

ASU FACULTY SENATE MINUTES
October 18, 2002

COLLEGE OF AGRICULTURE

Bill Humphrey, Vice-Chair (absent)

COLLEGE OF ARTS AND SCIENCES

Bob Bennett, Chair and President of Faculty Association

Jim Bednarz

William Burns

Dick Freer

Ernesto Lombeida

Bill Maynard

Jie Miao

Joe Sartorelli

Norman Stafford

Richard Wang

COLLEGE OF BUSINESS

Chris Brown

Dan Marburger

Terry Roach absent

Jim Washam

COLLEGE OF COMMUNICATIONS

Lillie M. Fears Jack Zibluk (proxy)

Jo Anna Grant

COLLEGE OF EDUCATION

Cindy Albright

Kris Biondolillo

Dan Cline

John D. Hall – Secretary/Treasurer of the Faculty Association

John Ponder Joanna Grymes (proxy)

Karen Yanowitz

COLLEGE OF ENGINEERING

Thomas Parsons

COLLEGE OF FINE ARTS

Bill Rowe, President-Elect of the Faculty Association

Alyson Gill

John O'Connell

Ken Hatch absent

COLLEGE OF Nursing & Health Professions

Troy Thomas, Secretary

Terry Baggs absent

Debra Walden absent

UNIVERSITY COLLEGE

Polly Green Margaret McClain (proxy)

LIBRARY

Myron Flugstad

MILITARY SCIENCE

LTC Michael Loftis absent

COUNCIL OF ACADEMIC DEANS

Jan Duggar absent

VISITORS

Dr. Glen Jones

Dr. Rick McDaniel

CALL TO ORDER

Senate Chair Bennett called the meeting to order at 3:00 p.m.

APPROVAL OF THE MINUTES

Minutes from the October 4, 2002 meeting were reviewed and approved with the following change: Win Bridges was present as proxy for Joe Sartorelli (Arts and Sciences).

REMARKS

Chair Bennett chose to forego any opening remarks and yielded the floor to Dr. Glen Jones.

REPORTS

- Dr. Glen Jones – Campus Diversity
 - Dr. Jones spoke to the Senate for approximately 40 minutes. Dr. Jones presented several overheads showing the current state of diversity at ASU as well as the trends over the last 10 years. Data for students, full-time staff, full-time faculty and all full-time employees was presented. Copies of these overheads are attached to the original copy of these minutes. Dr. Jones made the following main points in his discussion.
 - “Our purpose in being here is to serve students. Without students there is no university. At a minimum, we should mirror the population that we serve.”
 - Employee diversity at ASU, and especially faculty diversity, has not kept pace with student diversity (16.8 % minority student population compared to 11.2 % full-time minority staff population, 8.2 % minority faculty population).
 - Minority student to minority faculty ratios hamper minority students ability to find mentors. Similar problems exist for gender at ASU.
 - Lack of diversity negatively impacts teaching.
 - The lack of diversity in any organization will ultimately impede the progress of that organization.
 - The bottom line is that people should feel welcome at ASU.

- Dr. Jones made gave the following suggestions about ways to improve diversity at ASU.
 - In general, we need to become more aggressive in our recruitment efforts. Recruitment takes effort. It cannot be a passive process. Dr. Jones stated used the analogy that too often we only fish on one side of the pond and thus miss the opportunity to catch different kinds of fish. He also stressed that “diversity” does not mean that we only hire minorities. Diversity means that we need to cast a broad net.
 - Dr. Jones made the point that past diversity initiatives were not the specific responsibility of any one person at ASU. Dr. Jones believes that having one person (himself) who is ultimately responsible will help future initiatives to succeed where past initiatives have failed.
 - Specifically, Dr. Jones made the following suggestions for increasing the diversity of recruiting pools.
 - Effort
 - Personalize the process
 - Specifically seek out and call potential minority candidates. Minority groups within each profession may be able to assist in locating potential candidates
 - Utilize Internet resources to identify and contact minority candidates
 - Include minority faculty members on your search committee
 - Dr. Jones stated that he will always be ready, willing and able to assist with diversity initiatives at ASU and faculty members should feel welcome to call upon him for advice and assistance with diversity-related issues including and besides faculty searches.
- Jennus Burton – Proposed Campus Health Center
 - Mr. Burton, who had been scheduled to speak to the Senate at the November 1st meeting, discussed the details of the proposed campus health center. Mr. Burton summarized the process as follows.
 - A call for public proposals was made as required by law. St. Bernard’s and NEA Clinic submitted proposals with St. Bernard’s proposal being clearly superior.
 - St. Bernard’s picked the intended site because they will also be serving the public, and Stadium Blvd. provides excellent access and public exposure. Mr. Burton also stated that the approximately 8000 commuter students to the ASU-Jonesboro campus should find the new location more convenient.
 - St. Bernard’s will have a land-lease agreement. The health center will have the following components:
 - Student Health Center
 - Emergency Services
 - Wellness Clinic
 - Physical Therapy Services
 - Student Pharmacy Services (Goal is to expand pharmacy services to the faculty in the future)
 - Mr. Burton stressed that no changes will occur to the current health insurance plans as a result of the new health center.
 - Mr. Burton stated that he hoped that the faculty and students would see the new center as a convenience.

- **Mr. Burton indicated that health care costs would go up in January. He stated clearly, however, that none of the increased costs would be passed on to the faculty or students.** Mr. Burton welcomed ideas from faculty members on ways to reduce future health care costs.
- Mr. Burton indicated that health care costs are continuing to rise even though providers like Blue Cross/Blue Shield are making profits. It is possible that many large organizations may be forced to cancel health care benefits for employees in the future.
- Discussion followed, and several issues were raised by the senators.
 - Did the appropriate shared governance committees have input into this process?
 - Mr. Burton stated that a committee that included faculty members, the dean of CNHP and a member of the Fringe Benefits Committee had initial input into the vision for the center. The plan was not brought back to the Fringe Benefits Committee for discussion or approval. The appropriate committees were simply informed of the decision to proceed with the plan.
 - Is the relationship between ASU and St. Bernard's in this venture an appropriate one?
 - Mr. Burton stressed that the major health care players in town all had equal opportunity to compete for the center bid.
 - Will changes occur to current health care plans? Will faculty members be pressured to change doctors or use the on-campus center instead of going off campus? Will the services of the on-campus center be of equal quality to the other clinics in town?
 - Mr. Burton reaffirmed that no changes would be made to current health care plans. He felt that the services would be equal to those delivered at similar clinics in town. He stated that in the future discounted services might be available to those faculty members who chose to use the on campus services. However, faculty members will still be free to select their physicians and clinics as they currently do.
 - Several senators felt that the shared governance process was ignored/violated in making the decisions on the health center. Mr. Burton declined to debate the issue further.

OLD BUSINESS

- Senate Finance Committee Report on the ASU Budget
 - Louella Moore gave explanatory comments on the report prepared by the Senate Finance Committee on the ASU Budget. This report was sent out on the faculty list serv. A copy of the report is included with these minutes.
- An unsolicited report comparing the change in the budget of the Chemistry & Physics Dept. to the change in the salaries of the president and VPs from 1995-2002 was presented to the Senate. The basic finding was that the budget of the Chemistry and Physics Dept. had remained pretty much unchanged during the time period of interest while the administrative salaries had grown significantly. A copy of this report is included with these minutes.

- Town Hall Meeting
 - Chair Bennett stated that a format had been agreed on for the Town Hall meeting with Dr. Wyatt.
 - Questions will be submitted by faculty members to the Senate or the VPAA, summarized and presented to Dr. Wyatt and the President's Council prior to the meeting.
 - The meeting will be scheduled on a Friday so that a maximum number of faculty members can attend.
 - Chair Bennett will serve as moderator at the Town Hall meeting. Bennett will ask the primary questions. There will be opportunities for follow-up questions from the faculty afterwards.

The meeting was adjourned at 5:00 p.m.

Respectfully submitted,

Troy Thomas, Secretary