all Vice Chancellors) accounts for 16% of the budget, and Academic Support (Deans, the Graduate School, the Library) accounts for 9% of the budget. Instruction includes academic salaries as well as expenses for academic travel and supplies.

Slide 4 illustrates the five year trend that shows increased Instruction expenditures and relatively flat increases in Institutional Support expenditures, citing concerted efforts to redirect funds to core academic areas and become more efficient in non-academic support areas such as plant maintenance and facilities management. Increasing expenditures in Student Services are due to increased efforts in ESL and International Programs that are offset by corresponding increases in revenue from these programs. Ms. McMillan noted the budget for Research is lower in

comparison to other categories due to a decline in ABI appropriations relating to tobacco settlement payments.

Dr. Frey noted current efforts to seek alternative sources of revenue to support the core academic mission of the university stem from the decline in state appropriation. These plans include the ASU sister campus in Mexico, plans to partner with NYIT for an osteopathic medical school, and plans for commercial development of a 26-acre plot of land at the intersection of Red Wolf Blvd. and Johnson Avenue. When asked to comment on how savings may be possible with a consolidation of colleges, Dr. Frey commented there would be some savings but a larger portion would be in reinvestment in instructors as displaced deans go back into the classroom and/or investment in new faculty if displaced deans should instead choose to leave the university. When asked to comment on other efforts for cost savings, Dr. Frey commented that the administration has been doing this for the past two and a half years, looking at ways that have not been called “restructuring”, but looking at strategic moves that would be restructuring or reallocation by any other name, such as choosing not to replace persons who retire, in an effort to flatten the administrative structure. When asked by Chair Isaacson to comment on the ASU Jonesboro contribution to the ASU system, Dr. Frey noted that we contribute \$290,000 toward system operations. The benefit of that contribution is shared services such as public relations, economic development activities, economic outreach, as well as legal and legislative representation.

In closing, Dr. Frey noted that restoration of storm-damaged offices will be complete by mid-January and approximately 60 persons will be moved back into their offices in the Administration Building by the second week of December. In closing, Dr. Frey stated that he welcomes questions from the Faculty Senate and the Senate Finance Committee and that he will be glad to work with the committee and provide any data they may request.

Old Business:

14FA 03 – Selection of Department Chairs and College Deans

Chair Isaacson explained that we approved this policy but that comments were missed through the last edit and the version under consideration today is yet a new version and it is not yet correct. On the first page, in the section marked *External Search*, the last sentence should state, “Efforts should be made to ensure candidates that reflect racial, ethnic and gender diversity.” Chair Isaacson suggested (a) an up or down vote with this change or (b) an up or down vote for the policy as stated. Senator John Hall moved to approve the policy with changes. Senator Andy Mooneyham seconded the motion. All were in favor of approving the policy with changes.

New Business:

14FA-05 – Modifying Post-Tenure Review

Senator John Hall noted the policy change is recommended by the UPRTC subcommittee but change has been voted down by the Shared Governance committee. Senator Win Bridges moved to approve the policy with changes. Senator Andy Mooneyham seconded the motion. A brief discussion included comments from Senator Richard Segall, who noted two business faculty are in favor of the change while five business faculty are not in favor of the change in policy. Senator John Hall offered that this policy has been used on campus, noting the PRT committee has final say in the case of post-tenure review. It was noted that this change calls for a review and remediation plan whereas the Faculty Handbook is silent on review and remediation. Except for one abstention, all were in favor of approving the policy with changes.

14FA-06 (Formerly 13 FA-07) – Adding Evaluation of Administrative Duties to PRT

Chair Isaacson reported this to be a markedly different proposal from its original form and therefore Senate had the option to vote it up or down or send it back to Shared Governance with comments. Senator Richard Segall offered comments as provided to him by Dr. Russ Jones, policy author, that given the lack of a uniform standard across the university, this policy allows each college PRT committee to decide how to rate the administrative service of faculty. Senator John Hall moved to table the proposal. Senator Shivan Haran seconded the motion. All were in favor of tabling the proposal and providing comments to the UPRTC.

Employee Discount for Campus Housing

Senator Mitch Holifield reports contact from several faculty regarding loss of employee discount for campus housing. Spring 2015 will be the last semester to receive this discount. These faculty note that the discontinuation of the discount was not clearly communicated. They suggest an email should have been sent, even though this notice is posted on the web site. It was reported that this discount has been used as a faculty recruiting tool and suggested that this discount should be grandfathered for new employees. Chair Isaacson provided background information on the discontinuation of this discount, asking Senators to recall how this was discussed last year when the benefits committee reported the need to consider an array of benefits as we were facing substantial cost increases in healthcare coverage. Chair Isaacson noted the Faculty Handbook states that faculty discount for campus housing may apply. Chair Isaacson will take this issue to the Executive Council and report back to the Senate. Correction: At Feb. 6, 2015 meeting, Chair Isaacson states she was in error and that a subsequent search of the Faculty Handbook failed to locate information relating to the faculty discount for campus housing.

Committee Reports:

Class Size Task Force

Senator John Beineke moved that section **III K Office Hours** in the **Faculty Handbook** be modified by adding the following sentence: *Faculty whose advisees and students are enrolled only in online programs may meet this requirement by posing virtual office hours.* Senator Shivan Haran seconded the motion. The discussion that followed noted some faculty do not have face-to-face students and therefore virtual should be an alternative. The vote result was 15 in favor, 5 opposed, 2 abstentions. The motion carried and this proposal will be forwarded to Dr. Mike McDaniels, chair of the handbook committee.

Senator John Beineke moved that Faculty Senate approve adding the following course enrollment limits statement to **III.b.1. Teaching Load** in the **Faculty Handbook**:

Issues and contexts such as accreditation, discipline-specific demands of the course content, the amount of student/instructor interaction, graduate or undergraduate course level, laboratory and field/clinical settings, and instructional environments and platforms (face-to-face or online) are among the variables that should be considered when setting student enroll limits for classes. The maximum number of students assigned to course sections is to be determined by the department chair or director in consultation with the faculty and the college dean.

Senator John Hall moved to approve. Senator Shevan Haran seconded the motion. All were in favor of this motion.

Faculty Senate Ad-hoc Committee on Restructuring

Senator Shevan Haran reported the committee has been restructured, having added four more members including Chair Isaacson. He reports that he is now the chair of this committee. The committee will provide a preliminary report within the next few weeks. The committee continues to seek a meeting with Chancellor Hudson and Provost Cooksey. The committee plans to use a drop box to collect and share research on restructuring and will provide an update when that site is available.

Historical Committee: Distinguished Faculty

Senator John Hall reports the committee has completed its work and nominations are with the Executive Committee. Invitations to the Distinguished Faculty event should go out next week. The date of the event has changed to Wednesday, December 10. Chair

Isaacson adds that Dr. Hall and his committee have worked hard on this task and thanks Dr. Hall for his service.

Astate International Task Force

Senator Pradeep Mishra reports that Dr. Gauri Guha has called the first meeting and the committee is exploring several options and considering multiple ideas.

Chair’s Report:

Faculty Association Holiday Gathering

Chair Isaacson reports a change of date for this year’s Faculty Association Holiday Gathering to be held in conjunction with the Distinguished Alumni presentation event. The new date is Wednesday, December 10, 2104, at 4:00 pm.

Chair Isaacson reports on viewing an interesting documentary on the cost of higher education, the value of higher ed, governmental issues on students loans, etc. that she recommends for faculty viewing. The report is titled: Ivory Tower. Is College Worth the Cost, available online at <http://www.cnn.com/SPECIALS/us/cnn-film-ivory-tower>

Senator Bill Rowe moved to adjourn at 4:59 pm. Senator Win Bridges seconded the motion.

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Senators in Attendance:

Association Officers:

Chair Julie Isaacson

Agriculture (1)

Greg Phillips

Business (3)

Sam Pae

Richard Segall

Jollean K. Sinclair

Education & Behavioral Science(6)

John Beineke

John Hall

Mitch Holifield

Absentees:

Julie Grady

Ryan Kelly

Proxies:

David Holman

Andy Mooneyhan
Engineering (1)
Shivan Haran

Fine Arts (3)
Claire Abernathy
Kyle Chandler
Bill Rowe

Humanities & Social Sciences (5)
Win Bridges

Cherisse Jones-Branch
Library & Information Resources (1)

Media & Communications (2)
Pradeep Mishra

Military Science (1)

Nursing & Health Professions (6)
Brenda Anderson
Rejoice Addae
Donna Caldwell

Debbie Shelton
Science & Mathematics (4)

Fabricio Medina-Bolivar
Suzanne Melescue
University College (1)
Nikeshia Nesbitt

Hans Hacker
Gretchen Hill
Warren Johnson

Wendy Crist

Larz Roberts

Cecil Clark

Larry Morton
Judy Pfriemer

Jeff Jenness
Bruce Johnson