

Faculty Senate
Minutes of September 16, 2005

FACULTY ASSOCIATION OFFICERS

PROXY

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

AGRICULTURE (1)

Bert Greenwalt	P	
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BUSINESS (3)

Vacant Seat	---	
Dan Marburger	Absent	
Jim Washam	Absent	

COMMUNICATIONS (2)

Jack Zibluk	P	
Pradeep Mishra	Absent	

EDUCATION (5)

Cindy Albright	Absent	
Daniel Cline	Absent	
Amany Saleh	P	
Marci Malinski	Absent	
Vacant Seat	---	

ENGINEERING (1)

Shivan Haran	Absent	
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FINE ARTS (3)

Allyson Gill	Absent	
Tim Crist	Absent	
Kelly Shaefer	Absent	

HUMANITIES & SOCIAL SCIENCES (6)

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

LIBRARY (1)

Myron Flugstad	P	
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MILITARY SCIENCE (1)

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

Richard Freer	Absent	
Donna Caldwell	P	
Cathy P. Hall	P	

SCIENCE AND MATHEMATICS (4)

William Burns	Absent	
Bob Bennett	P	
Jeff Jenness	Absent	

Jie Miao

Absent

UNIVERSITY COLLEGE (1)

Margaret McClain

P

I. MINUTES: The minutes of the September 2, 2005, meeting were not approved due to the lack of a quorum.

II. REPORT FROM THE CHAIR ON MOUNTAIN HOME BOARD MEETING:

- A.** Chairman Humphrey reported on several issues discussed at the Mountain Home board meeting. He began with a summary of the new ASU budget of \$59 million, a sum greater than what was expected. Part of the budget includes tobacco settlement monies that are used to run the ABI.
- B.** Several capital projects are presently underway or under discussion. These include: (1) the new Humanities and Social Sciences Building, with \$2.75 million committed to the project thus far; (2) the Cooper Alumni Center; (3) the Student Union; (4) the Westside overpass; (5) a \$4-million renovation of the 1863 Lakeport Plantation; (6) the Business Building; (7) a renovation of the Chickasaw Building; (8) new residence halls; (9) family student housing; (10) a \$2 million chilled water distribution system; and (11) the Hemingway Pfeiffer/North Visitor Center.

Humphrey interjected that he believed the renovation cost of Lakeport to be an unusually high figure. Dr. McDaniel explained that the facility was an integral part of the ASU Museum system and provided teaching-learning opportunities for our Heritage Studies students.

- C.** Dr. Humphrey announced that he and others were involved in the planning for ASU's upcoming centennial year celebration. He said that Steve Watkins was volunteering on this major project.
- D.** The Chair went on to report on the ASU Foundation's revenues, which equaled \$2.67 million last year and represented a sizable increase over the previous year. The Foundation reported \$3.41 million in gifts and total assets of \$32 million.
- E.** The Chair introduced an action item. He mentioned that ASU Beebe has started giving high school students college credit for classes taught by high school teachers at the local high schools. In addition, the students are charged only \$37.00 per credit hour. Humphrey felt that this trend would have a negative impact on our enrollment efforts.

Dr. Saleh added that this trend at Beebe was not just localized, but nationwide. She said that the teachers being hired must be qualified at the college level; in other words, they must hold the Master's Degree in their subject. She did add, however, that a national study showed that most AP students do not pass the college classes. On a scale of one to five, fewer than one-fourth of the students received a rating of three or better. The AP program, added Dr. Saleh, is not the same as concurrent enrollment in high school and college courses.

According to Dr. McDaniel, the high school/college credit program is directed by Verlene in Regional Programs.

Dr. Baum commented that the program in Wynne could be considered "a mess."

Chairman Humphrey agreed that the program was far from satisfactory and that it amounted to a "revolving door" for area students, whereby they could enter ASU as sophomores. Therein lies the threat to ASU's enrollment figures.

Dr. Wang noted that his department does not participate in the concurrent enrollment program.

Dr. Rowe commented that accrediting agencies require off-campus courses to meet the same criteria as on-campus courses. He feared that neither the teachers nor the students from the concurrent programs meet the criteria.

Dr. Maynard said that there seemed to be assessment problems with the off-campus classes. He suggested that the university could decide by separate assessment whether to give students credit for concurrent courses.

Dr. McDaniel then informed the Senate that according to new Arkansas legislation, universities must accept any concurrent courses taken in the state of Arkansas. He added that the legislation passed because the state's twenty-two (22) community colleges have a bigger lobby than Arkansas' eleven (11) universities.

Dr. Zibluk suggested that ASU and its recruiters must do a better job of articulating the point that students' overall success rates would increase with attendance at the university campus.

Dr. Humphrey saw the concurrent enrollment program as an easy way for high school teachers to hand-pick the students with the highest academic potential as well as to limit class sizes. ASU's attempts to attract more freshmen may be thwarted, according to Humphrey, by Governor Huckabee's plan to see all of the state's high school students to graduate with a year of college credit under their belts.

Dr. Wang commented that the legislature's action might have a beneficial effect on the quality of students enrolling for their first year at ASU. He said that the legislature's intent was an initiative involving general education—not major—courses. Secondly, said Wang, the legislation constituted a movement away from concurrent enrollment and toward more AP enrollment.

Dr. Baum agreed that some students who take AP classes do tend to increase their GPAs.

Dr. Saleh added that there are studies to show that the number of AP classes taken by a student does increase acceptance rates, scholarship offers, and other benefits.

Dr. Maynard opined that perhaps ASU could require an entrance exam for those students who received college credit in their high schools.

Dr. Saleh said that the same result could be achieved without an entrance exam, for example, by raising admission standards. She noted that the annual summer AP Institute brings much-needed revenue to ASU.

III. OLD BUSINESS:

Committee Reports

A. Parking (Flugstad)

Myron Flugstad reported on three issues related to parking.

(1) A new proposal before the Parking Committee calls for the option of a one-time online registration for parking privileges. According to Flugstad, Dave McKinney expects the process to begin in the Fall 2006 semester. Hang-tags will be mailed to the registrant's home address.

(2) On the question of ASU's jurisdiction over parking on streets adjacent to campus, it is the university's position that since ASU has purchased the neighborhood, the University Police has jurisdiction.

Extensive discussion followed.

Bill Humphrey theorized that city amenities, such as utilities, road repairs, and garbage disposal in the neighborhood in question probably benefit from public tax dollars.

Dr. Rowe took issue with the university's ability to issue tickets without warnings in the disputed areas, especially in the absence of signage or painted curbs.

Dr. Humphrey reminded the Senate that the Parking Committee has had no input into the university's recent decisions regarding curbside parking on side streets.

Flugstad said that the Parking Steering Committee would have made these decisions, but he could not recall the extent of its input.

Dr. Maynard believed that the university was just using changes in the parking rules to raise revenue.

The Chair urged faculty members to make known their feelings about parking rules changes to members of the Parking Committee.

Dr. Hall believed that any rules changes should have gone through shared governance.

(3) Myron Flugstad reported that he had approached Dave McKinney about a system whereby faculty and staff could be issued a warning on the first parking violation. He said that McKinney had expressed his concern about the fairness and consistency of any such process.

Flugstad went on to say that one proposal on the table called for each faculty/staff member to be entitled to one warning per year, and ticketing thereafter.

Dr. Humphrey stated that the present system is characterized by unreasonableness on the part of the university. For example, even the five-dollar cost to file a grievance is unreasonable and indeed punitive.

B. Handbook Committee (Humphrey)

Dr. Humphrey reported that the finished sections of the Handbook are available at the Research and Academic Affairs web page. He urged faculty to read and comment on the Handbook. He said that several people had already responded with comments and suggestions.

One concern they have voiced is their desire for clarification on the conditions of termination. They want a reasonable time warning prior to termination provision to be written into the Handbook. Humphrey said the Committee intended to hear comments on this issue in the near future.

Dr. Rowe said that Senate attorney, Donn Mixon, has his copy of the Handbook; the Committee will send it to the AAUP soon.

IV. NEW BUSINESS:

A. Rooms for Native American Guests (Rowe)

Bill Rowe updated the Senate on the upcoming visit of several Native American representatives to the ASU campus for the purpose of investigating the nature of the use of the Indian mascot. One of the visitors will be an ASU alumnus, now teaching at Cherokee University. Rowe believed that a group of four would be on campus. One of the group, Boots Kennedy, will be making a documentary film on ASU's use of the mascot at a football game. The visitors are representatives from the Tulsa Indian Coalition Against Racism and Citizens Against Racism.

Rowe reported that the Executive Committee had recommended that the Senate assist the visitors with housing expenses.

He also reported that the Native American representatives had agreed to send the Senate a copy of the documentary film.

Dr. Maynard moved that the Senate approve funding for housing of the Native American representatives, with expenses being capped at three hundred (300) dollars. The motion carried unanimously.

A. Sick Leave Act 1288

A recent proposal in the state legislature called for faculty and staff members at Arkansas colleges to receive payment for unused sick leave upon retirement or upon leaving an institution for other reasons. Act 1288 was passed.

According to Dr. McDaniel, the Act mandates that two-year institutions pay both faculty and staff for unused sick leave. It mandates that four-year institutions pay only the staff's unused sick leave.

Dr. Humphrey suggested that faculty initiate an effort to educate legislators on the need for faculty to receive compensation for unused sick leave.

Dr. Wang opined that the failure of Arkansas to give equal treatment to faculty was a labor question.

Dr. Bennett pointed out that the new legislation does not prohibit ASU or other four-year colleges from paying faculty for unused sick leave.

Dr. McDaniel said that the lobbyists of the university presidents were the ones who successfully excluded faculty at four-year colleges from receiving the benefits.

Dr. Rowe suggested that the Senate ask Jennus Burton to visit the Senate and explain (1) why the new legislation excludes university faculty; and (2) why ASU limits the number of days of sick leave that faculty may contribute to the catastrophic leave bank.

The Chairman said he would ask Jennus Burton to address the Senate on these issues.

B. ADA Report (Maynard)

Dr. Maynard reported on a recent inspection of all Arkansas universities by the Civil Rights Division of the Department of Education. The purpose of the inspection was to determine whether students with disabilities were receiving adequate services. The only two institutions that received failing marks were ASU—Mountain Home and ASU-Jonesboro.

Dr. Wyatt said that ASU did not meet the mandated requirements (1) because we have a large number of old buildings on campus; (2) because he did not realize there was a problem; and (3) because several administrative officials did not notice any problems on an annual walk-around of the campus.

According to Dr. Maynard, ASU has not complied with the ADA and has not taken steps required to be in compliance. He concluded that ASU only complies when it is ordered to do so.

In an interview with the *Arkansas Democrat-Gazette*, Dr. Wyatt said that the stadium was not in compliance because it was built fifteen years ago. However, Maynard pointed out, the ADA was passed fifteen years ago; thus, the university should have adjusted the building design at that time. Maynard urged the faculty to put pressure on the administration to comply fully with the ADA.

Maynard gave a personal example of how the Disabilities Office failed a disabled student in his class. When he requested a special desk and chair for the student, his request was denied because the student had not registered at the Disabilities Office. Maynard said he realized that according to the ADA and a disabilities attorney in Dallas, services can be denied to a student who has not registered with the Disabilities Office. He did, however, urge compassion.

Dr. Zibluk said that when he had made a similar request for a non-registered student, the Disabilities Office sent a desk and chair to the classroom by the next day.

Dr. Hall said that the issue was an important one; he suggested that a shared governance committee on ADA compliance be set up to conduct an annual review.

Dr. Maynard listed a series of colleges, including UCA, that receive \$50,000-75,000 annually to modify and/or repair existing facilities to bring their campuses into compliance with the ADA. Other colleges have standing committees with large yearly budgets to oversee ADA compliance.

Dr. Hall stated that his department had many qualified faculty members in the area of Rehabilitation Counseling, who could serve as ADA compliance monitors.

Bill Humphrey said that there was already a non-faculty committee to do annual walk-arounds of the campus. Several faculty voiced the opinion that ASU needed to include people with disabilities on these inspection tours.

Dr. McDaniel said he would welcome a committee with experts in the field as its members.

Cathy Hall shared an experience regarding her own brother's difficulty accessing the Nursing Building in his wheelchair. She said that although there is a ramp, it is still too steep for most wheelchair users.

The Chairman said he would also ask Jennus Burton to explain the annual campus tour to inspect for ADA compliance.

C. Enrollment Management

Dr. McDaniel summarized the eleventh-day census for the Senate. ASU Jonesboro's unduplicated total enrollment was 10,414, representing a loss of 94 students from the same time last year.

He summarized the "snapshot day" totals as follows:

- 9,124 students at the Jonesboro campus;
- 1,290 students at sixteen other instructional sites;
- 714 baccalaureate degree students at degree centers;
- 864 lower-level students at eleven other remote sites;
- 705 out of 1,290 at other instructional centers also in web-based classes;
- 65.4% retention rate of first-time freshmen over fall of 2004.

McDaniel compared this year's figures to last year's as follows:

2005: 9,158 undergraduates (associate's and baccalaureate) (down by 104);

2004: 9,262

2005: 1,592 new undergraduates (up by 214);

2004: 1,378

2005: mean ACT score of 21.3 (up by .7);

2004: 20.6

2005: 8,395 FTEs (down by 11);

2004: 8,406.

McDaniel also reported an increase of 10 graduate students over 2004.

He explained that since mean ACT scores rose from 2004, the university anticipated increased retention of first-time freshmen in the coming year.

He noted that his office was still tabulating figures by department and would shortly be sending these to the deans.

The Senate has long been discussing UCA's successful enrollment and retention efforts. It was noted that UCA has been advertising more than ASU, offering more scholarships, and vigorously recruiting remedial students.

Bill Humphrey mentioned ASU's centennial capital campaign. He said he had heard little about the details of the planning so far.

Dr. Rowe mentioned that President Wyatt had expressed his support for per student funding. Using the per-student formula, ASU was losing funding to other schools whose enrollments were on the rise.

D. Other

Bill Humphrey announced that the spring 2005 report prepared by recruitment and retention consultant, Jim Black, and the Retention Committee could be found on the web. He suggested that faculty access and read the report. He emphasized the following recommendations in the report: (1) money for faculty to assist in recruitment efforts; (2) scholarships given to departments to aid in recruiting; (3) funding to departments for recruitment brochures, etc.

Dr. McDaniel assured the Senate that many of the recommendations were in the process of being implemented from his office.

Chairman Humphrey stated that since the faculty was removed from the recruitment process several years ago, ASU has been suffering from declining enrollment. He predicted that the trend could continue until the policy was reversed.

Dr. Saleh noted that web courses were problematic in that some of the online courses had a 42% dropout rate. Thus, online courses for freshmen constitute one possible factor in low retention of freshmen. She recommended barring freshman from enrolling in web classes as a retention tool.

V. ANNOUNCEMENTS:

Bill Rowe encouraged long-time faculty to discuss on the Listserv whether they felt they were being forced into retirement. He said that in his department some faculty would be difficult to replace. If qualified faculty members were forced out, he added, the university could face accreditation problems.

Dr. Humphrey said he was disturbed by ASU's lack of emeritus faculty. He said that at other institutions retired faculty members were encouraged to teach classes, do research, and stay involved in a vibrant university community. He noted that at ASU these valuable resources were being largely ignored.

VI. ADJOURNMENT:

With the understanding that approval of the September 2 minutes would be deferred to the next meeting, the meeting adjourned at 4:45 PM.

