

Updated version

Faculty Senate
Minutes of December 5, 2003

Call to Order: President William Rowe called the meeting to order at 3:01 p.m.

FACULTY ASSOCIATION OFFICERS

		Proxy
Bill Rowe – President (Fine Arts)	P	
John Hall – Secretary / Treasurer (Education)	P	
Bob Bennett – Immediate Past-President (Science & Mathematics)	P	
Debra Walden- Vice-Chair of the Senate	P	
Bill Humphrey – Secretary of Senate	P	David Agnew
Dennis White- Parliamentarian	P	

AGRICULTURE (1)

Bill Humphrey	P	David Agnew
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BUSINESS (3)

Dan Marburger	P	
Jim Washam		
Gauri Guha		

COMMUNICATIONS (2)

Bob Franklin		
Marlin Shipman	P	

EDUCATION (5)

Cindy Albright	P	
Kris Biondolillo	P	Karen Yanowitz
Dan Cline	P	
Charlotte Skinner	P	

ENGINEERING (1)

Tom Parsons	P	
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FINE ARTS (3)

Allyson Gill	P	
Ken Hatch		
Bert Juhrend		

University College (1)

Margaret McClain	P	
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HUMANITIES & SOCIAL SCIENCES (6)

Ernesto Lombeida
William Maynard P
Larry Salinger
Joe Sartorelli
Richard Wang P
Win Bridges P

LIBRARY (1)

Myron Flugstad P Wendy Crist

MILITARY SCIENCE (1)

NURSING AND HEALTH PROFESSIONS (3)

Judith Pfriemer P Cathy Hall
Troy Thomas
Debra Walden P

SCIENCE & MATHEMATICS (4)

William Burns P
David Gilmore P
Jie Miao P
Jeff Jenness

Minutes: The minutes of the November 21, 2003 meeting were approved as distributed without corrections.

Old Business:

AAUP Draft: It was announced that an AAUP draft concerning tenure and academic freedom was being circulated. Senator Hall asked who might spearhead work on behalf of contingent (non-tenure track) faculty. President Rowe stated that the senate is currently involved in this process. Rowe noted that most public institutions in Arkansas offer tenure to faculty appointed to the library. Senator McClain stated, "my equals at Beebe receive tenure". Rowe suggested that this concern be revisited.

Faculty List Serve: Rowe discussed the procedure for getting one's name on the faculty list serve. He stated that he has emailed instructions to all faculty. Mark Hoeting noted that, as of spring 2004, faculty would automatically be added to the list serve.

Advising: President Rowe stated that he had spoken to Jill Simmons, Director of Advising Services. He noted that Ms. Simmons indicated her willingness to address the faculty senate in spring 2004 in relation to advising on the ASU campus.

Survey: It was announced that the survey had been mailed to each faculty per bulk mail. John Hall stated that address labels came from personnel and that the surveys were mailed to home addresses with returns addressed to the Faculty Association P.O. Box. Senator Cline asked what to do about those individuals who had not received copies. It was suggested that each senator ask at faculty meetings if all had received copies of the survey. It was determined that faculty members not receiving a copy of the survey at home should be provided a paper copy. President Rowe stated that he would follow-up on the status of the survey distribution.

Committee Reports: Rowe reported that the executive committee of the faculty senate is concerned about the lack of communication between various faculty committees and constituent faculty. He reminded the group that faculty representatives to any committee should be reporting back to their constituents. Rowe asked that individuals who have concerns about the UPRTC changes should report the concerns to the senate. Rowe stated that if dissatisfaction exists, the senate needs to know in order to best address these concerns.

Report of the UPC – Dr. Lynita Cooksey offered an informal report summarizing the outcomes of the last UPC meeting. At this meeting Dr. Wyatt provided a budget update. Additionally, plans to market ASU to students in the light of “flat” enrollment on the Jonesboro campus were discussed. Other concerns addressed at UPC included faculty raises, an on-site daycare facility, upgrades for staff, increasing the library budget and the general state of the economy. At this meeting Dr. Susan Allen, VCRAA, stated that she would like to see more tenure track lines placed in the budget.

In response to this report, Senator Bennett stated that he was pleased that the administration was looking at the problem of decreasing or flat student enrollment on the Jonesboro campus. He noted that enrollment management issues were also being addressed. Bennett stated that he believed this focus is the right thing to do because for every new dollar on campus, faculty security is promoted. Cooksey stated that credit could be given to the Strategic Planning Process for driving the focus on this issue. She noted that the recruitment of 40 new students would pay for the marketing strategy.

Executive Committee’s Grievance: President Rowe provided senators with a copy of Dr. Brady Banta’s letter written as chair of the University Hearing Committee. The letter noted that Dr. Wyatt would not convene the University Hearing Committee to consider the Executive Committee’s grievance against Dr. Susan Allen, VCRAA. The explanation for this action is contained within the letter and reads as follows:

“The President has been advised that the Faculty Senate has not standing to invoke the Faculty Grievance Procedure because it is not an individual and cannot follow the required sequential steps in the grievance process.”

Rowe stated that the next step is to take this letter to the senate attorney for review.

A discussion followed regarding Dr. Wyatt’s decision. Senator Maynard commented on the nature of collective versus individual denial of rights and the fact that each person involved in the actions leading to the grievance was potentially harmed. Senator Hall offered his opinion related to the president’s role as “gate keeper” to the grievance process and suggested that the UHC is being prevented from reviewing the grievance and rendering a decision.

Senator Cline noted that this issue of “standing” is easily resolved. He stated that because we are participants in a contract, the Faculty Handbook, that we have standing in relation to the grievance process.

President Rowe reiterated that fact that a need for legal advice exists. He stated that this issue would be addressed by the Executive Committee and then in full discussion with the senate as a whole.

New Business:

Proposal for Graduate Faculty: Dr. Jim Bednarz provided copies of draft proposal # 5 concerning graduate faculty status from the Graduate Council. He noted that a proposal related to the status of graduate faculty has been in the works for approximately three years. He noted that changes in the document are modest but significant. He indicated that graduate faculty status has been made somewhat more flexible. One of the most significant issues is adding a five-year term limit for graduate faculty status. Bednarz stated that the goal of such a limit is to keep graduate faculty “active”. Criteria for appointment to graduate faculty status were discussed. Individuals interested in graduate faculty status will have to reapply for that status every five years. Bednarz requested feedback on the draft from the senate.

Discussion followed with concern expressed regarding the five-year limitation. Senator Cline verbalized concerns about the perceived “regulation” by the graduate council. He also reflected upon the “levels” of membership. Senator Hall seconded these concerns. Parliamentarian White and Senator Wang also expressed concerns about the “caste” system imposed by the proposed draft. Wang suggested that suitability for participation as graduate faculty should be determined by post-tenure review.

Bednarz noted that a policy currently exists and this document represents an improvement. Hall concurred and noted that departmental involvement has been clearly explicated in the draft. Cline expressed his concern that the current draft is an attempt to supplant a currently existing policy.

Past-president Bennett suggested that the document be placed on the agenda for the next meeting noting that what is required of the senate is a resolution in support of the draft. Bennett suggested that comments be offered to Tom Wheeler, John Hall or Jim Bednarz. Bennett also asked that faculty bring comments from constituents back to the next senate meeting.

Proposed Changes to the Faculty Handbook – Review of PRT Files:

President Rowe read a letter with proposed changes in language to be added to Section II-25 of the Faculty Handbook immediately following senate review. These changes, which will permit review of PRT packets in certain grievances, come at the suggestion of Lucinda McDaniel and are offered by the UHC.

University Hearing Committee Review of PRT Files

PRT files of other faculty members, whether current or on retention in the Office of Research and Academic Affairs, will be available to the University Hearing Committee to the extent that such records are relevant and necessary to the fair disposition of the case before them. PRT files may be reviewed by the committee in the Office of Research and Academic Affairs.

Brady Banda, chair of the UHC, noted that the changes fairly well address for future cases the impasses that were met this past summer. He stated that currently the committee can have personnel files but cannot access PRT files. UHC member Julie Isaacson stated that she believed Dr. Susan Allen and the university attorney have come to a consensus that this is important. Senator Hall expressed concerns about who would determine relevance of file review for a case. Isaacson stated that relevance would be determined by the UHC. Banta stated that a request was made that would clearly specify the role for the committee in determine relevance. Hall noted that the proposed wording should be analogous to the language used in the handbook related to PRT files. Isaacson stated that the committee was concerned about timing. She noted that Dr. Wyatt needs this statement in order to take it before the Board of Trustees so that the policy will be in place before the next PRT cycle.

Parliamentarian White suggested that a resolution supporting this language of the proposed change be offered with the provision that relevance be established by the UHC. Suggested amendments to the statement follow:

*PRT files of other faculty members, whether current or on retention in the Office of Research and Academic Affairs, will be available to the University Hearing Committee to the extent that **the University Hearing Committee deems that** such records are relevant and necessary to the fair disposition of the case before them. PRT files may be reviewed by the committee in the Office of Research and Academic Affairs.*

Senator Shipman made a motion to suspend the rules to consider a motion on the proposed changes to the Faculty Handbook at today's meeting. Senator Maynard seconded. The motion passed by show of hands, 18 for and 2 against.

Senator Shipman made a motion to approve the language of the proposal as amended and read into the minutes. Maynard seconded. Discussion followed. Senator Cline asked whether the issue related to the time limit for maintaining files had been resolved. Isaacson noted that the files would be maintained for five years. Following discussion, the motion passed.

University of Arkansas Faculty Vote: Senator Wang presented copies of an article from the Chronicle of Higher Education discussing an action by the faculty association of the U of A to censure their board of trustees. Faculty members at the U of A voted no confidence in the board of trustees in response to a board decision to allow students who had earned D's to transfer those grades for credit to colleges in the system. Wang shared the information to alert the ASU faculty to events occurring statewide.

Past-president Bennett made a motion to suspend the rules to consider a resolution in support of the actions of the U of A faculty association. Maynard seconded. Motion passed.

Maynard made a motion that the Faculty Senate of ASU extend support to the faculty association at the U of A for their actions in defense of academics and the primacy of the faculty in matters involving academics.

The motion passed unanimously.

December 19th Senate Meeting: Senator Shipman made a motion to cancel the December 19th meeting of the faculty senate. Hall seconded. Motion passed.

There being no further business, the meeting was adjourned by President Rowe at 4:30 p.m.

Debra Walden,
Acting Recorder