

**ARKANSAS STATE UNIVERSITY
FACULTY SENATE MEETING**

March 1st, 2024

HSS 1028

Attendees: Ed Salo, Cheryl Knight, John Hershberger, Katie Camden, Kristen Sumler, Jake Qualls, Pradeep Mishra, Audrey Folsom, David Pearlman, Robert Robinette, Addie Fleming, Suzanne Melescue, Rollin Tusalem, Karen Graham, Andrea Brown, Shanon Brantley, Khem Aryal, Ibrahim Duyar, Gary Edwards, Richard Segall, Zahid Hossain, DayDay Robinson, Matt Carey, Alexandr Sokolov, Jessica Curtis, Guolei Zhou

Proxy Attendees: Jake Qualls for Kim Vickrey, Angelo Brown for Veena Kulkarni, Ibrahim Duyar for Robert Williams

Guests: Amanda Mohler (President Elect)

Absentees: LTC J. Morgan Weatherly, Dwayne Powell, Bert Greenwalt, Scott Mangan, William Maynard, Sarah Scott, Paul Finnicum, Arianne Pait, Toccaro Carter

Meeting Called to Order: Ed Salo established a quorum. The meeting was called to order at 3:02 pm by Ed Salo.

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

Approval of Minutes: Motion to approve the February 16, 2024 meeting minutes by Andrea Brown, second by Audrey Folsom, all in favor, motion carried.

Provost Update/Q&A- Dr. Calvin White

- Dr. White present to answer questions
- Have any degree programs received formal notice from ADHE, during this academic year, that they are considered below minimum “program viability” and now under a “2 year window” to bring their numbers up? If the answer is “yes” can you tell the Senate which programs these are and the university’s plans in regards to them?
 - Dr. White: The question is misleading and not how process works. Yes, you can have a program that is on ADHE viability list, however, just because you do doesn’t mean we will always put it out. If we provide a justification, and it gets 3 years (stays there), it will still stay on the list. Yes, there are some currently on the list. Those that are know who they are. We don’t inform them every year in that window if they already know they are on the list. Typically get to make that justification, but ADHE did not allow us to get to do that this time. Yes, there are those that are on the list, but doesn’t mean that they got contacted this year; have been reached out to in previous years. This is still the faculty and chairs’ duties. Chancellor’s goal is to increase enrollment. Parents won’t believe in the quality of

the university if we are in the media because programs are being cut. Yes, there are programs on the viability list. As the chief academic officer, the last thing I want is another program on the viability list. This still rests with the departments.

- Can the Chancellor and/or Provost promote administrative staff to academic ranks outside the PRT process in their home departments/colleges(e.g., from associate professor to professor) as part of an administrative promotion?
 - Dr. White: I had to visit with lawyers in Little Rock about this. Provost stated he has not done that. If my admin was to bring in a person in need of academic rank, I would it send back to department, and send a vote and signatures up to my office. Would go through the PRT process. All of those are recommendations. Most of the time it is a recommendation that I will always abide by. It is the Board of Trustees appointed by the Governor who can confirm or deny tenure. I take the Deans' letters extremely seriously. Tenure and promotion are two different processes. The provost does have the opportunity and ability to negotiate rank when it comes to an administrative position. Provost to chancellor, chancellor to the Board of Trustees who would then confirm tenure. Did not happen to the provost but did have the opportunity. Yes, the provost does, but there's a million reasons why the provost wouldn't. Had to defer to lawyers about the practice. I will never negotiate with anyone who will bring them in if they don't go to the department and go through tenure process but do understand that those are recommendations.
 - Did have a good system President (Dr. Welch). Still receive more from state appropriations than anyone else (we get about 41% and others only get about 20%).
- Recently most of the staff in Academic Affairs received a change in title. Did these changes come with a pay increase? If so, will there be an announcement on the changes in service offered by AAR staff to colleges and departments? For example, there is no longer a title associated with faculty relations? Does that signal a change in the priorities of the university?
 - Dr. White: Where there title changes, yes. Brought back in line to where they should have been. You can be academic and be a Vice Chancellor or Vice Provost. You can also be staff and be Vice Provost. These are working titles. Policy person, gave Assistant Vice Provost- did adjust salary because she has a JD. All those salaries are public. I think you will be surprised how little they were adjusted. Vice chancellor of faculty affairs, anywhere else that is comparable, it is a vice provost. Position was reclassified to be benchmarked against Deans.
 - How is Will's job different from Chief of Staff? Will is all academic, Chief of Staff is not academic. Chief of Staff handles calendar, and handling getting bus routes on campus, development initiatives, and works for the Chancellor. That roll is more of an operating officer. Also communicates with Board of Trustees. Will interfaces with Deans and Chairs if the Provost is not handling those issues. No one's job is the exact same. Will is more active than he was before I got here; the position is more active. It's not the person, it's the position

- I have attended several of the AP on-campus meetings and am having trouble getting a very clear response to this question, so it may not be information to which we are privy, even though we have a long-standing agreement with AP. Is there any indication about how AP handles agreements with multiple institutions, that might even be in competition with each other? For example, they have an agreement with UT Arlington and now, Texas State. Both of these institutions have much higher tuition than and if they have a similar agreement in place in which AP benefits from 50% of the revenue, then what is the incentive to encourage students to attend A-State?
 - Dr. White: I have no idea. I told you I would always be honest with you. AP is a third-party capitalistic company. They would not tell us about Texas State. I wouldn't want them to share our revenue sharing. Their goal is to maximize their profit. What keeps us more compelling is our tuition is lower than those two schools. Our relationship with AP has fundamentally changed. We can't break our contract with AP. Issues with NYIT-NYIT is a 75-year contract. Don't you know what I could do with \$15 million a year? It is a legal contract. I didn't sign it, but I own it as the chief academic officer.
 - Lawyers are vetting it through. No one knows when it ends—not blanket, it's with each program. If we break it, we are in breach of contract, they will sue us and they will stop all our advertising.
 - What's the way out? Slow and methodical. We are arguing it's not by program. We are fighting that right now. Not as simple as just getting rid of AP. The biggest thing they do is market. Been in contract for about 15 years.
- According to KAIT, the athletics department revenue includes \$13.42 million in direct institutional support, and \$7.21 million in student fees, on top of each student's athletic fee of \$22 per credit hour. How is that direct institutional support determined? Could those resources be used to address the deficit or any other academic needs?
 - Dr. White: Save question for Chancellor.
- Trends look good. On track to have more students on campus. 53% graduation rate and that negatively impacts our funding formula. Working with Dean Nesbit, and work on registration and advising. Hoping for raises, but not guaranteed. We've been running deficits for 10 years on some of our revenue. We are budget building right now. It will get better if we continue to do the things we are doing. Enrollment is all of our problems. We need to care about it. New campus conversation about this in future. PRT process, evals, vet school going to provost office. CLAC Dean, Vet school Dean. Keeping all these things in front of us. We had the best 2 weeks--Basketball game on national TV and submitted \$60 million in external funding at state and federal level. We have already received \$2.7 million and guarantee we will receive \$50 million more by May. I'll take 30% off the top to feed to you for travel, etc. Travis Marcico is working hard. Will be a potential from another agency of \$31 million on another grant in process. Calvin wants to move us up from an R2. Only been averaging \$26 million.
- Financial status- will be in campus conversation. Every 110 students additionally on campus equates to \$1 million dollar in excess revenue and 1% raise. I pump that back into you. 110 = \$1 million.

- Budget book—will not email to all faculty. I don't want that information out there, but it is out there. There are links out there and you can go out there and view that information.
- Equity-raise for employees who are making the same or less than people coming in and have the same or less credentials? Disheartening to see.
 - Provost- This is all valid. Looking at it and evaluating. The equity process is broken. You shouldn't have to use CUPA data to know you are underpaid. 514 faculty members on campus. Where am I getting? Enrollment, and grants are how I'm going to get it. It's been broken for a long time. I do think it's abysmal. I'm responsible for some of this. I raised entry level salaries \$5,000 off the top. I did that with the understanding about what was going to happen, and some were not getting candidates that they needed. Do not ask us to counter a lesser institution (ex. SAU)--it's not a peer. We'll counter peer and above. It's not across the board—may depend on the college.

Old Business:

- Reports from Committees
 - Equity Committee- defer to next meeting.
- Next meeting- discussion on Simple Syllabus. Assessment office coming and zooming with people from Simple Syllabus.
 - Can the zoom be recorded? Yes, if it's ok with them.
 - Simple Syllabus is used by lots of larger institutions.

New Business:

- Change over in advising vs University College- Melissa Jackson over advisors across campus, but things seem to be running through University College instead of Melissa?
 - No one is aware of this.
 - May be an issue in staff senate since many advisors are staff and not faculty?
 - Can ask them to come talk if needed
 - Advising this semester- not much information about when it was supposed to happen. Moving up registration—increasing yield (incoming freshman). Three registration events. Set those without thinking about registering current students first. Pushed everything up.

Other Business:

- None

Ed Salo adjourned the meeting at 4:04 pm. The next meeting will be Friday, March 15, 2024.