

# Faculty Senate Minutes for September 16, 2011

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The meeting was called to order by President Jack Zibluk at 3:02pm.

Senators Andy Mooneyham and Pradeep Mishra (M/S) the approval of the minutes. The minutes were approved by voice vote.

## **Presentations**

### **Robyn Whitehead, ASU Wellness Programs**

Robyn Whitehead, ASU's Wellness Director, gave a brief presentation on new programs and the ASU Wellness Council.

The Total Wellness Challenge program had begun for the semester. In addition, two new group exercise classes are being offered: Zumba and Latin dance.

A personal training program has been established in the department. This is not the same program that is offered in the Spring semester. Instead, the program is being led by HPSS students who Robyn is working with to allow them experience working with individuals. The program is catered to each individual's schedule.

In addition to the new programs, an ASU Wellness Council has been created. The Council is voluntary and made up faculty, staff, retired faculty and retired staff from the Jonesboro campus with all areas of expertise covered, not just health and wellness. The Council will utilize the various resources on campus more effectively to promote wellness. The Council will also be examining health-care costs of the campus and ways to keep these costs low.

### **Rebecca Matthews, Faculty Research Committee and Julie Thatcher, ORTT**

Rebecca Matthews and Julie Thatcher gave a presentation describing the purpose of the Faculty Research Committee and how to go about receiving funds for research opportunities.

Guidelines for applying and receiving research funds, Appendix A, were presented. One new requirement for receiving funds is to be accountable for the funds received. A report is expected after the research is complete. A sample report is to be posted on the ORTT website.

In addition, a timeline for upcoming training and events for research development was presented. See Appendix B.

## **John Hall, Governance and Curriculum Issues**

Senator John Hall presented the results of a poll he conducted in mid August of 2011 of four groups of ASU faculty concerning the ASU curriculum approval process for offering online degree programs. The four groups were: (a) Members of the University Curriculum Council/Committee (UCC), (b) Members of the Graduate Council, (c) Members of the College of Education Curriculum Committee, and (d) Members of the ASU Chapter of the American Association of University Professors (AAUP). Senator Hall posed the following question to the groups:

Should all proposals for converting existing degree plans into on-line delivery programs (defined as 50% or more of the total credits offered through distance technology) be routed through the appropriate shared governance committee(s) for approval. That is, the Graduate Council for on-line graduate degrees or certificates and the Undergraduate Curriculum Council/Committee for on-line undergraduate degrees?

The majority of all groups responded yes. See Appendix C for complete results.

Senator Hall conducted this poll as a result of the latest online degree offering of the Bachelor of Science Degree in Interdisciplinary Studies. The question arose as to whether the decision to offer this degree online was a curriculum change, and if so should the proposal have gone through shared governance?

Senator Hall asked President Zibluk if indeed there were curriculum changes made for this program to be offered online. President Zibluk indicated he did not know of any curriculum changes but there have been some structural changes that have not gone through the General Education Committee.

## **Faculty Senate President's Report**

### **Request for Stop Light at the Corner of University Loop and Quapaw**

A Fine Arts faculty member contacted President Zibluk indicating that traffic during lunch and the 5:00pm hour was horrid outside of Quapaw and University Loop and they are concerned for residential safety. Zibluk forwarded this information to Vice Chancellor Rick Stripling and ASU Police Chief Randy Martin. Martin contacted Zibluk to do a traffic study at the location on Monday, September 19 at 10:45am and 11:45am to watch for changes. If there is an issue Martin will try to elevate the issue.

### **Chancellor's Search Update**

President Jack Zibluk reported on the Chancellor's Search Committee meeting that occurred earlier in the morning. Approximately half of the meeting concerned the openness of the search. There will be public and press access to conference calls and meetings. All documentation concerning this position will be made available for public inspection. These include faxes, email, call logs, etc. In addition, all applicant names and submitted materials will be made available on a publicly accessible website.

Work is still being done on the position announcement to be posted on our website and the Chronicle of Higher Education. University President Welch presented a draft announcement to the search committee for review. The search committee did not feel the draft conveyed a strong enough focus on

developing ASUJ into a research focused university and that research and scholarship should be stressed. The committee sent it back to President Welch with recommendations. As a result, Welch established a writing committee to develop the position announcement. The Writing Committee is not made up completely of ASUJ employees. Ed Way, Liberty Bank, volunteered to serve on the Writing Committee as well.

Dr. Welch made it very clear to the search committee this is an opportunity for the University to find an outstanding chancellor, not an opportunity to rewrite our mission and that we are going to work within the guidelines of our mission statement and strategic plan.

The following is a basic timeline for the search process:

- Advertise through October and continue accepting application through the entire process. There will be no closing date.
- Begin reviewing applications in the beginning of the Spring semester.
- A decision will be made early in the Spring semester on which candidates to bring to campus.
- Naming the successful candidate in the latter part of the Spring semester; and
- Having the new chancellor in place by the end of the fiscal year.

## **Results of Faculty Survey**

President Jack Zibluk presented the results of the faculty survey he conducted at the beginning of the semester. See Appendix D.

There were some concerns as to whether or not the survey responses were completed by faculty only and if each response was from a different faculty member. Zibluk reported there is no way to determine, however, the result of the survey follows the demographics of the faculty on campus.

The complete results are available online at <http://www2.astate.edu/dotAsset/e2569d16-8a7d-427d-87de-19407dc68514.pdf>.

## **Old Business**

### **Request for finance committee to look into making a plan to fund faculty raises**

This issue of funding for faculty raises was first discussed at the September 2, 2011 Faculty Senate Meeting.

On May 6, 2011, Interim Chancellor Dan Howard presented a plan (Appendix E) to the Board of Trustees for ways to fund faculty raises. However, several senators feel that Howard's plan is more of a list of ideas than an actual plan for funding. Because of this, during the September 2, 2011 Faculty Senate Meeting it was suggested to ask the Finance Committee to make recommendations for an alternative

plan to fund faculty raises. President Jack Zibluk discussed this idea with Louella Moore. Moore felt it is inappropriate to ask the Finance Committee to develop this plan.

Senator John Hall stated he had visited with Dr. Lynn Howerton regarding this issue and they both agree it is the job of administration to develop a plan to fund faculty raises. Hall suggested we should invite President Welch and Interim Chancellor Dan Howard to attend a Faculty Senate meeting to discuss this issue with us directly. Furthermore, last year the Senate put forth a resolution calling for a written plan to eliminate the discrepancy in faculty salaries. "We have not received any response to this resolution for the administration", said Hall.

Senator Bill Rowe stated the real issue is how the University decides to spend its money, not if the money is available. The University must decide what its priority is: academics or athletics. With the latest athletics budget increase it appears that athletics is more important than academics.

Senator Hall suggested a possible plan might be to reduce student activity fees and increase tuition the amount of the fee reduction. The additional tuition could then be used to raise faculty salaries to be more equitable to the Southern Regional Education Board. He further stated we can no longer rely on external funds to cover faculty salary discrepancies.

President Jack Zibluk asked for ideas. Senator Bill Humphrey inquired as to when President Welch is expected to visit with the Faculty Senate. Zibluk stated he had put forth a formal invitation, but at present President Welch has not scheduled a time. Zibluk suggested it may be wise for the Senate as a whole to put forth an invitation for President Welch to visit. Zibluk did not see any problem with putting forth a vote for a formal invitation from the Faculty Senate for President Welch to come talk with the Senate.

Before action could be taken on the vote, Senator Hall said we first need to ask for the written plan that was requested last year. In addition, he also stated that it would be good for Dr. Welch, Dr. Howard and Dr. Jones to come forth and discuss this issue with the Senate. Hall also pointed out that President Welch was quoted in the Saturday, September 10, 2011 edition of The Sun as saying "he [Dr. Welch] wants to further examine Southern Regional Education Board salary averages for faculty and staff, but he plans to wait for more information on performance funding". Hall stated that performance funding could possibly provide part of the money to fund faculty raises, but probably not all it.

President Zibluk stated that Interim Chancellor Dan Howard said he is willing to come at any time and speak with the Senate to discuss these issues. Past-president Beverly Gilbert suggested asking Dr. Howard to speak to the Senate. Zibluk will send an invitation to Interim Chancellor Howard to speak about this issue and any others he would like to address.

Senator John Hall would also like Interim Chancellor Howard to address last year's resolution about the funding plan. President Zibluk will include a copy of the resolution in his invitation to Interim Chancellor Howard and request he addresses this as well.

## **New Business**

Senator John Hall reported there is some concern with differential tuition being used to fund equity. Those colleges that receive differential tuition, their faculty who applied for equity received equity from differential tuition.

Senator Jim Bednarz stated it was his understanding that those units who received differential tuition equity were covered by the unit. So the general equity fund was given to units who did not receive differential tuition. Bednarz feels like the students in those units who receive differential tuition are covering equity with their increased tuition.

Senator John Hall suggested that the Faculty Senate Finance Committee should be charged with discovering where the internal equity comes from and how it was most recently distributed due to faculty concerns. President Jack Zibluk interrupted and stated we need fact-based evidence, rather than hearsay, before we move ahead on this.

Interim Vice Chancellor and Provost Glen Jones stated that differential tuition, as approved by the Board of Trustees, is to be utilized to support faculty salaries. It is there to ensure both internal and external inequities are addressed. It is not fair for colleges who receive differential tuition money to also request money from the campus provided equity fund. If this were to be allowed, faculty in those units who receive differential tuition could receive two equity adjustments. Instead, units who receive differential tuition are not eligible for the campus provided equity in order to make it fair for those units who do not receive differential tuition. Differential tuition does not pay for salaries in colleges who do not receive differential tuition. Senator Bill Rowe stated if this information has been promulgated to the faculty then these concerns would have never existed. Interim Vice Chancellor and Provost Jones stated one reason for the confusion and concern this year was due to an error that was made during the calculation of equity. This error was not caught until approximately two weeks ago.

Faculty Association Secretary Farhad Mooeni asked Interim Vice Chancellor and Provost Jones why this year in some cases the equity some faculty received was less than that for last year. Interim Vice Chancellor and Provost Jones did not have an answer for Dr. Mooeni

Without objection the meeting was adjourned at 4:35pm on the motion and second of Senators Bill Humphrey and Pradeep Mishra.

## **Attendance**

Jack Zibluk – President of Faculty Association

Farhad Moeeni – Secretary/Treasurer of Faculty Association

Beverly Gilbert – Past-president of Faculty Association

## **Agriculture**

Bill Humphrey

## **Business**

Faye K. Cocchiara

Richard Segall

Jollean K. Sinclair

## **Communications**

Pradeep Mishra

Larz Roberts

## **Education**

Patty Murphy

Andy Mooneyhan

John D. Hall

Joanna Grimes

Ann Ross

Joe Nichols

## **Fine Arts**

Claire D. Garrard

Marika Kyriakos

Bill Rowe

## **Humanities and Social Sciences**

Warren Johnson

Lawrence Salinger

Alex Sydorenko

## **Library**

Tracy Farmer

## **Nursing and Health Professions**

Libby Nix, proxy for Brenda Anderson

Deanna Barymon

Kat Carrick, proxy for Loretta Brewer

Bill Payne

Todd Whitehead

## **Science and Mathematics**

James Bednarz

Hai Jiang

Suzanne Melescue

**University College**

Margaret McClain

**Deans' Council Representative**

Andrew J. Novobilski

**Visitors**

Glen Jones, Interim Vice Chancellor and Provost

Rebecca Matthews, College of Nursing and Health Professions

Julie Thatcher, Office of Research and Technology Transfer

Sherry F. Pruitt, Jonesboro Sun

Monika Ulrich, College of Humanities and Social Sciences

# Appendix A

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# Appendix B

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# Appendix C

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# Appendix D

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# Appendix E

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# Appendix A

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# **ASU Internal Funding Opportunities for Faculty**

Brought to you by the 2011-2012  
Faculty Research Awards Committee  
(FRAC)

Presented by Rebecca Matthews, FRAC Chair  
to the ASU Faculty Senate  
September 16, 2011

# Committee Members

- Brandon Kemp— Engineering
  - Rebecca Matthews—Nursing & Health Professions (chair)
  - Gwendolyn Neal— Education
  - Richard Segall— Business
  - Tina Teague— Agriculture
  - Matthew Thatcher— Communication
  - Rolin Tusalem— Humanities & Social Sciences (secretary)
  - Kim Vickery— Fine Arts
  - Bin Zhang— Science & Mathematics
- 
- William Burns— Chemistry, Chairs' Council
  - Michael Dockter—AVC Research, *ex officio member*

# How we operate

- Chair, secretary elected yearly
- Meet as needed
- Use rubrics
- Advisory committee



# FRAC Website

- <http://www2.astate.edu/a/research-transfer/FRAC.dot>
- Committee members, program application deadlines, and application PDFs are here

# FRAC Programs

FUND	SEMESTER OFFERED	REPORT DEADLINE
Compensated Faculty Leave	Fall	2 <sup>nd</sup> Friday of semester following award
Faculty Development Endowment Funds	Fall, Spring	2 <sup>nd</sup> Friday of semester following award
Faculty Reassignment	Spring	2 <sup>nd</sup> Friday of semester following reassigned time
Faculty Research	Spring	July 31 of fiscal year after award

# Faculty Reassigned Time

- 40 Semesters provided by ORTT
- Spring Competition
- Submit proposals to ORTT
- Fall, Spring, or full year
- **Final report must be completed by the 2<sup>nd</sup> Friday of the semester following reassigned time**

# Faculty Reassigned Time Proposal Criteria

- 1) Scope and significance
- 2) Relevance of project to expand knowledge or pursue creative expression
- 3) Objectives and evaluation plan clearly defined
- 4) Likelihood of tangible results
- 5) Clear benefit to ASU
- 6) Plan to disseminate or showcase results

# Faculty Reassigned Time Guaranteed Rejection

- Handwritten
- After 4:30 PM on the due date
- Proposal exceeds 2 single spaced pages
- Vitae exceeds 2 pages
- Outdated form
- Missed signatures



# Lane and Deutsch Funds

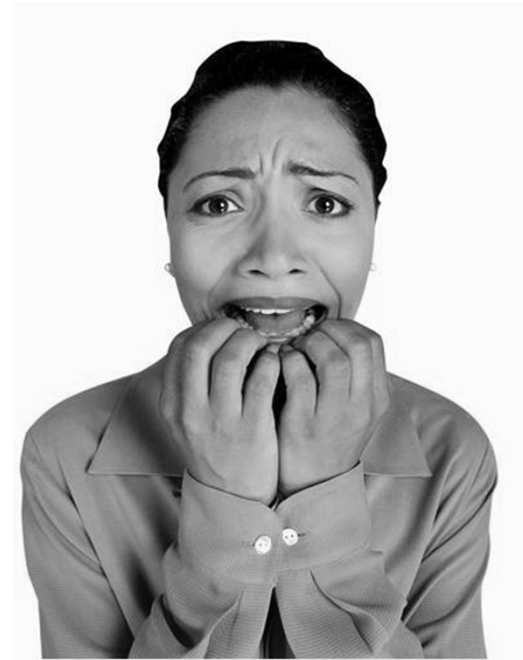
- Lane: international travel up to \$1000
- Deutsch: domestic travel and other activities up to \$500
- Contingent upon health of stock market
- **Final report due 2<sup>nd</sup> Friday of the semester following the award**

# Lane and Deutsch Funds Criteria

- Submit proposals to ORTT
- Applicant has not received an award from the fund for 3 years
- Proposal Components
  - Scope and significance
  - Benefits to ASU and contributions to field
  - Budget justification
  - Plan to disseminate benefits and contributions

# Lane and Deutsch Funds Guaranteed Rejection

- Handwritten
- After 4:30 PM on the due date
- Proposal exceeds 2 single spaced pages
- Vitae exceeds 2 pages
- Outdated form
- Missed signatures





# Faculty Research Award

- \$40,000 provided from E&G
- Spring competition for following fiscal year
- Seed money for larger grants
- Used to expand scholarly activity
- Only one proposal per PI
- Encouraged to include students in proposal
- Consult with faculty representative

# Faculty Research Award Proposal Format

- Scope (what), significance (why), measurable objective (how)
- Review of related work by PI and others
- Methodology/Plan of work
- Schedule of activities from initiation to completion
- Evaluation plan
- Dissemination/showcase of results

# Faculty Research Award Budget and Attachments

- One page detailed budget that reflects the proposal
- Include applicable IACUC and IRB documents

# Faculty Research Award

Special consideration for:

- 1) First time applicants
- 2) Non-tenured applicants
- 3) An applicant who has not received this award for 10 years

# Faculty Research Award Details

Final report is due in ORTT by **July 31**,  
immediately following the close of the fiscal  
year of the award

If you receive funding in Spring 2012, your final  
report will be due July 31, 2013

# Questions?



# Appendix B

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## Research Development Upcoming Training & Events

### Grant Seeking Basics for Fine Arts

Monday, Sept. 19, 3:30 – 4:30p, ITTC

### Grant Seeking Basics for Humanities & Social Sciences

Tuesday, Sept. 20, 4:00 – 5:00p, ITTC

### Faculty Research Awards Committee Overview

Thursday, Sept. 22, 3:30 – 4:30p, Student Union: AR River Room

### SURF: Preparing Competitive Proposals

Thursday, Sept. 29, 12:30 – 2:00, Student Union: Spring River Room

### Facilities & Administration (F&A, aka IDC) Costs

Wednesday, Oct. 5, 3:00 – 4:30p, Student Union: Mockingbird Room

### National Science Foundation (NSF) Day in Arkansas

Monday, Dec. 5, All Day, University of Arkansas at Little Rock



# Appendix C

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ASU Faculty Senators:

In mid August of 2011 I conducted a poll with 4 groups of ASU faculty in advance of a meeting with ASU administrations. The poll was specific to the ASU curriculum approval process for offering on-line degree programs. The 4 groups were: (a) Members of the University Curriculum Council/Committee (UCC), (b) Members of the Graduate Council, (c) Members of the College of Education Curriculum Committee, and (d) Members of the ASU Chapter of the American Association of University Professors (AAUP). The question asked to the individual members of the 4 groups was:

**“Should all proposals for converting existing degree plans into on-line delivery programs (defined as 50% or more of the total credits offered through distance technology) be routed through the appropriate shared governance committee(s) for approval. That is, the Graduate Council for on-line graduate degrees or certificates and the Undergraduate Curriculum Council/Committee for on-line undergraduate degrees?”**

The results are listed below according to each group of faculty:

Members of the University Curriculum Council/Committee (UCC)

Yes = 71%      No = 0%      Undecided = 29%      Response Rate = 78%

Members of the Graduate Council (GC)

Yes = 70%      No = 20%      Undecided = 10%      Response Rate = 77%

Members of the College of Education Curriculum Committee

Yes = 100%      No = 0%      Undecided = 0%      Response Rate = 100%

Members of the ASU Chapter of the American Association of University Professors (AAUP).

Yes = 100%      No = 0%      Undecided = 0%      Response Rate = 62%

John D. Hall, Ph.D., LP, SPS, NCSP  
Professor of Psychology and Counseling  
Faculty Senator, 2011-2013  
Member of ASU Chapter of the AAUP and Committee A (Academic Freedom)  
Arkansas State University-Jonesboro

# Appendix D

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Arkansas State University

**Faculty  
Senate  
survey**

Respectfully submitted, Sept. 16, 2011

Dr. John B. (Jack) Zibluk  
Professor of journalism  
Faculty Senate president, 2011-2013

## **Executive summary:**

### **• Demographics**

Of 482 full-time faculty, 166 responded to the survey, for a 34.5 percent return rate. Survey researchers generally accept a 20 percent return rate as an acceptable sample, so this is considered a very good sample.

Respondents generally reflect the makeup of the faculty, 48 percent of respondents were associate or full professors, almost exactly the same as the overall population; 17 percent were instructors and 20 percent were instructors. In the full population, there are more assistant professors than instructors. The demographics closely reflect the ASU population in race and gender, with an even split between men and women and proportional representation of minority groups.

Of the respondents who answered the question, more than a third, 36 percent, of the faculty reported holding degrees from ASU.

## **Results:**

### **• Salaries**

Salaries remain a very strong concern among the faculty, reflecting a greater than 10 percent gap between SREB faculty salaries and ASU-J salaries in all areas except at the assistant professor level, and the biggest concern reflects that disparity. The single biggest concern, 3.66 on a scale of 1-4 was external equity.

Tied for second place at 3.48 was internal equity and the perceived pay gap between faculty and administrators. Interest in merit raises came in a close third at 3.41.

### **• Teaching**

In teaching, the single biggest concern was teaching loads at 3.51 on a scale of 1-4. Updating classrooms to support teaching came in second at 3.43 and teaching support in PRT and training came in at a virtual tie at 3.37 and 3.336 respectively.

### **• Scholarship**

In scholarship, the greatest concern was support for travel to present research at 3.51, followed by teaching loads at 3.36 and travel to conduct research at 3.33.

### **• Service**

In the area of service, the biggest issue was the need for clarity in prioritizing service activities at 3.21. Other priorities, support in PRT for service, internal ASU service and community service, were virtually tied.

- **Benefits**

Respondents overwhelmingly favor the status quo, with containing health care costs leading the way at 3.59 and supporting TIAA-Cref coming in at 3.53. Increasing benefits was less important at 3.28.

- **Other**

Among other issues, faculty were very interested in supporting diversity initiatives. The top concern was supporting a culture of tolerance at 3.13, and recruiting and retaining diverse faculty at 2.95.



















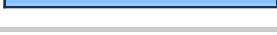


- **Ranking issues**


When asked to rank the importance of issues, faculty rated salaries by far the most important, with 58.9 percent rating it the single most important issue, followed by retirement benefits and support of teaching. Working on international initiatives and working with Academic Partnerships were the lowest-priority items.

- **Comments/qualitative data**

Salaries, of course, dominated the discussion. Many respondents commented about the Academic Partnerships program, and these were often the most contentious. There were also concerns about balancing teaching and research. Several respondents also expressed concern about transparency and trust, or lack thereof, between faculty and administrators.

## ASU experience

		Response Percent	Response Count
Professor		24.4%	40
Associate professor		24.4%	40
Assistant professor		17.7%	29
Full-time Instructor		20.7%	34
Adjunct or part-time faculty		10.4%	17
Graduate student		3.7%	6
Other		4.3%	7
Employed less than a year		3.0%	5
Employed 1-5 years		21.3%	35
Employed 6-10 years		11.0%	18
Employed 11-15 years		10.4%	17
Employed 16 years or more		26.8%	44
Highest degree: Bachelor's degree		1.8%	3
Highest degree: Master's degree		22.6%	37
Highest degree: Specialist degree		2.4%	4
Highest degree: JD		0.6%	1
Highest degree: MFA		3.0%	5
Highest degree: Ed.D.		5.5%	9
<b>Highest degree: Ph.D.</b>		<b>40.9%</b>	<b>67</b>
Holds two or more terminal degrees		2.4%	4
Holds a degree from ASU		20.7%	34




















Does not hold a degree from ASU		37.2%	61
<b>answered question</b>			<b>164</b>
<b>skipped question</b>			<b>2</b>



# Faculty Senate issues survey, 2011



## Tell us about you. (check all that apply)

		Response Percent	Response Count
Male		50.0%	79
Female		48.7%	77
<b>Caucasian/European</b>		<b>72.2%</b>	<b>114</b>
African American		8.2%	13
Asian/Pacific Islander		3.2%	5
Hispanic/Latino		1.3%	2
Native American		1.3%	2
GLBT		1.9%	3
Mixed race		3.2%	5
Born in US		68.4%	108
Not born in US		7.6%	12
Born in Arkansas		17.1%	27
Born outside Arkansas		51.3%	81
Less than 30 years old		3.2%	5
30-39 years old		12.7%	20
40-49 years old		25.3%	40
50-59 years old		31.6%	50
60-65 years old		15.2%	24
More than 65 years old		5.1%	8
Other (please specify)			6

answered question 158

skipped question 8

**Q1. Tell us about you. (check all that apply)**

1	although I'm not involved, I am impressed and grateful for those faculty who work to promote the traditional role of academe. Either the leadership doesn't get it, or worse, they do get it and don't care.	Aug 30, 2011 11:59 AM
2	What's the relevance?	Aug 23, 2011 8:23 AM
3	avid supporter of ASU intellectually, commercially, socially	Aug 16, 2011 12:11 PM
4	Uninsured	Aug 16, 2011 6:35 AM
5	Believer in "Know Thyself" and self-education as the things deserving my professional attention with students	Aug 15, 2011 10:48 AM
6	Change the category to "European American" to be fair about it	Aug 15, 2011 10:12 AM

**Faculty salaries. Please rate the importance of faculty salaries as an issue.**

	Unimportant	Somewhat important	Important	Very Important	N/A	Rating Average	Response Count
Internal equity (equity within academic units or within the institution).	3.0% (5)	6.1% (10)	30.3% (50)	<b>58.8% (97)</b>	1.8% (3)	3.48	165
External equity (equity with comparable institutions).	0.0% (0)	4.8% (8)	24.2% (40)	<b>69.7% (115)</b>	1.2% (2)	3.66	165
Merit raises for faculty performance.	1.2% (2)	14.5% (24)	25.5% (42)	<b>57.6% (95)</b>	1.2% (2)	3.41	165
Addressing the gap between administrative and faculty salaries.	4.8% (8)	9.7% (16)	17.0% (28)	<b>66.7% (110)</b>	1.8% (3)	3.48	165
Salary incentives to attract new faculty.	3.1% (5)	26.5% (43)	34.6% (56)	<b>35.8% (58)</b>	0.0% (0)	3.03	162
Salary incentives to encourage diversity in faculty hiring and/or development.	13.9% (23)	29.1% (48)	<b>34.5% (57)</b>	21.8% (36)	0.6% (1)	2.65	165
Salary incentives for instructors and non-tenure-track faculty.	6.1% (10)	21.8% (36)	35.2% (58)	<b>37.0% (61)</b>	0.0% (0)	3.03	165
Salary incentives for special assignments, such as on-line teaching.	12.7% (21)	23.6% (39)	29.7% (49)	<b>32.7% (54)</b>	1.2% (2)	2.83	165
Support for helping faculty develop and share external revenue streams through grants, partnerships and entrepreneurship.	9.1% (15)	22.6% (37)	<b>34.8% (57)</b>	30.5% (50)	3.0% (5)	2.89	164
					Other (please specify)		10
					<b>answered question</b>		<b>165</b>
					<b>skipped question</b>		<b>1</b>

**Q1. Faculty salaries.**  
Please rate the importance of faculty salaries as an issue.

**Q1. Faculty salaries.****Please rate the importance of faculty salaries as an issue.**

	to take	
2	A clear voice in the Chancellor's Search	Aug 19, 2011 6:30 PM
3	i would hope to see adjunct pay be consistent with state and regional averages	Aug 18, 2011 8:32 AM
4	ability to pay market value for those in practice professions	Aug 17, 2011 2:40 PM
5	Additional funding for professional development and research travel.	Aug 17, 2011 8:15 AM
6	Adjunct salary and benefit options	Aug 16, 2011 6:35 AM
7	Better salary for summer courses and overload courses	Aug 15, 2011 10:41 AM
8	Increasing adjunct pay to attract innovative professionals	Aug 15, 2011 10:32 AM
9	regular COLAs - cost of living killing us	Aug 15, 2011 10:24 AM
10	Live and die by using "merit" as a rationale	Aug 15, 2011 10:12 AM

**Teaching. Please rate the following issues related to teaching at ASU.**

	Unimportant	Somewhat important	Important	Very Important	N/A	Rating Average	Response Count
Teaching load/number of classes per semester.	0.0% (0)	7.9% (13)	31.5% (52)	<b>58.8% (97)</b>	1.8% (3)	3.52	165
Support for teaching in PRT.	2.5% (4)	9.8% (16)	33.7% (55)	<b>50.9% (83)</b>	3.1% (5)	3.37	163
Awards, recognition for teaching.	6.7% (11)	23.3% (38)	<b>41.1% (67)</b>	28.8% (47)	0.0% (0)	2.92	163
Updating classrooms to support teaching.	1.9% (3)	8.6% (14)	34.0% (55)	<b>54.9% (89)</b>	0.6% (1)	3.43	162
Technology training to support in-classroom teaching.	1.8% (3)	11.0% (18)	36.6% (60)	<b>50.6% (83)</b>	0.0% (0)	3.36	164
Technology training to support on-line teaching.	2.4% (4)	16.4% (27)	37.0% (61)	<b>43.6% (72)</b>	0.6% (1)	3.23	165
Working with Academic Partnerships.	<b>39.5% (64)</b>	25.3% (41)	22.8% (37)	9.3% (15)	3.1% (5)	2.02	162
Developing non Academic Partnership on-line teaching options.	20.1% (33)	25.0% (41)	<b>28.0% (46)</b>	23.2% (38)	3.7% (6)	2.56	164
Development support (seminars, conferences etc.) for teaching.	5.5% (9)	20.6% (34)	<b>47.3% (78)</b>	26.7% (44)	0.0% (0)	2.95	165
Defining the importance of teaching to the institution relative to scholarship and service.	4.3% (7)	7.9% (13)	42.7% (70)	<b>44.5% (73)</b>	0.6% (1)	3.28	164
Administrative support for teaching.	3.0% (5)	7.3% (12)	32.3% (53)	<b>56.7% (93)</b>	0.6% (1)	3.44	164
Support for instructors/non tenure-track faculty.	2.5% (4)	13.5% (22)	39.3% (64)	<b>42.9% (70)</b>	1.8% (3)	3.25	163

Other (please specify)

8

answered question 165

skipped question 1

**Q1. Teaching.**

**Please rate the following issues related to teaching at ASU.**

1	I seleecte "very important" the issue working with this AP fiasco. My check does not mean we should continue the "relationship" The whole thing about AP smells!	Aug 30, 2011 11:59 AM
2	the best resource i have found for course development was provided by the ITTC, not by specific dept. Considering the student is the primary benefactor, I would hope to see more support in this area for all instructors.	Aug 18, 2011 8:32 AM
3	We need to reaolve the AP controversey	Aug 17, 2011 8:15 AM
4	Adjunct support by giving a technology allowance to have a laptop for our class work.	Aug 16, 2011 6:35 AM
5	I really do NOT want to incentivize the use of adjuncts and non-tenure track faculty - it dilutes the quality of any institution!	Aug 15, 2011 12:26 PM
6	I like the phrase "Working with Academic Partnerships." Some vocal, uninformed faculty simply want to destroy the partnership.	Aug 15, 2011 11:21 AM
7	more \$ for conference travel and research needs not addressed by SMARTS	Aug 15, 2011 10:24 AM
8	Getting rid of Academic Partnership and their unhealthy influence on ASU	Aug 15, 2011 9:43 AM

**Scholarship/research. Please rate the following in importance at ASU.**

	Unimportant	Somewhat important	Important	Very Important	N/A	Rating Average	Response Count
Honors, recognition, awards for research.	4.9% (8)	23.8% (39)	<b>41.5%</b> <b>(68)</b>	28.0% (46)	1.8% (3)	2.94	164
Reducing teaching loads to support scholarship	1.2% (2)	12.9% (21)	33.1% (54)	<b>50.3%</b> <b>(82)</b>	2.5% (4)	3.36	163
Institutional Support for travel to conduct research.	1.2% (2)	14.6% (24)	32.9% (54)	<b>49.4%</b> <b>(81)</b>	1.8% (3)	3.33	164
Institutional Support for travel to present research.	1.2% (2)	7.3% (12)	29.3% (48)	<b>59.8%</b> <b>(98)</b>	2.4% (4)	3.51	164
External support (grants, etc.) to conduct research.	1.2% (2)	17.1% (28)	35.4% (58)	<b>42.7%</b> <b>(70)</b>	3.7% (6)	3.24	164
External support to present research.	2.4% (4)	19.5% (32)	<b>37.8%</b> <b>(62)</b>	36.6% (60)	3.7% (6)	3.13	164
Training of faculty to write grants, etc.	2.5% (4)	20.2% (33)	<b>41.1%</b> <b>(67)</b>	35.0% (57)	1.2% (2)	3.10	163
Technical training to support scholarship within the institution.	2.5% (4)	22.1% (36)	<b>43.6%</b> <b>(71)</b>	30.1% (49)	1.8% (3)	3.03	163
Upgrades to library or other access to information to support research.	2.4% (4)	12.8% (21)	37.2% (61)	<b>45.7%</b> <b>(75)</b>	1.8% (3)	3.29	164
Upgrades to physical facilities to support research.	5.5% (9)	18.3% (30)	<b>41.5%</b> <b>(68)</b>	32.9% (54)	1.8% (3)	3.04	164
Support or development of venues within the institution to present and share research.	7.4% (12)	25.9% (42)	<b>42.6%</b> <b>(69)</b>	21.6% (35)	2.5% (4)	2.80	162
					Other (please specify)		5
<b>answered question</b>							<b>164</b>
<b>skipped question</b>							<b>2</b>





**Q1. Scholarship/research.**

**Please rate the following in importance at ASU.**

1	grant writing support alone is not sufficient since writers will not know the science. Mentoring by successful senior faculty, formation of collaborative research team are even more important	Aug 19, 2011 8:48 AM
2	as an adjunct in my specific dept., research does not apply to me	Aug 18, 2011 8:32 AM
3	Steonger profile of increased role of reseaech	Aug 17, 2011 8:15 AM
4	Do something about the so-called "Library Budget" which has not been increase, to my knowledge, in the past 20 years!	Aug 15, 2011 12:26 PM
5	don't give students so much power over faculty; have a true judicial council for plagiarism/cheating; more library acquisitions; i need \$ to update my research software but it's not forthcoming so i can't use it; more professional librarians than student helpers	Aug 15, 2011 10:24 AM

**Service. Please rate the importance of the following service areas at ASU.**

	Unimportant	Somewhat important	Important	Very Important	N/A	Rating Average	Response Count
Recognition of service activities in PRT.	4.9% (8)	17.1% (28)	<b>42.7%</b> <b>(70)</b>	34.1% (56)	1.2% (2)	3.07	164
Honors, awards and recognitions of service at ASU.	6.7% (11)	26.4% (43)	<b>45.4%</b> <b>(74)</b>	20.9% (34)	0.6% (1)	2.81	163
Working on shared governance committees at ASU.	7.3% (12)	18.2% (30)	<b>45.5%</b> <b>(75)</b>	27.3% (45)	1.8% (3)	2.94	165
Working on department or college committees at ASU.	4.8% (8)	11.5% (19)	<b>53.9%</b> <b>(89)</b>	27.9% (46)	1.8% (3)	3.07	165
Community service outside ASU.	7.3% (12)	21.8% (36)	<b>45.5%</b> <b>(75)</b>	24.2% (40)	1.2% (2)	2.88	165
Professional activities within ASU.	4.2% (7)	18.8% (31)	<b>52.7%</b> <b>(87)</b>	23.6% (39)	0.6% (1)	2.96	165
Professional activities outside ASU.	4.2% (7)	14.5% (24)	<b>49.1%</b> <b>(81)</b>	31.5% (52)	0.6% (1)	3.09	165
Clarity in prioritizing the importance of various service activities for faculty members.	3.7% (6)	14.1% (23)	38.7% (63)	<b>41.7%</b> <b>(68)</b>	1.8% (3)	3.21	163

Other (please specify) 4

**answered question 165**

**skipped question 1**

**Q1. Service.**  
**Please rate the importance of the following service areas at ASU.**

1 equal distribution of service load to all faculty members with in a given department is very important Aug 19, 2011 8:48 AM

**Q1. Service.**

**Please rate the importance of the following service areas at ASU.**

2	One should be careful not to place too much emphasis on service because most assignments for services are not decided by the interested individuals.	Aug 17, 2011 2:09 PM
3	rating of faculty value is uneven within departments; administrators have self-serving motives and often marginalize hard working faculty. there seems no recourse in these situations.	Aug 15, 2011 10:35 AM
4	"Shared governance" exists in non-critical areas, otherwise it doesn't	Aug 15, 2011 10:12 AM

**Human resource issues Please rate the importance of the following.**

	Unimportant	Somewhat important	Important	Very Important	N/A	Rating Average	Response Count
Support for TIAA-Cref retirement fund.	2.5% (4)	5.0% (8)	29.2% (47)	<b>62.7% (101)</b>	0.6% (1)	3.53	161
Developing other retirement-fund options.	10.6% (17)	25.5% (41)	<b>30.4% (49)</b>	<b>30.4% (49)</b>	3.1% (5)	2.83	161
Increasing health-care benefits.	3.7% (6)	12.3% (20)	34.6% (56)	<b>47.5% (77)</b>	1.9% (3)	3.28	162
Containing health-care costs, avoiding increased cost to faculty.	1.2% (2)	6.2% (10)	24.2% (39)	<b>65.8% (106)</b>	2.5% (4)	3.59	161
Expansion of wellness programs.	8.9% (14)	20.3% (32)	32.3% (51)	<b>38.0% (60)</b>	0.6% (1)	3.00	158
Other (please specify)							6
<b>answered question</b>							<b>162</b>
<b>skipped question</b>							<b>4</b>

**Q1. Human resource issues Please rate the importance of the following.**

1	No charge for faculty at wolf fitness center	Aug 30, 2011 2:34 AM
2	In regards to wellness -- we need more time that the swimming pool is open for faculty	Aug 17, 2011 1:17 PM
3	Adjunct parking and Health-care benefits option for adjunct faculty and part-time employees. Please. Some of us have 2-3 jobs and no insurance. Please help. Let us have an option to buy in.	Aug 16, 2011 6:35 AM
4	Please look into having payroll automatically distribute nine month salaries over a 12-month span in order to allow faculty to budget for summer.	Aug 15, 2011 2:42 PM
5	give us free gym membership so we stay healthy; i don't know what containing health care costs means; more responsive and helpful HR and payroll departments	Aug 15, 2011 10:24 AM

**Q1. Human resource issues**  
**Please rate the importance of the following.**

6 ASU does well in this area

Aug 15, 2011 10:12 AM

**Other campus issues. Please rate the importance of the following campus issues.**

	Unimportant	Somewhat important	Important	Very Important	N/A	Rating Average	Response Count
Developing assessment activities and procedures.	10.9% (18)	29.1% (48)	<b>43.6% (72)</b>	15.8% (26)	0.6% (1)	2.65	165
Supporting a culture of tolerance and diversity among faculty.	5.5% (9)	15.8% (26)	38.8% (64)	<b>40.0% (66)</b>	0.0% (0)	3.13	165
Recruiting and retaining diverse faculty.	6.7% (11)	22.0% (36)	<b>40.9% (67)</b>	30.5% (50)	0.0% (0)	2.95	164
Gender-related issues.	9.8% (16)	29.9% (49)	<b>31.1% (51)</b>	28.7% (47)	0.6% (1)	2.79	164
Developing and supporting international initiatives and opportunities.	8.5% (14)	26.8% (44)	<b>42.1% (69)</b>	22.0% (36)	0.6% (1)	2.78	164
Managing faculty work with Academic Partnerships.	<b>30.1% (49)</b>	24.5% (40)	<b>30.1% (49)</b>	12.9% (21)	2.5% (4)	2.26	163
Developing and supporting social activities for faculty on campus	24.2% (40)	<b>36.4% (60)</b>	27.3% (45)	12.1% (20)	0.0% (0)	2.27	165
Developing and supporting social activities for faculty in Jonesboro, Memphis, Little Rock and beyond.	<b>33.9% (56)</b>	32.7% (54)	22.4% (37)	10.9% (18)	0.0% (0)	2.10	165
Other (please specify)							8
<b>answered question</b>							<b>165</b>
<b>skipped question</b>							<b>1</b>

**Q1. Other campus issues.**  
Please rate the importance of the following campus issues.

1 Now that I rated "managing faculty work with AP as very important what does Aug 30, 2011 11:59 AM

**Q1. Other campus issues.**

**Please rate the importance of the following campus issues.**

	that mean? I certainly do not mean our connection to AP should be supported. We should end it and not develop such a relationship with anyone again!	
2	I emphasise on "fairness" and "transparency" issues...	Aug 17, 2011 2:09 PM
3	Social and collegial climate supports hiring and retention.	Aug 17, 2011 8:15 AM
4	I am morally and ethically OPPOSED to ASU's present bed-fellowship with AP	Aug 15, 2011 12:26 PM
5	I don't know what "managing faculty work with Academic Partnerships" means. I understand supporting but not managing. In addition, it would help the organizational culture and reputation if faculty members who are negative about the partnership would get the facts about the quality of the programs and quit stirring up negativity in the media. These faculty should also consider spending their energies on enhancing their own programs and courses rather than spending time criticizing programs they really know nothing about.	Aug 15, 2011 11:21 AM
6	Faculty Women's organization is a joke; a few older women have a lock on it and no one else is welcome; it doesn't do hardly anything worthwhile	Aug 15, 2011 10:24 AM
7	Assessment and accrediting agencies ... can become bloated and very questionable; the student body is totally diverse; not sure about faculty	Aug 15, 2011 10:12 AM
8	Get rid of Academic Partnership	Aug 15, 2011 9:43 AM

# Faculty Senate issues survey, 2011



Please rank the following issues from the most important to the least important. Only one issue per rank.

	Least important 1	2	3	4	5	6	7	8	9	10	11	12	13 Most important	Ratio Average
Salary Issues	0.0% (0)	1.3% (2)	0.0% (0)	0.7% (1)	0.7% (1)	2.6% (4)	1.3% (2)	4.0% (6)	3.3% (5)	7.3% (11)	6.0% (9)	13.9% (21)	<b>58.9% (89)</b>	11
Retirement, health and other benefits	0.7% (1)	2.7% (4)	4.0% (6)	0.7% (1)	3.4% (5)	3.4% (5)	2.7% (4)	4.0% (6)	10.7% (16)	7.4% (11)	12.1% (18)	<b>40.9% (61)</b>	7.4% (11)	9
Shared governance issues (transparency, responsiveness, whether faculty are valued.)	4.2% (6)	6.9% (10)	3.5% (5)	8.3% (12)	4.2% (6)	8.3% (12)	4.9% (7)	9.0% (13)	8.3% (12)	11.8% (17)	<b>14.6% (21)</b>	10.4% (15)	5.6% (8)	7
Racial diversity issues	8.3% (12)	13.2% (19)	<b>13.9% (20)</b>	9.7% (14)	9.7% (14)	11.8% (17)	6.9% (10)	4.9% (7)	6.9% (10)	8.3% (12)	4.9% (7)	0.7% (1)	0.7% (1)	5
Gender diversity	9.5% (14)	<b>15.6% (23)</b>	11.6% (17)	10.2% (15)	6.1% (9)	9.5% (14)	10.9% (16)	8.2% (12)	6.1% (9)	4.8% (7)	4.1% (6)	1.4% (2)	2.0% (3)	5
Academic Partnerships	<b>38.6% (56)</b>	12.4% (18)	10.3% (15)	12.4% (18)	5.5% (8)	4.8% (7)	2.8% (4)	2.8% (4)	1.4% (2)	1.4% (2)	2.1% (3)	2.1% (3)	3.4% (5)	3
International initiatives	10.1% (15)	10.8% (16)	9.5% (14)	17.6% (26)	<b>19.6% (29)</b>	7.4% (11)	10.8% (16)	4.7% (7)	1.4% (2)	2.7% (4)	2.7% (4)	2.0% (3)	0.7% (1)	4
Teaching-related issues	0.0% (0)	0.7% (1)	0.0% (0)	2.6% (4)	4.6% (7)	9.2% (14)	9.9% (15)	7.9% (12)	13.8% (21)	13.8% (21)	<b>20.4% (31)</b>	11.8% (18)	5.3% (8)	9
Scholarship-related issues	2.0% (3)	0.0% (0)	4.7% (7)	6.1% (9)	12.2% (18)	8.1% (12)	11.5% (17)	12.2% (18)	10.1% (15)	12.8% (19)	<b>13.5% (20)</b>	5.4% (8)	1.4% (2)	7



Service-related issues	2.0% (3)	6.8% (10)	11.5% (17)	8.8% (13)	11.5% (17)	11.5% (17)	<b>12.2% (18)</b>	10.1% (15)	10.1% (15)	10.1% (15)	3.4% (5)	2.0% (3)	0.0% (0)	6
Assessment	5.4% (8)	8.8% (13)	10.1% (15)	8.8% (13)	10.1% (15)	12.8% (19)	8.1% (12)	12.2% (18)	<b>14.2% (21)</b>	3.4% (5)	4.1% (6)	2.0% (3)	0.0% (0)	6
Higher Learning Commission accreditation	4.7% (7)	6.8% (10)	8.1% (12)	5.4% (8)	5.4% (8)	4.1% (6)	10.1% (15)	<b>12.8% (19)</b>	6.8% (10)	<b>12.8% (19)</b>	9.5% (14)	3.4% (5)	10.1% (15)	7
Possible changes in leadership/searches	<b>12.6% (19)</b>	9.3% (14)	10.6% (16)	4.6% (7)	9.3% (14)	7.3% (11)	8.6% (13)	6.0% (9)	4.6% (7)	5.3% (8)	6.6% (10)	7.9% (12)	7.3% (11)	6

Other (please spec

<b>answered quest</b>
<b>skipped quest</b>

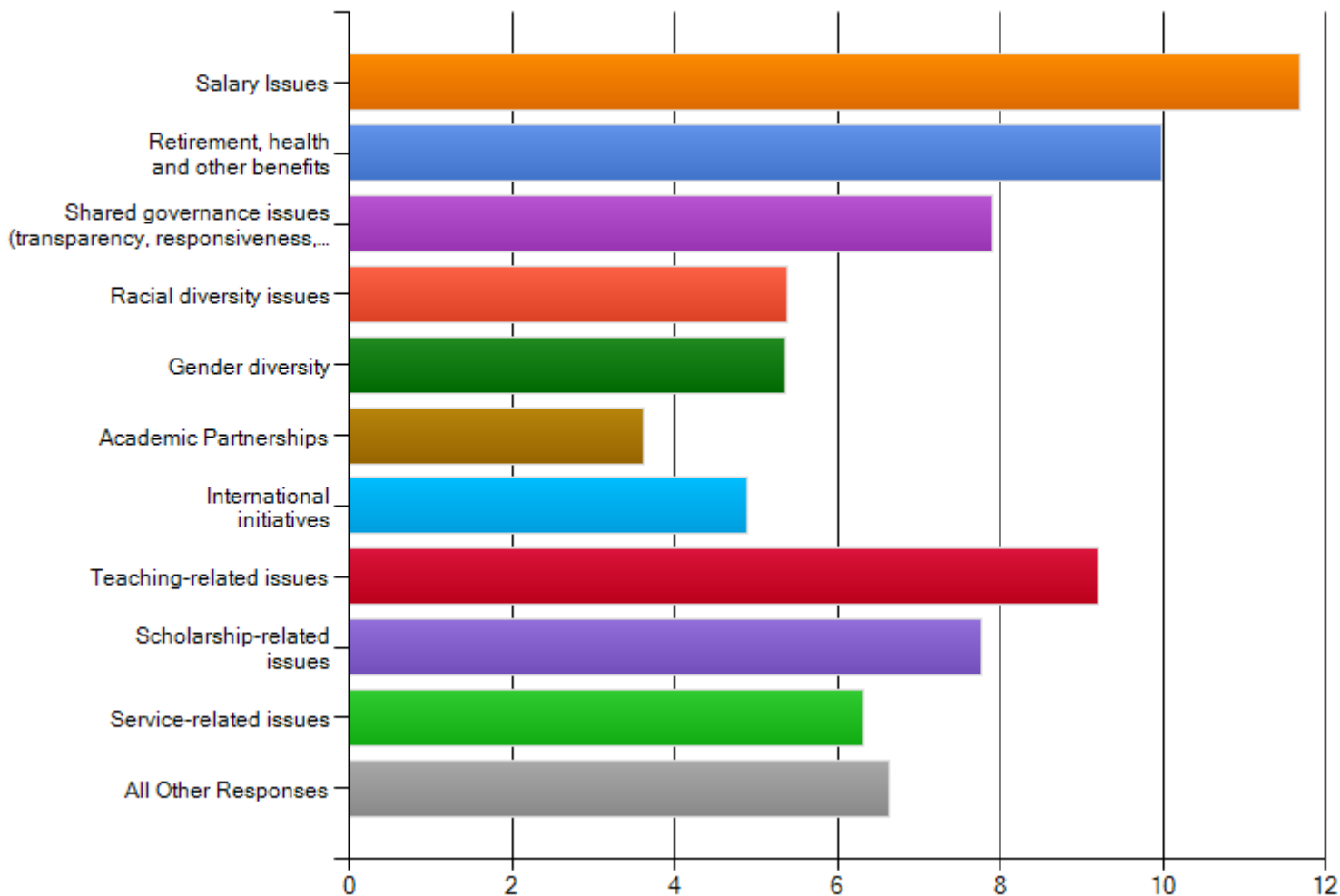
**Q1. Please rank the following issues from the most important to the least important. Only one issue per rank.**

1	Again, "importance" doesn't reflect which direction my view is. For example, AP is an "important" issue, but could be "continue to engage" or drop it like a hot rock. As for hiring, merit is the only condition that should be met or otherwise my colleagues will not value my contributions. Merit, not my identiy is what matters.	Aug 30, 2011 11:59 AM
2	If the standard of teaching, success of our students and our scholarship increases accreditaion will not be an issue at all.	Aug 19, 2011 8:48 AM
3	Not possible - some are equally important	Aug 17, 2011 6:26 AM
4	Adjunct pay and benefits	Aug 16, 2011 6:35 AM
5	Academic Partnerships is no more of an issue than revamping the pottery program or the photojournalism program. Academic Partnership should not be listed in this survey. By listing it, it is being automatically labeled as an "issue." Shared governance is transparent; it just doesn't always yield the reuslts that some of the faculty who are consistently negative want.	Aug 15, 2011 11:21 AM

**Q1. Please rank the following issues from the most important to the least important. Only one issue per rank.**

6	Teaching load	Aug 15, 2011 10:48 AM
7	i don't know what some of these are getting at	Aug 15, 2011 10:24 AM
8	Finishing liberal arts building and developing new facilities	Aug 15, 2011 9:37 AM
9	Securing a reputable and experienced leadership	Aug 15, 2011 9:34 AM

Please rank the following issues from the most important to the least important. Only one issue per rank.



Please discuss what you believe are the TOP THREE most important issues facing ASU faculty.

	Response Count
	81
answered question	81
skipped question	85

Q1. Please discuss what you believe are the TOP THREE most important issues facing ASU faculty.

1	A fine faculty is first and foremost. To attract and retain fine teachers, salaries need to be improved. Next, a fine faculty needs great leadership and thirdly if we are not accredited by HLC, then we are not very marketable.	Aug 31, 2011 4:24 PM
2	Salaries, Legislative financial support, Recruitment	Aug 31, 2011 11:43 AM
3	Salaries, Mission of this university, Faculty Governance	Aug 30, 2011 11:59 AM
4	External equity for pay and benefits Defining quality in research and teaching Maintaining respectability by peer institutions	Aug 30, 2011 11:54 AM
5	Faculty salaries desperately need to be addressed in a meaningful way. We will not be able to attract and retain excellent faculty unless this becomes a priority. This issue has been given lip service for the past few years, but nothing substantial has been accomplished. At the same time that faculty salaries are stagnant, we see increases in the number of administrators at much higher salary levels. To be quite honest, this has been very disheartening over the years. I consider myself to be a very active faculty member. I regularly present at regional, national, and international conferences, yet my salary remains virtually equal to recent new hires. The raises we have received are not keeping up with the market.	Aug 30, 2011 10:45 AM
6	SALARY NEW RESEARCH REQUIREMENTS FOR TENURE SALARY	Aug 30, 2011 7:56 AM
7	Salary; retirement, health & other benefits; and International initiative	Aug 30, 2011 7:24 AM
8	incentives for instructors, online learning opportunities, institutional cohesiveness	Aug 30, 2011 5:41 AM
9	In order to attract and keep quality faculty we must be able to pay salaries compatible to what they made in the private practice. Success of ASU is directly tied to accreditation of the University. This is a non-negotiable must. Successfully recruiting the right people to represent and lead the university is key to having the type of educational institue we feel is important. If leadership is more focused on creating a business than providing our students an education	Aug 29, 2011 7:19 PM

**Q1. Please discuss what you believe are the TOP THREE most important issues facing ASU faculty.**

we will never be successful at improving the level of education in our area.

10	(1) Salary and benefits are not keeping up with increasing costs of health care and coverage for most, except for administrators and head coaches. Equity adjustments thus far aren't adequate. (2) Decline in emphasis on the importance of Liberal Studies/General Education in favor of Vocational Training--teaching students to perform tasks rather than think critically. Plus, the rise in AP and concurrent credit courses means students are no longer presented with challenging Gen Ed curricula at the stage of their education when they need it most. Technocratic busywork created by assessment initiatives will not solve this problem. (3) Too much focus by administration on online education as a panacea for what ails higher ed.	Aug 29, 2011 5:23 PM
11	Faculty Salaries not equal to SREB mean and lack of Merit Raises for Faculty. Shared Governance not Shared (e.g., Curriculum Decisions to associate with HEH/AP and offer programs on-line without proper faculty input as outlined in ASU Faculty Handbook via Shared Governance Process). Faculty Equity Process followed as articulated in the ASU Faculty Handbook	Aug 29, 2011 4:08 PM
12	N/A as I am an adjunct professor for the first time this year.	Aug 21, 2011 3:19 PM
13	1. Salary; 2. Retirement Benefits; and 3. Did I say SALARY! :-)	Aug 20, 2011 2:52 PM
14	Retention related to salaries and inequities in pay Lack of respect for Teaching Transparency in Shared Governance	Aug 19, 2011 6:30 PM
15	Salaries are low Being able to retain faculty CClass overload	Aug 19, 2011 11:19 AM
16	Salary Salary Salary	Aug 19, 2011 10:15 AM
17	1. Limited Diversity Within Faculty 2. Salary 3. Gender Diversity	Aug 19, 2011 10:12 AM
18	Salary, gender and racial diversity, collaborative efforts towards team building	Aug 19, 2011 8:48 AM
19	Internal and external salary equity Rewarding of superior research and teaching Rewarding/encouragement of online teaching	Aug 19, 2011 6:55 AM
20	1. Search for new chancellor; need for new leadership. 2. Clear definition of ASU's role and scope. Are we going to be a research university as advertised? If so, then what are we doing to achieve that goal? 3. Diversity in faculty and administration has decreased while that of our student body has increased.	Aug 18, 2011 8:09 PM
21	Support for adjunct faculty in a variety of capacities (course development, pay, parking and office facilities, etc.) with the ultimate goal being to provide a consistent educational experience for the student.	Aug 18, 2011 8:32 AM
22	1. Salary issues 2. Shared governance (lack thereof) 3. Working under administrators who have never been faculty or who have forgotten what the job entails.	Aug 18, 2011 6:52 AM
23	1.Obtaining funding outside of ASU via grants, etc. In this economy, ASU cannot depend only upon school fees and state funding. 2. Balancing the class needs and the research/grant requirements. 3. Plagiarism and cheating due to all the electronic capabilities. This is especially critical for online classes.	Aug 17, 2011 8:35 PM
24	Chancellor Search Salary On-line delivery models	Aug 17, 2011 3:14 PM

**Q1. Please discuss what you believe are the TOP THREE most important issues facing ASU faculty.**

25	salaries, teaching, workload	Aug 17, 2011 2:40 PM
26	Shared governance Potential Cronyism Objectivity and Professionalism	Aug 17, 2011 2:09 PM
27	pay!!!!	Aug 17, 2011 1:56 PM
28	Salaries. We get a lot of top quality professors, but lose them because nobody in admin cares until he/she has an offer from somewhere else and then it is too late. leadership search: must have top quality, faculty supported leaders in order to move forward!	Aug 17, 2011 1:50 PM
29	1)Stopping Academic Partnerships completely. 2)Exposing covert profit mongering on the part of administrators. 3)Assuring an equitable learning and teaching experience for all.	Aug 17, 2011 1:48 PM
30	Teaching/research/service equity with respect to PRT. Salary equity, both intra-university and compared to similar universities. Retirement and health related benefits	Aug 17, 2011 1:24 PM
31	The economic support for doctoral programs -- as funded, the doctoral programs aren't sustainable. This is part of the big problem of low salaries and benefits	Aug 17, 2011 1:17 PM
32	Shared governance problems continue to plague this university, exposing the hostility between administrators (who appear to regard the faculty as a necessary nuisance) and faculty members (who find themselves excluded and deceived again and again). The relationship with Academic Partnerships is a classic example of this problem, and the secretive involvement of ASU administrators with this for-profit corporation increases the distrust of them among the faculty.	Aug 17, 2011 8:53 AM
33	Closing the salary gap and supporting research are most critical	Aug 17, 2011 8:15 AM
34	Salary and contract stability for full-time instructors Some form of merit pay system for instructors Teaching issues--class load; student load; quality of classroom facilities	Aug 16, 2011 7:11 PM
35	salary, shared governance,teaching issues	Aug 16, 2011 12:11 PM
36	Salary is significantly lower than comparable institutions. Adjunct instructors far out number full time faculty in some departments, particularly ESL, resulting in the inability to acquire and keep quality instructors. Healthcare and benefits are not offered to enough instructors.	Aug 16, 2011 8:27 AM
37	Salary Training	Aug 16, 2011 8:16 AM
38	Competitive salaries Support for research, moving the university in a more research-supportive direction	Aug 16, 2011 7:57 AM
39	Adjunct pay and benefits HLC accreditation Retirement, Health and other benefits.	Aug 16, 2011 6:35 AM
40	online classes, PRT, student recruitment	Aug 16, 2011 5:46 AM
41	Faculty not being involved in Faculty senate. Lack of objectiveness in faculty senate Lack of visible mentoring of new faculty	Aug 16, 2011 3:05 AM

**Q1. Please discuss what you believe are the TOP THREE most important issues facing ASU faculty.**

42	Scholarship, teaching, and service should be our focus.	Aug 15, 2011 9:12 PM
43	Salary issues are important. Are ASU salaries competitive with other universities, or does ASU lose faculty who move to higher paying positions? Two other issues facing ASU faculty are teaching load and time for research. If ASU wants more research and publications from professors, are professors going to be given the time to develop solid lines of research?	Aug 15, 2011 5:30 PM
44	Most faculty still do not trust those in upper administration, mostly because they continue to do things without informing the faculty or involving the campus in the discussion about decisions. Many of the upper administrators do not seem to know, understand or care about the ASU campus, faculty, staff and students. They seem to care about lining their own pockets and padding their resumes. Administrators and faculty do not have a common vision or goals for this campus, which is a reflection of poor leadership from the upper levels. The institution also needs to focus on recruiting regional and state students with the intensity that it applies to recruiting international students. The upper administration needs to provide a more transparent account of how it is spending money in all areas. The salary gap between administrators and faculty/staff is also demoralizing and is largely responsible in many people's minds for the increasing tuition costs.	Aug 15, 2011 2:14 PM
45	Faculty Morale - Trust	Aug 15, 2011 2:06 PM
46	Lost of women faculty in leadership positions Salaries Discrepancy between expectations from administrators and resources available to do the work	Aug 15, 2011 1:42 PM
47	1.Participation in the decisions that are made regarding curriculum, admission, recruiting students and faculty. 2. Improved Advising by people dedicated to the student's future. 3. Grading standards that are clear to members of the faculty and workshops that develop them.	Aug 15, 2011 1:26 PM
48	Salaries, insurance, support from Administration.	Aug 15, 2011 1:06 PM
49	Need new leadership, stopping AP in it's tracks, salary	Aug 15, 2011 12:29 PM
50	Salaries Shared governance Getting rid of AP	Aug 15, 2011 12:26 PM
51	The need for the administration to not be INTERIM as we head into our HLC accreditation visit. We need to get people into the Chancellor, Provost, and dean positions as soon as possible. We need for more departments to start using the tools they have to open avenues for faculty to do more research and/or specialize in teaching so that we can open new opportunities for students (at a university, students should be involved in research and scholarship, which cannot happen if the faculty cannot do this). Pay raises in the future need to be merit-based.	Aug 15, 2011 12:20 PM
52	*appreciation of role of faculty (expressed in material/financial and non-material ways, such as attitude of administration toward faculty) *creating realistic opportunities for faculty research (teaching load, travel support, etc.) *putting academics first over other priorities	Aug 15, 2011 11:35 AM
53	Scholarship-related issues: Scholarship is the core of a university, keeping teaching updated and relevant. With the expansion of graduate programs at ASU, scholarship is ever-increasing its value to faculty and students. Faculty need to be rewarded for achievement in scholarship, encouraged to pursue	Aug 15, 2011 11:33 AM

**Q1. Please discuss what you believe are the TOP THREE most important issues facing ASU faculty.**

scholarly activities, on their own or through collaborations, and need to be supplied with the time to be effective scholars. Salary is a very important issue, particularly in the climate of no raises, cost-of-living OR merit. While true that faculty members at ASU make more money than the vast majority of people on the planet, it is difficult to feel valued by the university when pay is low in comparison with our region and nation. Equality in pay is an important issue both on and off campus and is a relatively inexpensive fix. Retaining quality faculty members by making them feel valued through merit raises, saves the university money in the long run by having to conduct fewer academic position searches left by faculty vacancies. Teaching-related issues are directly related to scholarship-related issues. Teaching loads at ASU are far too heavy to promote scholarship, and worsen the education of our university's students. It would be very expensive to implement, but we need many more faculty members, teaching fewer courses each.

54	Faculty Senate needs to be more in partnership with the university. It is an embarrassment to the system to see dirty laundry aired in a public manner.	Aug 15, 2011 11:26 AM
55	Making ASU-related travel less onerous Support for teaching Limited # of terms for Faculty Senators	Aug 15, 2011 11:21 AM
56	competitive and equality among salaries	Aug 15, 2011 11:08 AM
57	1--TIME--in our department (Teacher Education), we always teach a full load that includes field work and travel, yet are held to high research/publishing standards just like Science or Engineering where tenure-track faculty may have lighter teaching time loads and more support from administration. 2--Sustainable salary increases, to include BOTH merit and COLA.... 3--Better offices (my office is about 10 x 10 and I can hardly move)--Jack you know what I mean!	Aug 15, 2011 10:49 AM
58	Academic freedom; freedom from flavor-of-the-month initiatives (assessment is an example) and from the move to bubble sheet testing; preserving education as THE mission rather than training as the mission	Aug 15, 2011 10:48 AM
59	Finding a balance for fulfilling the pre-tenure requirements; competitive salaries; research opportunities/funding	Aug 15, 2011 10:42 AM
60	1. We have made a lot of progress on racial issues, but have a long way to go on gender issues (ie. dual career families in the job search process, paid maternity leave, stopping the clock for pregnancy/baby, on campus child care, recognizing the contributions of service in PRT decisions, getting top female administrators, getting a funded women's studies program, etc.) 2. Defending teaching as a meritorious activity for PRT and merit raise purposes. 3. Getting adequate pay for teaching overload and summer classes. Current teaching overload pay (usually \$1800/class) is ridiculously low.	Aug 15, 2011 10:41 AM
61	More prudent use of university funds--too many new buildings stretch available monies Haven't had a meaningful raise in years. Too top heavy in administrative positions. Out of hand.	Aug 15, 2011 10:35 AM
62	1. Doing away with Academic Partnership 2. Salaries 3. Work climate	Aug 15, 2011 10:31 AM
63	competitive salary and regular COLAs; I think we should have our parking paid and our new athletic center dues paid; we should expand health benefits; we need the new liberal arts building finished; we need to address asbestos issues on campus and beautify the campus; give faculty more weight on issues than	Aug 15, 2011 10:24 AM



**Q1. Please discuss what you believe are the TOP THREE most important issues facing ASU faculty.**

	students	
64	Who will be the new Chancellor Who will be the new Provost Faculty Salaries	Aug 15, 2011 10:22 AM
65	Salaries for ALL ASU employees; we need a 10-year moratorium on intercollegiate athletics; ASU needs an exit exam covering English language skills	Aug 15, 2011 10:12 AM
66	Salary, benefits, Teaching related issues	Aug 15, 2011 10:11 AM
67	1. Focus on becoming an internationally known research based institution when we are funded to be a regional state university. 2. This particular year, the INTERIM issue in administration (which is only compounded by issue 1). AP -- which I consistently listed as a last priority because it SHOULD not be a concern of this university.	Aug 15, 2011 10:11 AM
68	Institutional Identity - Realistic not Forced Keeping Teaching Central Problem of Inbreeding in Faculty and Admin	Aug 15, 2011 9:49 AM
69	lack of new hires (especially gender/racial/ethnically diverse) lack of support for/clarity regarding PRT lack of administrative support/appreciation for faculty (esp. in teaching and service)	Aug 15, 2011 9:47 AM
70	Our department uses a large quantity of adjuncts, part-time and full time instructors all with (very) temporary contracts. Quality of teaching is in jeopardy with these unstable contract conditions. Non-tenured faculty has no development possibilities at ASU.	Aug 15, 2011 9:44 AM
71	The Academic Partnership - the way the relationship is deteriorating the quality of ASU programs Figuring out ways to compete with other universities, but continue to keep integrity of programs The increasing tendency for administration to bypass faculty in making important academic, employment and governance decisions.	Aug 15, 2011 9:43 AM
72	I am tempted to say Salaries, Salaries, Salaries. But 1) Salaries (faculty come last) 2) Academic Primacy (lack of respect on this issue -- with AP as an example) 3) Support to attend conferences (ludicrous to say we are becoming a research institution without support in this area.)	Aug 15, 2011 9:42 AM
73	1. salaries not nationally competitive 2. heavy teaching load 3. lack of funds for research/presentation of research	Aug 15, 2011 9:40 AM
74	External equity in faculty salaries and benefits is the most important issue to the university, followed by accreditation. Through accreditation efforts I believe we can address many of our internal problems.	Aug 15, 2011 9:40 AM
75	faculty salary research funding faculty salary vs admin salary	Aug 15, 2011 9:40 AM
76	1. Lack of academic shared governance in AP initiatives 2. Declining shares of revenue growth going toward faculty salaries	Aug 15, 2011 9:40 AM
77	Salary equity with other institutions Transparency within administration actions Administration changing program delivery methods without consulting faculty	Aug 15, 2011 9:35 AM
78	Incredibly low classroom standards	Aug 15, 2011 9:34 AM

**Q1. Please discuss what you believe are the TOP THREE most important issues facing ASU faculty.**

79	Securing leadership Insuring funding for salaries and infrastructure Institutional credibility	Aug 15, 2011 9:34 AM
80	1) Salary equity with similar institutions and within departments 2) Shared governance/respect for faculty 3) Support for and promotion of scholarship	Aug 15, 2011 9:31 AM
81	Salaries The scandal that is academic partnerships Institutional identity	Aug 15, 2011 9:07 AM

# Appendix E

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## Arkansas State University–Jonesboro

### Inadequate Faculty Salaries

#### Possible Solutions<sup>1</sup>

May 6, 2011

- I. **Seek, through all legitimate means, to cause ASUJ to be funded at 75% of the Arkansas Department of Higher Education (ADHE) funding formula for institutions of higher education.**
  - A. ASUJ currently is funded at only 66% of ADHE funding formula
  - B. If ASUJ was funded at 75% of ADHE funding formula it would receive \$6,804,780 in additional funding (i.e., more than enough to address increasing faculty salaries to the SREB average).
  - C. ASUJ's leadership needs to engage actively and effectively all of its constituencies (e.g., trustees, other alumni, major donors of record, and others with influence) to encourage persuasively the Governor, the legislature, and ADHE to cause this funding to occur (probably phased-in over a 3- to 5-year period).
  
- II. **Offer (through Continuing Studies and Community Outreach) considerably more continuing education courses, especially those offering CEU's needed to meet professional licensing/credentialing requirements, which generate a positive revenue stream.**
  - A. Meet expenses and current general budgetary obligations (currently ≈ \$4.3 million).
  - B. Set aside a reserve account for revenue above expenses and current budget obligations.
  - C. Commit an amount equal to the reserve account for faculty salaries in the following year.
  
- III. **Raise additional levels of philanthropic and corporate support for scholarship endowments that will enable ASUJ to cover a greater share of scholarships to release operating funds that could be used to support faculty salaries.**

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<sup>1</sup> N.B.: It will probably require employing a number of these possible solutions (and others that may arise) simultaneously and over a period of years to cause faculty salaries to reach SREB averages.

- A. ASUJ currently awards approximately \$10.1 million in scholarships funded by tuition.
  - B. To offset this total amount of scholarships funded by tuition it would take \$252.5 million in scholarship endowment paying out at 4%.
  - C. The current amount needed to raise faculty salaries to the SREB average is approximately \$3.5 million.
  - D. To offset this total amount it would take \$87.5 million in scholarship endowments paying out at 4%.
  - E. See the attached schedule of scholarship endowments needed meet the 5-year and 10-year faculty salary catch-up.
- IV. Raise additional levels of philanthropic and corporate support for endowed chairs and professorships (for which that portion used as salary supplement will count to improving average faculty salaries).**
- V. Increase international student enrollment.**
- A. Conservatively, each international student (after netting out any scholarships, fellowships, or exchange students) contributes \$10,000 in tuition annually.
  - B. Therefore, each 100 international students equates to \$1 million
  - C. Tuition and fee revenue from all international students now enrolled is budgeted currently
  - D. First call against tuition from new international students (above current enrollment) has been projected to be used to meet revenue lost by increasing undergraduate admission standards and in meeting other operating expenses for the next two fiscal years.
  - E. A portion of international student tuition growth after the next two fiscal years are over may be considered to help raise faculty salaries.
- VI. Consider charging a dedicated tuition increase annually for faculty salaries (currently a 1% tuition increase generates ≈ \$ 362,000).**
- VII. Increase the number of academic programs offered by distance learning in which Academic Partnerships (AP) provides non-academic support services and otherwise, and dedicate some of the net revenue for faculty salaries.**

**Arkansas State University**  
**Average Salaries Including 2% COLA & Equity Adjustments Effective 01/01/11**  
**2010-11**

	Professor	Associate Professor	Assistant Professor	Instructor	Average
<b>SREB III</b>	\$ 87,035	\$ 70,040	\$ 59,431	\$ 44,900	\$ 63,304
<b>ASUJ</b>	\$ 75,433		\$ 56,353	\$ 36,751	\$ 55,872

Fiscal Year	SRE@2%	Annual Cost Salary + Fringe @ 28%				Annual Endowment Increases @ 4% Payout Needed to Offset Cost	
		10 years ASU @ 3.282%	5 years ASU @ 4.58%	10 Years	5 Years	10 Years	5 Years
11	\$ 63,304	\$ 55,872	\$ 55,872				
12	\$ 64,570	\$ 57,706	\$ 58,431	\$ 1,206,440	\$ 1,683,576	\$ 30,161,007	\$ 42,089,400
13	\$ 65,861	\$ 59,600	\$ 61,107	\$ 1,257,122	\$ 1,782,274	\$ 31,428,058	\$ 44,556,849
14	\$ 67,179	\$ 61,556	\$ 63,906	\$ 1,309,934	\$ 1,886,758	\$ 32,748,339	\$ 47,168,949
15	\$ 68,522	\$ 63,576	\$ 66,833	\$ 1,364,963	\$ 1,997,367	\$ 34,124,083	\$ 49,934,182
16	\$ 69,893	\$ 65,662	\$ 69,894	\$ 1,422,305	\$ 2,114,461	\$ 35,557,622	\$ 52,861,523
17	\$ 71,291	\$ 67,818		\$ 1,482,055		\$ 37,051,384	
18	\$ 72,716	\$ 70,043		\$ 1,544,316		\$ 38,607,898	
19	\$ 74,171	\$ 72,342		\$ 1,609,192		\$ 40,229,800	
20	\$ 75,654	\$ 74,716		\$ 1,676,794		\$ 41,919,838	
21	\$ 77,167	\$ 77,169		\$ 1,747,235		\$ 43,680,873	
				<b>\$ 14,620,356</b>	<b>\$ 9,464,436</b>	<b>\$ 365,508,901</b>	<b>\$ 236,610,903</b>