

Faculty Senate Minutes for November 30, 2012

Chair Julie Isaacson called the meeting to order at 3:00 p.m. The meeting was held at the Delta Center for Economic Development, Room 201.

Senator Bill Humphrey moved to approve the minutes of October 19 and November 2, 2012. Senator Andy Mooneyhan seconded the motion for both sets. Senator Warren Johnson inquired about the lack of attendance indicated. With these additions, the minutes were accepted unanimously.

Athletic Director – Terry Mohajir

Athletic Director, Terry Mohajir stressed the importance of academic success and his appreciation of faculty who have such a fine impact on influencing the athletes. His own athletic experience was not as great as his academic experience in school himself. At ASU, of 250 student athletes, 60% of them made the honor roll; it is the first time in history that they had a combined GPA of 3.0. Over half the football team has a 3.0. Women's Soccer and Cross Country also got the GPA of the Year Award. Chair Julie Isaacson inquired about the association to one conference or another. Mohajir responded that it used to have to do with region, and now it is about money. Dr. John Pratte (Interim Dean, Sciences & Mathematics) questioned when we might play the University of Arkansas. Mohajir replied that legislative support would be a necessity in order for this to occur.

University Mission Statement for Academic Advising – Melissa Jackson (Director, Wilson Advising)

Director, Melissa Jackson shared the proposed campus-wide Mission Statement for Academic Advising. She emphasized the importance of advising, along with teaching, research and service. A study from 2009 by the Academic Advising Council on Excellence found that there was no common mission for advising (but taken care of in individual colleges). Advising needs uniformity. Jackson believes the statement aligns with the University mission.

Senator Warren Johnson inquired as to how the statement would affect advising. What needs to be improved? How will this implement changes? Jackson's response included addressing timely advising, accuracy, and viewing advising as a teaching opportunity. They would like to see the students grow individually, possibly through the development of a strategy for the progression throughout the students' time at ASU. Getting faculty to attend advising training and possibly attend conferences would be a plus. In response to an inquiry by Senator Gauri Bhattacharya, it was clarified that the mission statement pertains to the advising of undergraduates only.

Chair Isaacson reviewed the conclusion of the Executive Committee Meeting, that this seems more like a philosophy than a mission statement. What would you like the Senate to do? Do you want the statement in the handbook? Adopted by the campus? Mission driven? Jackson replied that the statement was more mission driven than philosophy. Advising needs further

attention and should be more equal to teaching, research and service. Commonality between the colleges and departments is necessary.

Dr. Richard Freer (Social Work) commented that the State of Arkansas declares that advising is one of 5 responsibilities for faculty. We are trying to acknowledge the significance of advising. Though faculty have great influence on students and advising is considered a distinct function as a role of faculty, Senator John Hall remarked that he has not seen advising as a stand-alone entity and doesn't know if he would support it. In addition, for merit and PRT documents, advising goes under service. This is most likely an item for the Faculty Handbook; therefore, it needs to go to the SGOC, and then be approved by the Senate. Senator Hall also mentioned that his experiences with the Wilson Advising Center had been very positive.

Other comments and questions were varied. Senator Bill Humphrey did not agree that the statement should go in the handbook. Senator Bill Rowe commented that students were being misadvised, especially those with poor English skills. Senator Win Bridges questioned as to how the mission state pertained to undeclared majors. Jackson replied that responsibility should be shared between the advising done in the college and the students; the faculty need to be held accountable. Dr. Karen Allen (Department Chair, Social Work) asked, "How can faculty who are horrifically overloaded be held accountable? Will we have more support?" Jackson answered that each college would have representatives.

Chair Julie Isaacson suggested that we revisit this matter. Jackson agreed to report back after sharing the concerns of the Senate with her committee.

Old Business

Religious Holiday Observance Policy– Andy Mooneyhan

Senator Andy Mooneyhan stated that this policy closely aligns with others in the state and nation. It came about due to the influx of international students requesting time off for holidays. The policy is for students only (not faculty). Forms would be available for students to fill out. There is also an appeal process. Several concerns arose:

- Dean John Pratte: Do we have something that defines what a religion is? Students are very creative! Is there something that will say what is legitimate? Response from Senator Mooneyhan: There are sites that show options. There is not anything that *requires* faculty to do this, but adhere to it as best you can.
- Senator Bill Humphrey: Why do we want put deciding on the holidays as something faculty need to decide? Shouldn't that be up to the university? Response from Senator Mooneyhan: Having the administration come up with something appropriate would be fine. All this says is that the teacher try to be sensitive to the students' religious holidays. Perhaps the administration could have a list of legitimate days excused.
- Senator Julie Isaacson: Why the list of grievances? Response from Senator Mooneyhan: Other policies have this because this form is provided for those who don't understand the process. It is not for our typical population. It could be taken out.

- Senator Bill Rowe: Athletes are pre-approved for certain dates. Could this not be done? Response from Senator Mooneyhan: There still needs to be a policy. If we want to ask the administration to do it, that would be fine.
- Dean John Pratte: Suppose the list provided by the administration missed a religious holiday? Will we be up for a lawsuit? Response from Senator Gauri Bhattacharya: Any lawsuit could go straight to the federal level. Her department does have a list of religious holidays observed. It has been working fine for faculty to decide. Comment from Win Bridges: If a student sued (a faculty member individually), we would have no support. We need a policy for protection against being sued for discrimination. Dean John Pratte stated that this was an issue for Lori Winn in Human Resources.
- Senator John Hall had a concern about the appeal form. Response from Senator Mooneyhan: It could be taken out.

In light of these concerns, Chair Isaacson requested that the committee consider the comments and revise the policy.

Revised Adjunct Faculty and Training Resolution ready for VOTE

Senator John Hall called for a motion, which was seconded by Senator Andy Mooneyhan. Bill Humphrey moved to accept.

Dr. Mitch Holifield (Chair, Department of Educational Leadership, Curriculum & Special Education) made the observation that bullet 8 on page 3 needed correction. A friendly amendment was made to revise this portion, which unanimously passed. The corrections are as follows:

8) ASU-J adjunct ~~and temporary full-time~~ faculty will not be allowed to teach more than 12 semester hours per semester if they are also expected to engage in professional service and scholarship/research. If their assignment is strictly teaching they will not be allowed to teach more than 15 semester hours per semester. ~~If an adjunct or~~ Temporary full-time faculty member is teaching a full-time load at ASU-J they should not be engaged in similar employment at an elementary or secondary school, vocational school, ASU branch campus, or at another college or university. This recommendation should become a Board of Trustees approved policy and placed in the ASU-J Faculty Handbook of Policies and Procedures.

Faculty Credentials (attached) ready for VOTE

Senator John Hall moved to approve; Senator Andy Mooneyhan seconded the motion, which did not pass.

Discussion:

Chair Julie Isaacson mentioned that there had been significant comments on 4.B.3, which is taken from the AR Higher Ed website. Several senators agreed that the statement would need to go in the handbook as required by state law; however, it could be strengthened and/or clarified. This section regarding faculty credentials was approved by the deans with amendments, but has

not yet been voted upon by the department chairs. Senator Andy Mooneyhan suggested that we accept this with a friendly amendment contingent upon the statement (4.B.3) being concurrent with the present law. A second motion was made by Senator John Hall to alter the language on 4.B.3 to state “Faculty must have at least a baccalaureate degree or appropriate industry-related licensure or certification”. Senator Bill Rowe seconded the motion. The motion passed.

Faculty Senate Sub-Committees/Task Forces Reports:

Status of the Profession – Amany Saleh

Senator Amany Saley reported that the Status of the Profession Sub-Committee met Monday. They had the survey from 2 years ago and were working on a new one, which would be finalized and sent to committee for feedback. The updated survey would be brought to the senate at the next meeting before sending to faculty.

Faculty Senate Patent Task Force – Fabricio Medina-Bolivar (Richard Segall reported in his place)

Senator Richard Segall reported on members agreeing to serve on the committee. In March of 2013, a change to the patent policy will occur. Most importantly, the first to file will have precedence. Senator Andy Mooneyhan clarified that the gap now could be a 2-year period that ASU could sit on the patent (this will be changed to ‘first to file’).

Finance Committee – Bill Rowe

Senator Bill Rowe reported that the Finance Committee had met and needs more members. It was agreed to continue to advocate for increasing adjunct pay, travel reimbursement, equity in distribution of funds across the university, and funds supporting particularly new faculty (start-up funds). It would be a help to have the 2002-2012 budgeted lines (not just salaries, but pluses and perks). Some departments seem to have budgetary processes in which the allocation of funds is very clear, but some don’t. The committee will pursue this.

Historical Committee – John Hall (Julie Isaacson reported)

Chair Isaacson reported that the Executive Committee met and approved membership for the Historical Committee, but needs approval by the Board; therefore, it is on the agenda again for the January Board Meeting.

Faculty Overload/Compensation – Andy Mooneyhan

Senator Mooneyhan reported that this committee met electronically. Data would be collected in the spring. They would like to address issues regarding faculty load. The committee will also look into quality and size of classes.

Senator John Hall mentioned that he has heard situations such as a professor being offered to teach a course for adjunct pay. Senator Andy Mooneyhan commented that sometimes there is not enough money in the budget for the teacher to teach a course; it goes through academic affairs; the decision may be to NOT have the course be taught because there is no money there.

Chair Julie Isaacson requested that the committee try to figure out why some of these things are not in the budget.

Senator Bill Rowe suggested that there be a written policy; there are expectations that we cannot exceed (i.e. fire codes limiting class enrollment).

New Business

Due to lack of time, New Business was deferred to the next meeting, but Chair Isaacson gave a quick overview:

- We need to define what a university sanctioned event is.
- There may be some additional money for faculty development.
- Kays house is going well; a grant has been written.
- We have Faculty Senate representatives for the Dean Search Committee—(Senators Faye Cocchira and Bill Humphrey).
- We are sharing the cost for the Holiday Gathering with the Administration Office; invite everyone you know; there will be a vote on Kays House (put on list serve).
- The EEOC Proposal hasn't come to us because SGOE did not have a quorum.
- Please use the Faculty Association Office; it is open to faculty and equipped with art work, computer, printer, coffee pot, round table, 6 chairs, etc.

Senator Bill Humphrey moved to adjourn the meeting at 5:01 p.m. Senator Andy Mooneyhan seconded the motion. All were in favor.

Attendees: (in red)

Association Officers:

Chair Julie Isaacson
Farhad Moeeni
Andy Mooneyhan

Agriculture & Technology:

Bill Humphrey

Business:

Faye Cocchira
Richard Segall
Jollean Sinclair

Communications:

Pradeep Mishra

Larz Roberts

Education:

John Hall

Pat Murphy

Mitch Holifield for Joe Nichols

Minghui Gao for Ann Ross

Amany Saleh

Engineering:

Shivan Haran

Fine Arts:

Claire Garrard

Marika Kyriakos

Bill Rowe

Humanities & Social Sciences:

Jerry Ball

Warren Johnson

Cherisse Jones-Branch

Win Bridges

Lawrence Salinger

Alex Sydorenko

Nursing & Health Professions:

Brenda Anderson

Deanna Barymon

Gauri Bhattacharya

Richard Freer (guest?)

Bill Payne

Pat Walls

Sciences & Mathematics:

Hai Jiang

Bruce Johnson

David Gilmore for Fabricio Medina-Bolivar

Suzanne Melescue

University:

Melissa Jackson (guest)

Margaret McClain

Military Science:

Cecil Clark

Library & Information Resources:

Tracy Farmer

