

**ARKANSAS STATE UNIVERSITY  
FACULTY SENATE MEETING  
April 21st, 2023  
HSS 1028**

**Attendees:** Ed Salo, Donna Caldwell, Richard Segall, Cheryl Knight, Pradeep Mishra, Eric Scudamore, Robert Williams, Bert Greenwalt, LTC John M. Weatherly, Rollin Tusalem, Veena Kulkarni, Ibrahim Duyar, Jake Qualls, Arianne Pait, Zahid Hossain, Ed Salo, John Hershberger, Sarah Scott, Kris Biondolillo, Robert Williams, Addie Fleming, Kim Vickrey, David Pearlman, Suzanne Melescue, Robert Robinette, Dayday Robinson, Nikesha Nesbitt, Scott Mangan

**Proxy Attendees:** Addie Fleming for Matthew Harmon, Benjamin Poku for Claude Rector, Robert Williams for Karen Graham

**Guests:** Joanna Grymes, Tracy Finch, Catherine Reese

**Absentees:** Carlitta Moore, Andrea Brown, Gary Edwards, Hrishikesh Desai, William Maynard, Tim Oliver, Sudeepa Bhattacharyya, Gabriel Horowitz

**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 Addie Fleming, seconded by John Hershberger, all in favor, motion carried. Moved open forum new business up earlier in the order of the day.

**Approval of Minutes:** Motion to approve the April 7, 2023 meeting minutes by Arianne Pait, second by Kris Biondolillo, all in favor, motion carried.

**New Business:**

- Resolutions
  - **Faculty Senate Resolution 1- To Recognize April Sheppard for service maintaining the webpage for the Faculty Senate\*:** April Sheppard in the Library manages our Faculty Senate website. This resolution recognizes her for her service. Motion to approve this resolution by Kris Biondolillo, seconded by Addie Fleming, all in favor, motion carried.
  - **Faculty Senate Resolution 2- To Recognize Kevin Hennings for his service as the parliamentarian for the Faculty Senate\*:** Kevin Hennings (parliamentarian for 2 yrs) is a member of the staff and staff senate. He does this as a volunteer with no compensation. This resolution recognizes him for his service. Motion to approve this resolution by Addie Fleming, seconded by Sarah Scott, all in favor, motion carried.
  - **Faculty Senate Resolution 3- Support of the establishment of College of Veterinary Medical on Campus\*:** This resolution is in support of the establishment of the College of Veterinary Medicine on Campus. Motion to

approve this resolution by Kris Biondolillo, seconded by Bert Greenwalt, all in favor, motion carried.

\*The full version of these resolutions can be found at the end of the meeting minutes.

### **Federal Regulations on Financial Aid, Tracy Finch, Office of the Registrar:**

- Language added to Fall bulletin. Currently there is no written policy about when you can change majors; Course Program of Study (CPOS) federal regulation states that courses have to be degree applicable. Will run an audit in Degree Works against registration. Will then work with students and advisors to determine a solution (add minor, change major, etc.) Fall/Spring day 12; Summer day 6; Proposal made by Undergraduate Enrollment and Academic Policy Committee (UEAPC) that says change of major into registrar by the 5th class day in fall and day 1 in summer. Sent to Shared Governance, but determined it was not a Shared Governance item, but should visit with constituents to get input. Will still work with students after the deadline; but need a guideline. If they want to add after, we can do that.
- Can declare minors/majors with no penalty if they don't finish at graduation. Maybe extra paperwork at graduation.
- Only goes semester to semester
- There is a limit on how much fed will pay for 1st undergrad degree; if questions contact Financial Aid Office
- For all students starting in fall (impact incoming freshman and all current undergrad students)
- Can still do substitutions; can do the substitution after the student has registered for the class.
- Removal of uncompleted minors at graduation? Online intent now in Banner 9 that we are moving to. Will try to work through this on the front end once we get there
- Contact Tracy at [tfinch@astate.edu](mailto:tfinch@astate.edu). She's happy to come to departmental/college meetings
- Have created FAQs for students-left paper copies, but will email electronically to Ed; working on the one for faculty.

### **Open Forum:**

- Dr. Catherine C. Reese (Faculty Pay Equity) [ccreese@astate.edu](mailto:ccreese@astate.edu)
  - Follow up in regards to data and information she shared via the faculty listserv email.
  - There are two things people like to know: that they are paid fairly internally and that they are paid fairly externally. Equity. Been here 26 years; why are we so passive? Much worse in the last 10 years. Seen colleagues leaving.
  - Get us to a "C" level 78%?
  - Time of budget cuts
  - Equity study on campus?
  - Application for equity had 78% on the document-if you apply
  - Where will the money come from? Faculty cut? Admin cuts? Growth?
  - What is our first step?

- Per Ed-Any senator or groups of senators can propose a bill that does what we want; we can propose; will go through shared governance.
- If anyone wants to work on this over the summer we could have something to hit ground running in fall. Retention committee has been working on this and other issues. Has been sent to the new Provost.
- Success stories from other universities? There are studies and data we can compare to.
- Other states color coding faculty (red, yellow green(pay for yourself))

### **Q&A with Chancellor, Dr. Todd Shields**

- Slight increase in enrollment last fall; Have proposed increased tuition to the Board of trustees; think they will say yes; Asked 2% merit- coming from online profits (have paid raises since 2019). Scary with the cliff of 18 year olds and those now being encouraged NOT to go to college; asked if enrollment is up in fall that we could revisit a bonus (one-time) in the fall. 120 people making \$13/hour—proposed an increase of \$2.50/hr.
- Make money. State funding, Grants to submit, AOL money to support raises, Developmental Gifts--need a development campaign (scholarships, endowed shares for faculty)-private monies-more flexible on how you spend unless donor restricts.
- Faculty to student ratio is really low. 13:1. Need on campus back up. Online is growing.
- Vet school- after 3rd year, should be making 2-3 million a year- would like this to go to salaries
- Camp Robinson -35,000 national guards- increase A-State presence there. GI Bill as of 2019 goes to soldiers, spouses, or dependent. Encouraging them to send your kids here in person.
- Artificial Intelligence (AI)- a lot of people will be out of jobs because the industry is gone. Not ready to teach 40-50 years olds. That group is going to need us.
- Graduation rate is 53%; losing students in junior and senior year. 43% of our students are going away. Left them in debt and they didn't get a degree. Why are we losing them, why are they leaving? We are investigating this.
- Need to be evaluating students at New Student Orientation (NSO) and continue to reevaluate them. Counseling Center looking and giving students tests for anxiety, depression, work-related skills (leaders, multicultural team, follow when needed, communicate), belonging. Knocking on dorms. Emails don't work; might read a text. Required to do this testing before they can register for classes in Degree Works.
- Trying to be more open and transparent with information
- Will be revisiting faculty lines. Not to a place of letting people go. Growth is possible, but must be strategic about it. We all must help students that are already here and not lose them. Need to grow our own.
- ADHE is becoming increasingly more aggressive. Going to defend programs next week (Dr. McLean and Dr. Shields). If you aren't viable, you're gone. Need to determine this before they do.
- Follow up regarding pay:
  - Not sure where 78% came from (in reference to pay equity discussion above). Must be updated-is being re-written. Dr. Shields not familiar with faculty having to apply for equity. 78% CUPA was just a beginning step, years ago, due to the

current situation and imbalances (per faculty this was with Dr. Cooksey, Fall 2019). Never intended to be the end.

- Need an independent unit that consistently goes to departments that investigates pay equity and adjustments paid. Done annually? Dr. Shields will form a group and/or faculty senate can work on this as well.
- 900 admits more right now than we were this time last year (doesn't mean they'll come here), but is promising

**Old Business:**

- Voting next week for President-Elect. Voting will open on Monday and close on Wednesday at 5:00 pm. Faculty (Library and ROTC instructors included) will receive an email from Ed with the Qualtrics voting link. Can only vote 1 time. Be sure to tell colleagues. We have 2 candidates: Amanda Moehler and Carlitta Moore. Their candidate statements have gone out in the listserv, Daily Digest, and will be included in Qualtrics voting link.

**Other Business:**

- None

Ed Salo adjourned the meeting at 4:41 pm.

***Faculty Senate Resolution 1- To Recognize April Sheppard for service maintaining the webpage for the Faculty Senate***

***Whereas***, April Sheppard has served as the assistant library director at A-State since 2018; and

***Whereas***, over the past academic year, Ms. Sheppard has assisted the Faculty Senate by maintaining the Senate's webpage and ensuring the minutes and agendas are updated as quickly as possible; and

***Whereas***, by maintaining the Faculty Senate's webpage, Ms. Sheppard has greatly aided in the dissemination of information to the faculty that is critical in the Shared Governance Process;

***Therefore, be it resolved that the A-State Faculty Senate, on behalf of its members and the University Faculty the Senate represents do hereby,***

***Recognize*** April Sheppard for her service to the Faculty Senate, as well as the faculty at A-State; and,

***Express*** our appreciation and gratitude to Ms. Sheppard for her efforts to help the Faculty Senate disseminate information to the faculty in a timely manner.

A copy of this resolution will be maintained in the minutes of the Faculty Senate, and a copy will be sent to Ms. Sheppard's immediate supervisor as well as the Human Resources office.

Date: April 20, 2023

***Faculty Senate Resolution 2- To Recognize Kevin Hennings for his service as the parliamentarian for the Faculty Senate***

***Whereas***, Kevin Hennings serves as the Assistant Director of Accreditation at A-State; and

***Whereas***, over the past three academic years, Mr. Hennings has assisted the Faculty Senate by serving as the parliamentarian without any additional compensation for his work; and

***Whereas***, the parliamentarian has aided the Faculty Senate in the orderly conduct of business thus ensuring that the Senate can serve as the voice of the Faculty at A-State;

***Therefore, be it resolved that the A-State Faculty Senate, on behalf of its members and the University Faculty the Senate represents do hereby,***

***Recognize*** Kevin Hennings for his service to the A-State Faculty Senate, as well as the faculty at A-State; and

***Express*** our appreciation and gratitude to Mr. Hennings for his work as the parliamentarian for the Senate over the past three years and for ensuring that the Senate conducts its work in an orderly manner.

A copy of this resolution will be maintained in the minutes of the Faculty Senate, and a copy will be sent to Mr. Henning's immediate supervisor as well as the Human Resources office for inclusion in her personal file.

Date: April 20, 2023

***A-State Faculty Senate Resolution 3- Support of the establishment of College of Veterinary Medical on Campus***

***Whereas***, the American Association of Veterinary Medical Colleges (AAVMC) projects by 2030 a need for an additional 40,000 veterinarians nationwide, and

***Whereas***, a projected 33% increase nationwide in demand for veterinary services combined with a generation of veterinarians at or beyond traditional retirement age, and

***Whereas***, in the AAVMC's report, this need impacts both "access to healthcare for animals and the well-being of the veterinary healthcare team," and

***Whereas***, in 2019, there were 2,000 to 3,000 more open jobs than veterinarians available to hire, and

***Whereas***, nationwide, the total enrollment of U.S. citizens in veterinary schools has increased only 3% per year for the last five years, and

***Whereas***, Arkansas is one of 19 states without its own College of Veterinary Medicine, and

***Whereas***, an average of 42 students leaving the state to attend veterinary school are less likely to return to the state for practice, and

***Whereas***, in the Fall of 2021, 70 Arkansans applied to veterinary medical schools across the U.S. and Caribbean. That number increased to 92 Arkansans for Fall 2022, and

***Whereas***, the in-state demand is driven by an estimated 12,500 farms with tens of thousands of farm animals, the state's food production industry needs support for poultry, cattle, hogs, dairy, and aquaculture, and the growing need for veterinary care for family companion animals;

***Therefore, be it resolved that the A-State Faculty Senate, on behalf of its members and the University Faculty the Senate represents do hereby,***

***Pledge*** its support for the establishment of a new College of Veterinary Medicine at the Jonesboro Campus, and the faculty welcome the new faculty and opportunities the school will offer.

A copy of this resolution will be included in the minutes of the faculty senate, as well as provided to the Chancellor, the Provost, and the President of the A-State System.

Date: April 20, 2023