

A-State Faculty Senate
Friday, April 6, 2018
Minutes

Present:

Steering Committee

- Mike McDaniel - Chair/President Present
- Loretta McGregor – President Elect Present
- Vice Chair – Claire Abernathy Present
- Secretary – April Sheppard Present
- Joanna Grymes - Secretary/Treasurer Faculty Association Present

Agriculture and Engineering (2)

- Greg Phillips Present
- Shivan Haran Absent

Business (3)

- Sharon James Proxy
- Richard Segall Present
- Philip Tew Absent

Education & Behavioral Science (6)

- Jeonghee Choi Present
- Amanda Wheeler Present
- David Holman Absent
- Sharon Davis Present
- Gwen Neal Present
- Amy Pearce Present

Fine Arts (3), Humanities & Social Sciences (6), and Media & Communications (2)

Fine Arts (3),

- Claire Abernathy Present
- Matthew Carey Present
- Bill Rowe Present

Humanities & Social Sciences (5)

- Win Bridges Absent
- Richard Burns Present

- Mary Donaghy Present
- William Maynard Present
- Rollin Tusalem Absent

Media & Communications (2)

- Manu Bhandari Present
- Pradeep Mishra Absent

Library & Information Resources (1)

- April Sheppard Present

Military Science (1)

- Lieutenant Colonel Brian Mason Present

Nursing & Health Professions (6)

- Annette Bednar Present
- Jody Long Absent
- Stacy Walz Present
- Donna Caldwell Present
- Jessie Camp Absent
- Mollie Manning Present

Science & Mathematics (5)

- Travis Marsico Absent
- Ross Carroll Absent
- William Paulsen Present
- Suzanne Melescue Present
- Jeff Jenness Absent

University College (1)

- Nikesha Nesbit Absent

Chairs Council (1)

- Marika Kyriakos Present

Proxies:

Sharon James – Proxy Erick Chang

Chair McDaniel called the meeting to order at 3:00pm. He begun by seeking approval of the agenda which was approved. He then asked if there was approval of the minutes. Senator Burns made a motion to approve the minutes. Senator Davis seconded, motion passed.

Chair McDaniel then thanked Provost Cooksey and University Counsel Brad Phelps for their time in going over the Faculty Handbook with him. An executive summary to approve the handbook has been drafted and will hopefully be approved by the Board in May. Provost Cooksey then thanked Chair McDaniel for his work on the handbook and stated that she expected it to pass the Board. After short applause, Chair McDaniel stated that there are still things that need to be addressed in the handbook and that these things would go through the Handbook Committee.

Chair McDaniel than gave an update on the 8th floor faculty space in the library. He noted that there had been a couple of glitches, but they had been worked out. Human Resources will supply the list of faculty to be loaded to the card swipe. Faculty will then use their A-State ID's to enter the 8th floor. He also stated that the large table was being moved out and a sign for mindfulness space to be hung. He expects the space to be opening a week from Monday.

Next, Chair McDaniel reminded the Senate that the following Tuesday is the Faculty Association meeting at 2:00pm and that a current Treasurer's report will be given during the meeting. He added that we are still seeking nominations for Treasurer/Secretary and that, so far, Joanna Grymes was the only nominee.

Conversation then moved to the assessment of administrators. Chair McDaniel stated that he has assessed his chair and dean, but does not think he's assessed the Provost. He stated that he contacted Lori Winn in Human Resources and that she responded through email that chair and dean evaluations have been sent out. By the time of this meeting, chair evaluations had already been closed. Senator Rowe asked the purpose of doing administrator evaluations if they are not used for anything. He also asked if evaluations would be published. Provost Cooksey stated that everyone gets to read the comments in their evaluations and that evaluations can be used for self and personal improvement. Senator Maynard noted the lack of professionalism in sending out evaluations during mid-semester break. Provost Cooksey acknowledged that there have been some kinks getting worked out since evaluations have gone into Taleo two years ago. She also commented that there were several things that took HR personnel away from working on the tremendous task of sending and maintaining evaluations. She added that comments have to be pulled from evaluations and that HR could not handle everyone at once. She asked for patience and stated that they will try to do better next year. Senator Rowe stated that it was not an issue sending out all faculty evaluations at once and asked why the same could not be done for administration. Provost Cooksey replied that there is only one evaluation per faculty whereas administrators have multiple evaluations to compile together. She also asked faculty to make sure to complete the evaluations for their administrators. She added that most responses are one extreme or the other and that a lot of negative responses are not constructive criticisms. She stated that if we are going through the effort put out the evaluations that we need to make them count, including having more people from the middle sector respond.

Chair McDaniel then introduced Chancellor Damphousse to speak to the Senate regarding the efficiency study. Statements made by Chancellor Damphousse included:

- The study was commissioned by the Board of Trustees years ago and did not begin when we were having budget problems.
- The report has three levels of recommendation: system, 4 year schools, and 2 year schools.
- System level recommendations include how we communicate in the system.

- For example, streamlining the process for transfer students.
 - There are lots of reasons why students start in a two year school, but they generally do well here once they transfer. For example, transfer students have higher graduation rates.
 - A task force has been formed to see what we can do on our end to make transfers smoother and increase reciprocal agreements.
 - Goal is to help students be better prepared to come to us and for us to be more receptive
- Another system recommendation is institutional research. We do ok on our campus, but other campuses struggle. Looking at the System Office taking over and centralizing institutional research for things such as IPEDS.
- A conscious decision was made to start A-State strategic planning after we received the Huron report. The report will inform the strategic plan but will not act as the base for the plan. Our strategic planning process has started and will gear up this summer and will include faculty, staff, students, and alumni.
 - Strategic plan will help answer the question: who are we and who will we be?
- One campus recommendation was enrollment management. We were already working on making changes, but the recommendation reaffirms what we're doing.
 - Comparing our discount strategies to peers. At 46% average discount per student, we're high compared to peers.
 - Need to change patterns, but we cannot change too quickly. We are already recruiting for next year. It will take a couple of cycles to make all the changes.
- Already seeing improvement from changes we've made:
 - The fall semester has highest number ever of admitted students compared to the same time other years.
 - Incoming students have higher average GPA and ACT scores.
 - Increased number of students reserving housing, accepting scholarships.
- Noted that faculty are the heart of the university and we cannot move forward without faculty leading us.

Questions posed to Chancellor Damphousse included:

- Is someone looking at the data set itself in the report; our work is to continue to collect, clean up, and interrupt the data. The data in the report is already old data and we can't put everything on it. We need continued data from this year. Will take a full-time researcher.
- Will the data be looked at closely before major decisions are made; data is a tool to help us identify where to look (red flags) but no automatic decisions will be based solely off it.

Chair McDaniel then introduced the first order of old business: Shared Governance Proposal 17FA-04R V3 regarding the A-State Assessment Manual. He added that the R stood for revised and V3 stood for third version. Senator Maynard made a motion to table the proposal to give faculty more time to look at the manual. Chair McDaniel noted that if the proposal is tabled that we may not get to it at all. Senator Burns seconded the motion to table the proposal. A vote was taken: 11 yea, 7 nay, 6 abstain. Motion passed and the proposal was tabled.

The Senate then discussed Shared Governance Proposal 18SP02 regarding graduate faculty status, including non-mainstream faculty serving on dissertation and thesis committees. Senator Rowe commented that his department does not have a graduate program, but that he has served on

committees for other programs. Chair McDaniel noted that graduation faculty status is reviewed every 7 years and looks at publications. Programs are also given the opportunity to have backup plans such as exhibits and recitals. He added that 7 years was long enough to get it fixed and address any shortcomings. President Elect McGregor noted that the proposal had a contradicting statement regarding provisional regular member. The proposal should say that provisional membership is two years and that the faculty member can be reviewed again. Sr. Associate Vice Chancellor Wheeler stated that whenever faculty come up for graduate faculty review and if they do not meet criteria, they are given two years to meet approval. If approved, they go back to regular status. President Elect McGregor asked if faculty lose graduate status if they fail to meet criteria after the two years. Dr. Wheeler replied that she believed so but would need to check with Graduate Council. She added that they would add language to clarify this. Secretary/Treasurer Faculty Association Grymes asked what would happen if the only person who could teach a graduate course lost their status and Dr. Wheeler replied that it would be up to the dean of that college. Senator Segall asked for clarification in regards to special faculty status. Dr. Wheeler replied that this status would apply to affiliates such as USDA and NYIT. Senator Pearce noted that the latest email was sent out with a page missing from the proposal. Senator Wheeler noted that an email sent out on April 28th did include links to the entire proposal. Chair McDaniel asked the Senate if they wanted to vote or table the proposal. President Elect McGregor then made a motion to support the proposal with clarification. Senator Paulsen seconded. A vote was taken: 19 yea, 0 nay, 4 abstain. Motion passed.

Chair McDaniel then gave an update from the Educational and Technology Committee regarding their recommendation to discontinue use of Proctor U. Provost Cooksey added that Proctor U was not necessary to meet federal and HLC compliance for identity authentication. She further stated that faculty who like Proctor U will be able to continue using it, it will just not be mandated to be used. She also stated that there were other services, such as BioSig, that are easier to use and meet compliance. Questions and comments included:

- How far in advance do faculty need to make their decision to use Proctor U or not for the fall semester; there was not a timeline, just let Kevin Downum in the Faculty Center know. It is too late to do something new, so Proctor U may still be the best for live proctoring. Also, don't worry about the fee right now.
- Would be an additional cost for BioSig; there would be some sort of fee absorbed with online courses.
- Would this apply to AOS students as well; yes, but AOS will help configure the setup, not the Faculty Center or Kevin Downum.
- Is there a timetable for implementation; new budget year starting July 1st with BioSig probably up in August.
- Will Administration communicate the change; yes, we will put it out and make an announcement.

Provost Cooksey added that Proctor U was not working and that there were complaints from both students and faculty. She then charged the Senate to create a committee or group to tackle academic integrity on this campus, stating that we got to develop policies and guidelines. President Elect McGregor stated that we would not be able to stop the behavior and that we need to look at consequences. She added that students themselves say that the risk of getting in trouble will curb them.

Senator Burns then invited faculty and their classes to the Delta Symposium starting April 11.

Chair McDaniel stated that he plans to ask shared governance committees to come to the next Faculty Senate meeting and give reports.

Senator Burns made a motion to adjourn. President Elect McGregor seconded; motion passed.

The meeting was adjourned approximately 4:18 pm.

Respectfully submitted,

April Sheppard
Faculty Senate Secretary