

A-State Faculty Senate  
November 1, 2019  
Minutes

Present: Annette Bednar, Sudeepa Bhattacharyya, Robert Bradley, Win Bridges, Andrea Brown, Donna Caldwell, Matthew Carey, Ross Carroll, Sarah Davidson, Kim Davis, Mary Donaghy, Katherine Flannigan, Joe Ford, Joanna Grymes, Gauri Guha, Shivan Haran, Hans Hacker; Joe Hershberger, Annette Hux, Sharon James, Cherisse Jones-Branch, Ryan Kelly, Donghoon Kim, Bill Maynard, Suzanne Melescue, Jie Miao, Paul Minor, Pradeep Mishra, Vincent Moreno, Nikesha Nesbitt, Tim Oliver, Greg Phillips, Joseph Richmond, Robert Robinette, Bill Rowe, Richard Segall, Marcus Tribbett, Wayne Wilkinson, Christine Wright, Karen Yanowitz

Proxies: C. Abernathy for Jeff McLaughlin; T. Armstand for Lillie Fears; S. Davidson for Cheryl Knight; M. McDaniel for Arianne Pait; J Washam for Carl Cates

#### CALL TO ORDER

McGregor called the meeting to order at 3:01 and stated a quorum was present. She asked for any recommended changes to the agenda. No changes were suggested. The motion to approve the agenda (Haran /Bridges) was approved.

#### APPROVAL OF THE MINUTES

McGregor called for edits the minutes of the last meeting. Motion to approve the minutes of October 18<sup>th</sup> as distributed (Kelly/Brown) was approved.

#### UPDATES

McGregor stated there had been some concerns about administrators being on the agenda and not being at the Senate meeting. For the last meeting, Drs. Damphousse and Utter were on the draft agenda. They alerted McGregor they would not be at the meeting and their names were removed from the final agenda. She also noted that every time they are invited, they come. The chancellor stated he is not always able to be as open at Senate minutes as he might be with the Deans' and Chairs' Councils because the press is present.

McGregor does not want what she says to be misinterpreted. Dr. Damphousse does not want to be misinterpreted. The Senate's policy is there is an open invitation to any faculty member and administrator to attend any Senate meeting.

A concern was expressed that if members of upper administration were present at the Senate meetings, this might quash some faculty in expressing their concerns and thoughts. There was also a concern in the past that lack of attendance on the part of administrators was viewed as lack of interest or involvement on their part.

Lori Wynn addressed Open Enrollment questions. Everyone should have received an open enrollment email. One only needs to do open enrollment if making a change in benefits and/or if you use the flexible spending accounts. If you have specific questions, email Lindsey or Katrina and they will assist you.

MedImpact lists what our prescription drugs are allowed and how much they will cost. GoodRX can assist you in finding cheaper places to obtain prescriptions than perhaps the current prescription plan.

Health Savings account does not have a fee associated with it; it works like a checking account. This is a new high deductible, health savings account plan for medical.

Limit on flexible savings account is \$2700 for this next year.

TIAA CREF can be changed at any point in the year, not just during open enrollment. This includes any additional retirement contribution you wish to make.

#### OLD BUSINESS - SGOV PROPOSALS

McGregor stated written ballots would be used for the Shared Governance Proposals.

#### Consensual Relationship Proposal

Grymes moved/Hershberger seconded the motion to approve the motion.

Concerns were raised that comments and concerns raised were not addressed by Counsel's office. Some feedback to the answers were contradictory. The responses did not adequately address the questions and concerns raised.

Call for the question; and senators were asked to vote. Motion did not pass.

#### Graduate Assistantship Proposal

Phillips moved/ Tribbett seconded to approve the motion.

Several senators spoke in favor of the proposal. The additional flexibility for students to have extended to complete their program is more in line with what other universities provide.

Department chairs would still give one year contracts for the assistantships. The motion passed.

#### Faculty Equity Proposal

Maynard moved/Jones-Branch seconded to approve the motion.

Without access to the formula, how does one know if they are eligible? CUPA data has to be purchased; you may not ask for the entire document. An individual would apply using the form and there is a place to list CIP code and CUPA data. You would contact the office, supply your CIP code, and request access to the data that goes with that code in order to complete the form and request.

Is the assumption that if you are above the 78% you would be automatically denied? Knowing the data up front could make it a more efficient process. Melescue said that proposals does say 78% or higher; it was a minimum but it could be higher. Could the policy be interpreted that way (minimum of 78%) by administration rather than an interpretation within the spirit of the proposal? Call for the question. Motion passed.

#### RESOLUTIONS

### A Resolution to Impose Limits On Administrative Salaries, Bonuses, And Deferred Compensation

Motion to approve the was made by McDaniel (Proxy for Pait) and seconded by Maynard.

Questions and concerns with the resolution included:

- What is meant by “commensurate”
- Budgeting for the trend would be budgeting for lowered enrollment
- Does the proposal indicate a lack of collegiality
- There might be support for the spirit of the resolution but concerns with its language.

Motion passed.

### A Resolution to Return Administrative Raises, Bonuses, And Deferred Compensation to Cover the Budget Shortfall

A motion was made to accept the resolution as amended from its original as presented at the last meeting (Haran/Maynard); motion carried.

A motion to move approve the amended resolution (Wilkinson/Guha) was made.

Hans Hacker, author of the resolution, read a prepared statement in support of the resolution. Maynard provided some historical context for support of the resolution. Motion passed.

DR. WELCH

Dr. Welch was invited to address Henderson State University Board voting to come into the system.

Dr. Welch provided a history of the circumstances. HSU is considered a public Liberal Arts institution and have the only aviation program.

- Latter part of June HSU asked for an advance on their state funding (not the first to do so)
- Governor suggested the institution consider becoming part of a system
- ASU System provided some support/technical assistance
- Governor and Legislature continued to support the potential solution of joining a system with ASU supported

Adding a campus does not impact other campuses’ budget. It can benefit for student transfer with the new ASU 3 Rivers community college; contract negotiations (for example, cost of Banner or Blackboard will be less for each campus). There are some policy makers who would like to see everyone in a system; some who would prefer one system in the state.

Moody had downgraded them but the Moody rating stabilized once the agreement with ASU System was signed.

How might these impact employee benefits. Generally the more employers, the better off for all because risk is broadened across more employees. Current ASU System has 4141 employees, adding another 800 will increase the ability to spread risk.

Health care costs are \$288 in the ASU system per employee; \$186 per person costs at HSU; therefore adding HSU should lower costs across the system.

College of the Ouachitas has no debt. HSU debt problems will have no impact on Jonesboro budget except some types of contact savings.

Timeline would be for both boards to sign off, and then HLC will need to approve. It would likely be January 2021 before all is approved. It seems likely that there will be no new system personnel needed by the additions.

HSU degree programs will stay at HSU and not come under A-State/Jonesboro jurisdiction. It seems unlikely students that choose HSU would likely come to Jonesboro for college so there should be limited with-in system competition. There be opportunities for collaboration opportunities?

A business perspective might question “saving” a failing business firm by aligning with it. Dr. Welch stated the state would not let HSU fail.

Dr. Welch addressed concerns about the financial status of the Jonesboro campus/ASU system. Jonesboro is not financially challenged. Compared to most institutions around the country we are in good shape. HSU is in the position it is in, it kept spending out of reserves, and budgeted on enrollment growth. Financially, via Moody, we are strong. The state will not close HSU; it serves a significant role in SW Arkansas.

McGregor suggested that on this campus the cuts in different departments and units does not gel with the idea that we are financially strong. The cuts we have had to make for budget shortfalls concerns us; taking on another institution will impact us.

Dr. Welch suggested that the 1.5 million dollar short fall a 250 million dollar budget is not a major concern when considering other institutions in the state. UALR has a 14 million dollar deficit; UCA was in worse shape several years ago. We (ASU) try to react immediately and make adjustments so we do not have ongoing concerns.

We will not give HSU money to fix their problem. All the liability will stay with that campus; it is the state that has the liability not us.

This gives the system a chance to improve things statewide and keep the system as a separate entity within the state.

ADJOURNMENT

Motion to adjourn; the meeting adjourned at 4:51.

Submitted, Joanna Grymes