

Faculty Senate Meeting Minutes for Tuesday, September 11, 2018 meeting

Members in Attendance:

John O'Connor (President), Mark Flood (Vice President), Amy Godfrey (Secretary), Jacki Sherman (Webmaster), Robin Payne (Ex. Committee Member at Large), Tom Cuchta (Ex. Committee Member at Large), Matt Hokom (Ex. Committee Member at Large), Tim Oxley (Academic Affairs), Steve Roof (Academic Affairs), Harry Baxter (ACF), Michael Ransom (Behavioral Sciences), Todd Clark (Social Sciences), James Weekley (Natural Science), Budd Sapp (BOG), Joe Kremer (Business), Jason Noland (Education), Dan Eichenbaum (Fine Arts), Joni Gray (Fine Arts), Paul Reneau (Health & Human Performance), Donna Long (Language & Lit), Theresa Jones (Nursing), Denice Kirchoff (Nursing), Elizabeth Cheney (Student Government), Lauren Manchin (Student Government), Tom McLaughlin (Technology), Mark Wolf (Technology)

Guests:

Cindy Curry (HR), Kim Derico, Pam Pittman, Lyndsey Dugan, Stacey Jones, Carl Tannas, Bob Owens, Sharon Smith, Deb Hemler, Jim Matthews, Anne Patterson, Richard Harvey, Charles Shields, Dillon Bradley, Macgorine Cassell

Meeting to order at 3:00pm in 303 ED.

- I. August 21, 2018 minutes read and approved

Announcements

- I. President Martin
 - a. Father is ill and she is out of the country tending to him
- II. Interim Provost Harvey
 - a. Enrollment numbers are up. Football is undefeated. Good start to the year!
 - b. Question to Dr. Harvey: Where does money for sabbaticals, student travel, and accreditation costs come from now?
 - i. Provost office had a significant budget cut so funds collected through program fees in each academic unit will be used to cover such costs
 - c. Question to Dr. Harvey: What about sabbaticals that were approved but were not granted even through academic unit believes they had the funds to cover the costs?
 - i. The President grants sabbaticals after looking at the financial condition of the university
 - ii. Follow-up question: Status of sabbaticals?
 1. Until further notice they will not be granted
 - d. Question to Dr. Harvey: What is the financial situation of the university?
 - i. For the past two years our CFI was below the line for HLC and the staff overturned the recommendation of the committee because of the poor

condition of our financials; As of right now we have saved \$650,000 this year so we are not in a third year of being below the line for HLC.

- ii. Follow up question: What about the rainy day fund, which we had been told was healthy and the \$2 million deficit budget that Interim President Jones indicated?
 - 1. The deficit budget was presented with very fuzzy numbers and included spending out of the rainy day fund that has been the go to for several years now
- e. Question for Dr. Harvey: What do we do about funding the accreditation for the School of Education?
 - i. Program fees are to be used for accreditation
 - ii. Follow up question: The BOG passed the program fees in the Spring, how do we fund accreditation now when fees have only been in place one semester?
 - 1. Have a conversation with the provost to see what can be done; note that the provost is the lender of last resort and is on a first come first serve basis; does not hurt to ask
- III. BOG representative, Dr. Sapp
 - a. Next meeting of the BOG: Thursday, Oct. 18th on campus
 - b. Looking into a retreat by end of semester for continuing education credits
 - c. BOG chair will be at the November 13th meeting of the Faculty Senate
 - d. As it relates to the Al Magro request, no formal response was given by the BOG
 - e. WiFi/internet access questions raised by students last meeting – waiting on more information regarding that issue
- IV. ACF representative, Dr. Baxter
 - a. The Chair of the ACF sent a letter to Governor Justice requesting a faculty representative be a part of the Blue Ribbon Commission – no response was given by the governor
 - b. August 27th meeting of the Blue Ribbon Commission included 1 hour of comments by chairs and members then a PowerPoint presentation on what is being done across the country and in other states; next meeting is October 1st (meetings are listed on their website)
 - c. Higher Education Funding model: August 24th version included 55% access (# enrolled), 35% impact (grad. Rate), 5% success (15 hrs a semester), 5% research; December 10th legislature will get it
 - d. Register to Vote by Mid-October – look at the Secretary of State’s website for your voting status
 - e. Tentative date of the Legislative Forum is Wednesday, November 28th 3-5pm at the Falcon Center
- V. Student Government
 - a. United Way Campaign: Maroon Maddness will be launched on the 17th thru Homecoming. Goal is over 500 shirts (\$10 per student) and shirts will be sold on campus
- VI. Academic Restructuring Taskforces
 - a. Handout provided by Dr. Harvey to answer the questions regarding the committee memberships and chairs of each committee had autonomy to pick members
 - b. Question to Dr. Harvey: What is the HEPC rules/regulations about restructuring?

- i. Must notify 30 days prior to the implementation
 - c. Question to Dr. Harvey: Who was involved in creating the initial draft that was presented in the Welcome meeting in August?
 - i. Gram Glenn started the process from the president's direction, President Martin and Interim Provost Harvey, the ELT (executive leadership team), and Robin Shannon
 - d. Question to Dr. Harvey: Shouldn't the library be represented?
 - i. Will talk with the chairs of the two committees
 - e. Question to Dr. Harvey: The draft the faculty was presented in August was not the first draft and the faculty are just now being involved in the process?
 - i. The draft in August was Draft #6. The faculty are just being included in the process now that we are all on campus.
 - f. Note from the Handout: "However it is anticipated that as recommendation surface during the work of the Taskforces, those recommendations will be shared with the Provost to be considered by the Executive Leadership Team (ELT). The ELT will provide the Taskforces with further direction for the development, exploration or focus shifts in their work."
 - i. The draft in August was Draft #6. The faculty are just being included in the process now that we are all on campus.
 - g. Question to Dr. Harvey: Why the restructuring?
 - i. Almost every other group on campus has been reorganized looking at a synergistic effect and cost savings and we are looking into academic restructuring to see if there is further cost savings
 - h. Question to Dr. Harvey: If the Taskforces come back with recommendations will that be the final?
 - i. General faculty meeting will be called so no the TaskForce committees are not the end of the process
 - i. Question to Dr. Harvey: The BOG see the draft during a retreat this summer before the faculty did why?
 - i. It was not ready for distribution
 - j. Question to Dr. Harvey: How did you pick chairs?
 - i. Dr. Oxley was picked due to significant previous experience and Dr. Harrison was suggested and thought he was a good choice
- VII. New Appointment Notice Letters
- a. Statements of concern:
 - i. What are the inaccuracies?
 - ii. Language issues
 - iii. Operate without a contract?
 - iv. Notice of salary increase, why so complex?
 - v. What does signing it mean?
 - b. Question to Cindy Curry: Are we bound by the language in the letter?
 - i. Depends; this is not a contract but a first attempt at a letter of expectations; it is not perfect and I would like to know what can be changed; we do not need to sign
 - c. Question to Cindy Curry: Do we just need to confirm title, tenure status, and salary?
 - i. Yes

- d. Question to Cindy Curry: For years we had a paper contract and then that changed why?
 - i. Attorney General Office said we did not need to issue a contract every year
- e. Question to Cindy Curry: Did stipends go away for summer orientation?
 - i. Letters include duties
- f. Question to Cindy Curry: in the letter: "During the term of this appointment, you shall not, without the prior written consent of the Provost, engage in the operation, management, or conduct or any other occupation or business."
 - i. Continue to sign the sheet about outside activities not interfere with current duties
- g. Concern: in the letter: "Your teaching load will be a minimum of 12 credits per fall and spring term." – no maximum hours listed so do we get paid for additional hours; faculty handbook talks about 24 hours instead of 12 per semester
- h. Cindy Curry will notify faculty about not having to sign the letter

Unfinished Business

- I. Ad hoc Committee on Faculty Harassment Complaint Procedures
 - a. Table till the October meeting
- II. Ad hoc Committee on Changes to the Constitution and By Laws
 - a. Committee will meet on September 20th
- III. Faculty Welfare Committee – Academic Integrity Policy
 - a. Dr. Harvey and committee chair have met and cleaned up the language a bit but no major changes and it is ready to implement – next step: other stakeholders to comment
- IV. Digital Textbook Initiative
 - a. Tabled

New Business:

- I. Committee on the Core Curriculum – Jim Matthews
 - a. See handouts
 - b. 9 months of work by the General Studies Committee and the committee is encouraging the Faculty Senate to review
 - i. Removed 3000 and 4000 level courses; open to all students; courses are transferable
 - c. Motion: Faculty Senate accepts as a draft to not be sent back to the General Studies Committee and the Faculty Senate take the position to work on it – Passed
 - d. General Studies committee will now work on the process for vetting new courses into the curriculum
 - e. Motion: The Faculty Senate will create an Ad Hoc Committee on Core Curriculum (General Studies) restructuring to figure out the next steps for the curriculum. The Ad Hoc Committee will include Jim Matthews (chair of current General Studies Committee) as the only member from the current General studies committee and will include equal representation.
 - f. Note: The Faculty Senate will create an Ad Hoc Committee on Core Curriculum (General Studies) restructuring to figure out the next steps for the curriculum. The Ad Hoc Committee will include Jim Matthews (chair of current General Studies Committee) as

the only member from the current General studies committee and will include equal representation. New proposals need to be to curriculum committee by November 9th

- g. Questions to be answered by new ad hoc committee:
 - i. Does every program need a curriculum proposal once the new core curriculum is passed?
 - ii. Does the new core curriculum need 2/3^{rds} majority of entire faculty to pass?
- II. Music Program Curriculum Proposal
 - a. Will be using this new minor as a recruiting tool
 - b. Motion: To accept for 1st reading – passed
 - c. Motion: To waive time frame for 2nd reading
 - i. Yea: 8 Opposed: 10 so will be on next meeting's agenda
 - ii. Note: provost office does support this proposal (missing memo from that office)
- III. ACF Issues for 2018-2019
 - a. Motion: formally approve ACF issues (see handout) without edits
 - i. Failed to pass
 - 1. Question: Why is these different from the issues listed in Aug 21st meeting minutes?
 - a. Those were 2017-2018 issues and these were finalized during the ACF meeting on August 24th
 - 2. Question: What does “promote ethical behavior” mean? Is that for Faculty?
 - a. Response to the erosion of tenure issue we are facing
 - 3. Comment: The language “steady supply of revenue” need to have more clarity.
 - b. Motion: To endorse issues 2 through 5 with further clarification on issues 1 and 6 – passed

Open Forum

- I. Anonymous letters sent to Faculty Senate President
 - a. Motion: Faculty Senate asks the executive committee to reconsider strategy with anonymous letters, look at the issues, and offer the administration time to respond to these issues. - passed