

Faculty Senate Minutes
Minutes of February 3, 2006

FACULTY ASSOCIATION OFFICERS

PROXY

Bill Humphrey—Chair	P
Richard Freer—Vice-Chair of the Senate	P
Bill Rowe—Past President	P
William B. Maynard—Secretary of the Faculty Association	P
Margaret McClain—Secretary of the Senate	P
Win Bridges—Acting Parliamentarian	P

AGRICULTURE (1)

Bert Greenwalt	P
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BUSINESS (3)

Mark Foster	P
Louella Moore	P
Jim Washam	P

COMMUNICATIONS (2)

Jack Zibluk	P
Osa Amienyi	P

EDUCATION (5)

Cindy Albright	Absent
Daniel Cline	Absent
Amany Saleh	Absent
Marci Malinsky	Absent
Vacant Seat	---

ENGINEERING (1)

Shivan Haran	P
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FINE ARTS (3)

Alyson Gill	P
Tim Crist	P
Kelly Shaefer	P

HUMANITIES & SOCIAL SCIENCES (6)

Win Bridges	P
Mary Donaghy	P
Robert Baum	P
Joe Sartorelli	Absent
Richard Wang	P
Eric Gilbert	Absent

LIBRARY (1)

Myron Flugstad	P
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MILITARY SCIENCE (1)

LTC Larry P. Aikman	P	Don Fuller
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NURSING AND HEALTH PROFESSIONS (3)

Richard Freer	P
Donna Caldwell	Absent
Cathy P. Hall	P

SCIENCE AND MATHEMATICS (4)

William Burns	Absent
Bob Bennett	Absent

Jeff Jenness P
Jie Miao Absent

UNIVERSITY COLLEGE (1)

Margaret McClain P

In the absence of Chair Humphrey, Dr. Richard Freer presided, declared a quorum and called the meeting to order at 3:05 pm.

I. MINUTES: Cathy Hall requested that her comments of January 20 regarding the Registrar be amended to read “the Registrar’s Office.” There being no further corrections, the minutes of the January 20, 2006 meeting were approved.

II. OLD BUSINESS:

A. WN Grading: Dr. Cooksey was unavailable to address the Senate.

B. Fall Break: Senators expressed general dissatisfaction with the timing of the fall break.

Dr. Zibluk expressed concern that he had been experiencing difficulty fitting instructional material into the shortened fall semester.

Dr. Rowe added that some science lab instructors had complained about having to keep labs closed after the break. In essence, he said, the semester is over by the time the fall break starts. In his opinion, the break comes too late in the term. In addition, said Rowe, because the VP of Finance forces his employees to take their vacations the week after exams, faculty members can no longer turn in grades the Monday after exams.

Dr. Freer said that if the members felt strongly, the Senate could issue a sense of the Senate and forward it to the Scheduling Committee of the SGA.

Dr. Rowe stated that despite the fact that the Faculty Senate had previously expressed disapproval of the timing of the fall break, the administration had nevertheless instituted the weeklong Thanksgiving break.

Dr. Freer said that it could be determined if there had indeed been a previous sense of the Senate on the issue of the fall break.

C. Committee Reports:

Handbook: Dr. Freer reported that the Handbook Committee had met the previous Monday, examined recommendations from faculty members, flagged these recommendations and identified who had made them. On Wednesday the Committee met to discuss and revise the Financial Exigency policy of the old handbook. The new policy, which addresses financial compensation for people made redundant and the issue of at-risk programs, still needs to be approved by the Senate. Furthermore, said Freer, the handbook still required a thorough reading for grammar and syntax.

Freer stated that the handbook with flagged sections had been returned to the attorney. He added that the section on grievance procedures needed to be made clearer in the faculty’s favor. When the material comes back from the attorney, it will be put online again, and then be brought back to the Senate for discussion.

Some concern was expressed about the administration’s and the Board’s role in approving the handbook. Freer stated that a new resolution would be introduced to the effect that the handbook should be accepted or rejected, then sent back to the Senate. It is the Committee’s desire that the Board not redline the handbook or dismiss sections of it out of hand.

Dr. Rowe explained that the Committee had received some twenty pages of comments and that it had addressed every problem. However, the Committee decided against addressing the bylaws for the time being since they were full of inconsistencies. He said that a new committee should be appointed to make the bylaws consistent with the new handbook. In hindsight, said Rowe, the bylaws probably should have been revised first.

Dr. Maynard noted that the themes running through the new handbook were (1) shared governance and (2) faculty primacy in certain areas. He encouraged members to make their concerns known as soon as possible if they did not see these themes in sections of the handbook. Maynard stated his trepidation about the Board’s following the new procedures, including those on revising the handbook.

Both Drs. Zibluk and Amienyi noted that the handbook deadline was not being met.

Dr. Maynard explained that the work was progressing steadily but that progress depended on several variables, among them the attorney’s availability, the time needed for additional corrections, and a reasonable time period for faculty

members to peruse the product. He added that the Committee was making a good-faith attempt at meeting the deadline, but urged the Senate not to rush the handbook to approval for arbitrary reasons.

Rowe estimated that the process could still take about two weeks.

Dr. Bridges asked for an index of changes, perhaps in the form of marginal notations in the revised online version.

Dr. Maynard, in the absence of the Committee Chair, stated that the decision to do so would fall within Dr. Humphrey's purview.

Dr. Freer recommended that a hard copy draft be prepared and distributed to all Faculty Senators in a timely fashion. He hoped that the new handbook would be a product of which the Senate could be proud and which all Senators could whole-heartedly endorse. He stated that faculty concerns were legitimate and needed to be dealt with. He also reminded the Senate that one of its responsibilities to its constituents was to finish the handbook as expeditiously as possible.

Dr. Maynard decried the fact that so many versions of the handbook were floating around, whether in hard copy or in cyberspace, on administrators' desks or on faculty members' bookshelves. He stressed the need to conduct a thorough purge of all old versions of the handbook to avoid confusion.

Dr. Freer agreed that there should be no ambiguity about which version of the handbook was the definitive one.

Dr. Rowe proposed that (1) all new faculty be given a hard copy of the new handbook upon employment; and that (2) the administration supply hard copies to anyone who asked for them.

Dr. Bridges urged that the new handbook be re-titled and dated to reflect that it was the latest version—e.g., *The Revised Standard Version*.

III. NEW BUSINESS:

A. The Chancellor Search: Dr. Maynard began the discussion by noting that the faculty had not reacted strongly to the lack of faculty input on the Chancellor Search Committee. Maynard continued, paraphrasing from AAUP guidelines, that a Presidential/Chancellor Search was deemed to be the "most significant" shared governance activity in the life of any university and that the faculty should have "primacy" in the process.

Dr. Zibluk said he saw no cohesive strategy in the Chancellor search. He stressed that the legitimacy of the search committee could only be guaranteed by the legitimacy of its composition.

Dr. Rowe distributed copies of the AAUP guidelines, entitled "Presidential Search Committee Checklist," and said he would place the document on the faculty listserv.

Dr. Wang noted that the administration, which was in the process of setting up the advisory committee, had not even approached the Chair of the Faculty Senate to serve.

Dr. Freer said that, according to AAUP guidelines, the faculty members serving on the Committee should be from among those designated and sanctioned by the Senate.

Maynard noted the administration's failure to recognize the concepts of shared governance and faculty primacy, key themes of the new handbook, in the search process. He continued that even though the administration pushed through shared governance, it had consistently failed to put the concept into practice. Maynard expressed his belief that the Senate was naive if it thought the administration would follow the new handbook any better than it had the old one.

Dr. Freer updated the Senate on the Chancellor search. He stated that "headhunters" had been hired to lead the search. The first meeting will be held next Monday, and public meetings will begin in mid-February.

Dr. Rowe reported that, according to the newspaper, the new Chancellor search may have been in the works for several years, apparently in some secrecy. He wondered what role the new Chancellor would play in the approval of the new faculty handbook.

Dr. Amienyi agreed with previous speakers about the legitimacy of the search process as it stood now. He said that if the Senate determined that the process was not being conducted according to shared governance principles, the Senate should make its displeasure known without delay.

Dr. Maynard agreed that the Senate should make its opinions known to the administration immediately.

Dr. Wang proposed the Senate choose two senators to serve on the search committee "in the spirit of shared governance," thereby placing the ball in the administration's court.

Dr. Amienyi wondered if the administration had even sought the input of the Faculty Senate.

Drs. Freer and Wang echoed each other's sentiments that the Senate wanted to and had the right to work on the search committee "in the spirit of shared governance."

Mary Donaghy questioned why the administration had not yet released the composition of the committee.

Louella Moore questioned the cost of the procedure at a time when ASU was trying to establish and stick to a budget. She noted that ASU had been vilified in the press for its failure to control costs and its high costs to students.

Dr. Freer called a recess of fifteen minutes to give Senators time to review the AAUP guidelines on presidential searches, after which he would entertain a motion.

The meeting was called back to order at 4:00 PM. A motion was made and passed to suspend the rules, after which discussion followed.

Dr. Zibluk suggested that the Senate present to the administration a pool of Senate names from which to choose for the committee.

Dr. Maynard again stressed the need for composing the Search Committee in keeping with the AAUP guidelines that had been distributed and examined.

Don Fuller suggested that we approach the administration to fill seats on the committee with a certain percentage of faculty members.

Mary Donaghy reminded the Senate that due to the primacy issue in the AAUP guidelines, the majority of the committee should be comprised of faculty members.

According to Dr. Wang, the AAUP guidelines state that each constituency on a search committee designate its own representatives to serve. Apparently, this procedure was not being followed by the administration.

Dr. Freer did not know the exact size of the committee, but he suggested that the Faculty Senate submit a list of names that included one member per college.

Drs. Zibluk and Maynard perfected the wording of the resolution, introduced as a friendly amendment. The motion, reproduced below, was passed unanimously.

Because the Arkansas State University community has chosen to embrace the principles of shared governance, the Faculty Senate of Arkansas State University has selected the following individuals from each of the University's nine colleges to represent the faculty on the current Search Advisory Committee for the new Chancellor of Arkansas State University, Jonesboro. Because the faculty play a significant role in the life of the University, their presence on the Search Advisory Committee should not be limited, but should reflect the primacy of faculty concerns in determining the leadership of Arkansas State University, Jonesboro.¹ Further, in the event the size of the Search and Advisory Committee results in the under representation of faculty, the Faculty Senate of Arkansas State University, Jonesboro, will be pleased to provide additional faculty names for inclusion on the said Committee.

Following is the list of proposed representatives that the Faculty Senate will submit to the administration for service on the Chancellor Search Committee.

¹ See Barbara Leondar and Charles B. Nuff, *Presidential Search* (Washington, D.C.: Association of Governing Boards of Universities and Colleges, 1992), Judeth B. McLaughlin and David Riesman, *Choosing a College President: Opportunities and Constraints* (New Jersey: Princeton University Press, 1900); Muriel E. Poston, "Presidential Search Committee Check List", *Academe*, (Washington, D.C.: American Association of University Professors), September-October 1997; the American Association of University Professors' statement entitled, *Faculty Participation in the Selection, Evaluation, and Retention of Administrators*. 1981, and the American Association of University Professors', *Statement on Government*, 1966.

Faculty Elected to the University Search and Advisory Committee:

Dr. Robert Engelken, College of Engineering

Dr. Phyllis Pobst, College of Humanities and Social Sciences

Professor William Rowe, College of Fine Arts and President of the Arkansas State

University Chapter, American Association of University Professors

Dr. L. Moore, College of Business

Dr. Tina Teague, College of Agriculture

Dr. Amany Saleh, College of Education

Dr. Jeff Jenness, College of Science and Mathematics

Dr. Jack Zibluk, College of Communication

Dr. Richard Freer, College of Nursing and Health Professions

Ms. Lisa Ferrell, University College

Mr. Myron Flugstad, Library

IV. RETURN TO OLD BUSINESS:

A. FRINGE BENEFITS COMMITTEE:

Judy Pfriemer announced the inclusion of \$500 worth of wellness care in our new medical policies. She said that colonoscopies had been moved out of wellness care into regular coverage due to the fact that the cost of this procedure was often over \$2000, well above the allowable limit under the wellness program. The original \$750 quote on colonoscopies turned out to be inaccurate. The change is retroactive to January 1, 2006.

The Fringe Benefits Committee is also working on problems relating to faculty members' children who live in dorms. Apparently, the 25% discount on rooms applies only after the eleventh day of class, when many rooms have already been spoken for. The feeling of some faculty members is that their children are being treated like second-class citizens.

Dr. Rowe noted that the \$1,000,000 lifetime limit on medical expenses had not been changed in over thirty years, during a time when medical costs had steadily been rising. He urged the Fringe Benefits Committee to revisit this issue.

B. FACULTY WEB PAGE:

Dr. Baum noted that the faculty web page had not been updated since Troy Thomas left ASU. He urged the Senate to work on finding a new webmaster to keep the page current.

V. RETURN TO NEW BUSINESS:

With Chair Humphrey's return to the Faculty Senate meeting, he had the opportunity to inform the faculty about developments in the President's office relating to the Chancellor Search. Humphrey stated that the committee of about fifteen members had been selected. It consists of some faculty members; undergraduate and graduate students; administrators; staff; and community members. The committee was selected by the President.

Dr. Wang stated the opinion that if the committee was selected by the President, then it was illegitimate.

Humphrey continued that the committee was designed not to represent any one group or college, just ASU as a whole, according to Les Wyatt. The first meeting will be conducted by the "headhunters" this Monday, and several town hall meetings will follow. Each meeting will consist of no more than twenty people; anyone can sign up (electronically) to attend one of these meetings. Comments will be recorded and compiled by the search firm in an effort to identify the type of individual who meets the ASU community's expectations. The firm will compile a job description for the new Chancellor. The advisory committee will accept a pool of applications and delete unqualified candidates. Then the Search Committee will invite 5 to 6 of the qualified candidates to campus to meet with the faculty and community. A short list will then be presented to the Board.

The Board will lay out the duties of the President and Chancellor.

Dr. Maynard noted that Bill Humphrey's report indicated the possibility of two committees involved in the Chancellor search.

Dr. Wang felt that the faculty had been effectively excluded.

Dr. Zibluk stated that we would send the names of the Senate's choices to the President and Board and then await the administration's response.

Dr. Jenness expressed his opinion that the faculty was represented on the search committee(s); Dr. Wang countered that under AAUP guidelines, neither the Board nor the President were allowed to choose representatives from the faculty.

VI. ADJOURNMENT:

In the absence of further business, the meeting adjourned at 4:55 PM.