

**Arkansas State University Faculty Senate Minutes**  
**Sept. 19, 2008**

**Members Present:**

**EXECUTIVE COMMITTEE:**

Louella Moore-Chair		P	
Shivan Haran-Vice-Chair of the Senate		P	
Beverly Boals Gilbert-President Elect		P	
Lillie Fears-Secretary Faculty Association		P	
Amy Claxton- Secretary of the Senate		P	
<b>AGRICULTURE (1)</b>			
Bill Humphrey	Spring 10	P	
<b>BUSINESS (3)</b>			
Johnny Van Horn	Spring 10	P	
Richard Segall	Spring 10	P	
Ahmad Syamil	Spring 10	A	
<b>COMMUNICATIONS (2)</b>			
Pradeep Mishra	Spring 10	P	
Jack Zibluk	Spring 10	P	
<b>EDUCATION (5)</b>			
Andy Mooneyham	Spring 09	A	
Daniel Cline	Spring 09	P	
Tom Fiala	Spring 09	P	
Mark McJunkin	Spring 10	P	
Amy Claxton	Spring 09	P	
<b>ENGINEERING (1)</b>			
Shivan Haran	Spring 09	P	
<b>FINE ARTS (3)</b>			
Brent Foland	Spring 10	P	
Ron Horton	Spring 09	P	
Bill Rowe	Spring 09	P	
<b>HUMANITIES AND SOCIAL SCIENCES (6)</b>			
Robert Baum	Spring 10	P	
Win Bridges	Spring 10	P	
Richard Burns	Spring 09	P	
Peggy Robinson-Wright	Spring 09	P	
Alex Sydorenko	Spring 09	P	
Richard Wang	Spring	A	Proxy-Charles Hartwig
<b>LIBRARY (1)</b>			
Myron Flugstad	Spring 09	P	
<b>MILITARY SCIENCE (1)</b>			
Jeffery Helms	Spring 09	P	
<b>NURSING AND HEALTH PROFESSIONS (4)</b>			
Donna Caldwell	Spring 10	P	
Richard Freer	Spring 10	P	
Mike McDaniel	Spring 09	P	
Judith Pfriemer	Spring 09	P	
<b>SCIENCE AND MATHEMATICS (4)</b>			
Richard Grippio	Spring 10	P	
Open/none elected			
Hung-chi Su	Spring 10	A	
J. Mike Hall	Spring 10	A	
<b>UNIVERSITY COLLEGE (1)</b>			
Vicki Stripling	Spring 10	P	

Meeting was called to order by Louella Moore-Chair at 3pm.

Report from Fringe Benefits Committee: Randy Kesselring delivered a report from the Fringe Benefits Committee. The Committee was informed about insurance premium increases by J. W. Mason and the ASU systems office. Those increases were reported to be approximately \$30 per month for single individual and a \$ 60 increase-per month for family coverage. Dr. Potts has requested time for more discussion with the fringe benefits committee. The fund used to pay out health insurance has gone down and changes need to be made to improve that fund. The Fringe Benefits Committee will deliver a report at a future date.

I. Approval of Prior Minutes

- A. April 4 Motion to approve minutes made and seconded. Motion passed
- B. April 18 Motion to approve minutes made and seconded. Motion passed
- C. Sept. 5 Motion to approve minutes made and seconded. Motion passed

II. Old Business

III. New Business

A. Report of Faculty Senate Committee on Committees meeting. Louella Moore presented a slate of nominees for Senate committees prepared by the Nominating committee. A motion was made and seconded to accept the slate of committees as presented. The motion passed.

B. Mike McDaniel reported on the Town Hall Meeting on Shared Governance that was held earlier in the afternoon. It was reported that 12-13 people voiced opinions. Informal discussions were reported between various faculty groups, Dr Potts, and others. Several changes in the shared governance proposal have been suggested. It was reported that some concerns appear to be focused on the representation on the shared governance oversight committee.

C. Richard Burns made a motion requesting Dr. Potts appoint a tenured faculty to the SGOC in lieu of an executive member. The motion was seconded by Jack Zibluk. Discussion concerned whether this was the appropriate time to raise issue. After the discussion Richard Freer made a motion to table Dr. Burn's motion. The motion was seconded and passed by the required super majority.

D. Bill Rowe asked about possible changes in the shared governance document. When issues arise will the SGOC defer to the majority of the members of that group rather than requiring unanimous vote? When the document states "the majority of the members of that group" does that mean a majority of the faculty members of the SGOC? J. Hall pointed out that on the routing pages of the shared governance document the word "recommendation" will be changed to "report."

Richard Freer expressed concern for the need of clarifying language in the shared governance document that addresses how shared governance issues will be handled during the summer months when most faculty and students are not on campus.

Julie Isaacson reported that her understanding of the SGOC role in summer was to review issues that come up. If the SGOC sees that an issue affects the whole campus the committee can say this should wait until faculty and students are back on campus in the Fall.

Mike McDaniel made a motion that was seconded requesting the Faculty Senate take a nonbinding straw vote concerning the proposed shared governance documents. A majority appeared to be in favor at this time.

F. Mike McDaniel made a motion that the Faculty Senate recognize the efforts of Julie Isaacson for her work on the shared governance proposals. The motion was seconded by Richard Burns. The motion was accepted by acclamation.

G. A motion to support the Post Tenure Review proposal was made by Alex Sydorenko and seconded by Bill Humphrey. It was reported that the proposal was designed bring consistency within the entire ASU system. A motion was made to table the vote on Post Tenure Review for two weeks to give faculty time to look over the proposal. The motion was seconded and passed.

H. Two proposals were brought up for further discussion. The first proposal concerned Naming Rights. No discussion or motions were made. The other proposal was related to Honorary Degrees. No discussion or motions were made at this time.

I. A volunteer Task Force was formed to accept faculty input on the Weapons Ban proposal. The task force will summarize campus response at the next faculty meeting. The Task Force consists of Myron Flugstad, Richard Grippo, and Richard Burns.

J. Background Checks. Louella Moore pointed out that the Criminal Record and Sexual Offender Background Checks seem to be the most relevant to faculty. Financial or other checks may come into play for faculty who may be changing positions where they would handle money. If problematic information is returned on an individual, the information will be sent to the Offering Official to determine if the information will impact hiring. Dr. Jones reported that it has been recommended that the cost of the background check not come from department budgets. Faculty Senate chair asked for Task Force volunteers to review the Background Check proposal and collect comments from the faculty. The task force members are Robert Baum, William Rowe, and Johnny Van Horn.

K. John Hall presented a resolution for increasing faculty salaries at ASU-J submitted to the ASU Faculty Senate by the Department of Psychology and Counseling, Department of Art, Department of Political Science, and College of Communications

Jack Zibluk made motion to approve the resolution on faculty salaries. The motion was seconded. Jack Zibluk spoke in favor of the resolution, including details about how he had personally been impacted by the current status of salaries at ASU. Richard Grippo expressed concerns related to the merit statements made in the resolution. Motion was approved. The resolution appears below:

**A resolution for increasing faculty salaries at ASU-J submitted to the ASU Faculty Senate by the Department of Psychology and Counseling, Department of Art, Department of Political Science, and College of Communications.**

Whereas, nationally competitive compensation for top administrators at some state supported institutions of higher education in Arkansas have been justified as necessary to attract and retain these high quality professionals, and

Whereas, the above justification also holds true for faculty because they carry out the core mission of the university to teach, create knowledge, and provide professional service, and

Whereas, if high quality tenure track faculty are not recruited and retained, students and taxpayers suffer through poor teaching, scholarship, and professional service, and

Whereas, the AAUP 2008 Annual Report shows that ASU-J faculty earn \$5,200 below the regional average and \$10,000 below the national average for comparable institutions (i.e., Category IIA Master's public institutions), and

Whereas, Chancellor Potts at the fall 2008 Faculty Conference publically noted that faculty salaries at ASU-J are currently inadequate and below regional and national averages, and that increasing faculty salaries must be a high priority, and

Whereas faculty salary increases for the past year were less than half the rate of inflation, and

Whereas, approximately \$3.0 million additional dollars for salaries and fringe benefits will be needed annually to eliminate the discrepancy between the current salaries of ASU-J faculty and the regional average for comparable institutions, and

Whereas, the longer current budgetary priorities continue, the greater the amount of money needed to rectify the inequitable salaries faculty are currently being paid,

The ASU Faculty Senate calls upon the ASU-J administration and the ASU Board of Trustees to develop and articulate a **written plan** for eliminating the discrepancy between faculty salaries and regional averages at all ranks (i.e., Instructor, Assistant Professor, Associate Professor, and Professor). We respectfully, request that the plan involve reducing the current discrepancy by one-third over each of the next three academic years so that parity with regional averages is reached by the 2011-2012 academic year. We further request that the revenue used to increased salaries come from **sustainable (i.e., hard) sources of revenue** rather than from possibly unsustainable (i.e., soft) sources of revenue, including salary savings from unfilled pending or open faculty and staff positions. We also request that no tenure-track faculty positions be eliminated and replaced with contingent faculty lines and that other faculty benefits such as health insurance, tuition discounts, faculty development, etc. not be cut to provide the revenue for salary increases. Finally, we request that the salary increases for the purpose of reducing current discrepancies be distributed by rank and time in rank rather than merit so that faculty at the ranks with the greatest discrepancies receive proportionally greater increases, while at the same time, additionally continuing to provide competitive merit raises for motivating ongoing faculty productivity.

The motion passed 24 for, 1 opposed.

L. Louella Moore distributed a potential resolution for Better Board Transparency. The resolution requested that Board of Trustee agenda be posted for the public 48 hours prior to the meeting. This resolution will be considered at a future Faculty Senate Meeting.

M. Motion for meeting to adjourn at 4:50pm. Seconded.