

**ARKANSAS STATE UNIVERSITY
FACULTY SENATE MEETING**

April 5th, 2024

HSS 1028

Attendees: Ed Salo, Karen Graham, Richard Segall, Alexandr Sokolov, Jessica Curtis, Katie Camden, Sarah Scott, William Maynard, Cheryl Knight, Guolei Zhou, Scott Mangan, Matt Carey, Ibrahim Duyar, Andrea Brown, Khem Aryal, Toccara Carter, Robert Williams, Arianne Pait, Veena Kulkarni, Gary Edwards, Robert Williams, Suzanne Melescue, Jake Qualls, Kristen Sumler, Audrey Folsom, John Hershberger

Proxy Attendees: Katie Camden for Addie Fleming, Steve Muzatko for Dwayne Powell, Star Holloway for Robert Robinette, Jake Qualls for Kim Vickrey

Guests:

Absentees: LTC J. Morgan Weatherly, Pradeep Mishra, Rollin Tusalem, DayDay Robinson, David Pearlman, Bert Greenwalt, Zahid Hossain, Shannon Brantley, Paul Finnicum

Meeting Called to Order: Ed Salo established a quorum. The meeting was called to order at 3:00 pm by Ed Salo.

Order of the Day: Motion to approve the order of the day by Andrea Brown, seconded by Alexandr Sokolov, all in favor, motion carried.

Approval of Minutes: Motion to approve the March 15, 2024 meeting minutes by Andrea Brown, second by Alexandr Sokolov, all in favor, motion carried.

Questions for the Chancellor/Provost:

- 1. Will the university be closing on April 8th for the eclipse? Most if not all of the K-12 local schools have now closed and finding care is extremely difficult given the events for the eclipse.**
 - a. Many guests (1000 extra) will be on campus that day, so we cannot afford to close. Dr. White was who made the decision not to cancel classes – he waffled back and forth – since it was such a late date he decided not to cancel. He knew he wouldn't be able to please everyone. However, per the Chancellor's email, faculty can decide whether to hold class. Department heads/supervisors have been asked to allow leniency/remote work where possible. "Faculty, you control your classes." Be understanding if students are not in class.
 - b. **Will there be increased security on campus that day?** It is difficult to compete with what JPD does. We are not currently running a full staff for campus police because we can't compete with the raises JPD have been given. They are taking crime seriously, and their starting salaries are now \$20,000 more than campus police.

- c. **What about parking?** All bets are off. It will probably be chaotic – you probably want to get here early. A-State PD may be told not to write tickets on Monday due to eclipse.
- 2. **Will the university be doing the flex schedule with a four-and-a-half day work week this summer?**
 - a. Yes – messages will be sent out at a later date. We are trying to stay competitive with other places since our salaries are not competitive. This is something easy we can do to support our people. This is a valuable thing that we can do. This will likely start the week after commencement.
- 3. **A colleague wants to know if degree programs that have recently gone on-line (example BS Nutrition and Dietetics) are marketed by AP? Do all programs marketed by AP fall under the AP contract?**
 - a. Yes. LPN to AASN is the only non-AP fully online program that is not under the AP/AOS umbrella. AP is marketing programs, and you want this – they are getting the word out across the US for our programs. However, programs do have a little more control over their curriculum than they may have been told in the past. Fundamentally, our relationship with AP has changed. Start dates, curriculum, etc. are our intellectual property – they are owned by us, not by AP. Moving academic programs online and joining AP is up to colleges, deans, chairs, etc.
 - i. **Faculty Statement regarding AP marketing:** I had 4 graduate students defend their dissertations, and only 1 was from AR. There were 2 from TX and 1 from NJ. AP marketing is bringing students to us that we would not reach.
 - b. We have lawyers investigating the terms of the AP contract – we don't know what we are tied to. This is the first time the attorneys are conducting a comprehensive review of the terms of the contracts. We have monthly meetings with AP reps to discuss the contracts, but everyone will argue that the terms benefit them. We are moving slowly – whatever we do there may be some unintended consequences and we don't want to hurt the campus. If the AP contract was broken, associated costs (rumored to be \$12 million) would not instantly return to campus. Marketing would have to be picked up by someone else to reach potential students across the US.
 - c. **I have heard we pay an inordinate amount for these services, as much as 50%, in comparison to other universities.** I am going to pick my words carefully. Based on what I know, I would say we have a full-service contract. We still have the original contract signed 25 years ago. We no longer need this full-service contract like we did in the past. Other institutions joining more recently are likely to pick and choose the services they want rather than having a full-service contract, so their contracts don't look the same. Your thought process is correct, but associated fees are related to the fact that we have a full-service contract.
 - d. **Revenue sharing comes out of AOS – is this negotiable?** Maybe so in the future. The Provost's office receives nothing from AOS. Every academic program on this campus belongs to you, and we facilitate that. I am very much in favor of

renegotiating the revenue sharing. I have never been anywhere – it is unheard of – that the Provost’s office doesn’t take a percentage (3%, 5%, etc.) of these funds. I don’t know just yet, but the potential of that happening anytime soon is “probably not.”

- e. I am not in favor of putting a lot more academic programs online, but I am in favor of maintaining them. We are not looking at this – we will grow where it makes sense. I will not push putting more academic programs online.

Provost Update/Q&A- Dr. Calvin White

We are currently in the budget-building process – things look decent. I would love for them to be better. Are we broke – no. We are looking at potentially a 2% raise – this is not written in stone – but we are still looking at that. The raise pool is not predicated on anticipated growth. We are like taxes, running a year behind. We are trying our best, but again, a raise is not written in stone. We understand how hard you work. We are running in positive revenue; however, we are also running about \$60 million in drag related to deferred maintenance and other issues.

We are having our third new student orientation (NSO) event. Last year, the 11-day snapshot for on campus students was 1,189. Right now, the 11-day snapshot is 618 students. 400 students are expected on campus tomorrow for NSO. Retention is up – Nikesha Nesbitt and her team have done a wonderful job of addressing student retention. They have done a tremendous job.

The Department of Education has told us that there are 30% fewer FAFSA applications from last year to this year for first time/full time, on campus students. A-States numbers are up, even with that 30% decrease. This is because we have had a lot of people being proactive. We are trying to jump out in front of the enrollment cliff. We have placed some beds on reserve to ensure there are enough for students that come and due to retention improvements. This is not something that has been done in years. Money is being placed strategically to benefit us.

Let’s make Monday (solar eclipse) a special event for our students – let’s make it about them. We are going to have a lot of guests on campus, so let’s be hospitable. Let our students go do what they are going to do – let’s work with students. I expect your classes to be empty. We want to get people excited about our campus and coming here. Let’s have fun and please be safe.

Remember that every 110 students is equal to \$1 million in revenue.

The Provost’s office provided A-State luggage tags for faculty. “We do appreciate you – I do appreciate what you do. I was a faculty member for 20 years – I understand.”

Old Business:

- None

New Business:

- **Faculty Senate Resolution on Amending the Bylaws of the Constitution of the Arkansas State University Faculty Senate**

- Discussion: We believe faculty is one of the things that will carry us through the enrollment cliff. We need to improve our conditions. Our views as faculty may diverge from those of administration. In order to elevate our concerns about equity, we would like to develop a standing equity committee. The committee could discuss any form of equity they desire. Committee members may be appointed based on their expertise related to equity. The resolution requires a majority vote in the Faculty Senate, then another vote among faculty overall. The goal of the committee is to shape the policy to be something that is actually equitable.
 - Motion to open discussion by Jessica Curtis, seconded by Ibrahim Duyar, all in favor, motion carried.
 - Suggestion to include non-tenure track faculty as eligible committee members. The committee should be inclusive of tenured and non-tenured faculty so that there is a diverse group of voices. Wording revised so that tenure is not required for membership, but the chair must be tenured and also serving on the Faculty Senate. Discussion about terms of chairs, members, and the need for a vice-chair held.
 - **“Why is the burden of proof on the faculty to demonstrate that there is an issue with equity?”** Playing devil’s advocate, failure to say something makes faculty complicit in the lack of equity. This is also a good idea to be able to gain different viewpoints. The committee can speak on behalf of the faculty. Leadership can take it or leave it, deciding whether to act, but at least faculty would have a voice. The annual report on equity issues that will be provided to leadership will also serve as a record, demonstrating that leadership is aware of the concerns.
 - Motion to approve the Resolution as amended by Rob Williams, seconded by Audrey Folsom, all in favor, motion carried.
 - Amended Resolution will be shared to Faculty listserv for further discussion and voting.

Other Business:

- None

Ed Salo adjourned the meeting at 4:12 pm. The next meeting will be Friday, April 19, 2024.

RESOLUTION (as approved above)

Faculty Senate Resolution
On
Amending the Bylaws of the Constitution of the Arkansas State University Faculty Senate

Whereas Fair pay for university faculty is a stated priority of both the Faculty of Arkansas State University and its administration;

Whereas the current equity system is confusing and outdated;

Whereas the strength of the Arkansas State University Faculty is one of the keys to the sustained viability of the institution going into the future; now, therefore, be it

Resolved that the bylaws of the Constitution of the Faculty Senate be updated to include a second named standing committee, named the Equity Committee. The following text would be added to the bylaws after "E. The Historical Committee..." on page 10 of the current constitution.

Equity Committee: Standing Committee of the Faculty Senate

The committee is charged with monitoring and annual reporting on the state of faculty equity via a written report ("The State of the Faculty") to the Faculty Senate and the Provost's Office to help ensure equity remains a priority for both Faculty and Administration. The committee will also advocate for faculty equity and work with administration where possible in furtherance of continually improving faculty equity. Membership on the committee will consist of one representative who is a faculty member from each college, professional school, or other unit having representation in the Faculty Senate. Up to 5 other members of the committee may be appointed based on expertise or other experience relevant to the committee. Members will be selected by the Executive Committee of the A-State Faculty Senate. The committee will elect a chair who is a tenured faculty member who serves on the Faculty Senate. The length of term for each committee member is three years, staggered such that approximately one-third of the committee is up for renewal every year. Initial appointments to the committee may be shorter than three years and will not count as part of the consecutive terms. Committee members may serve no more than two consecutive terms before rotating off for at least three years.