

Austin Peay State University
Faculty Senate
Meeting of Thursday, February 23, 2023
Morgan University Center, Room 307 | 3 pm
Minutes

Call to Order: Senate President Perry Scanlan

Recognition of Guests: Senior Vice Provost and Associate Vice President of Academic Affairs Tucker Brown, Provost Maria Cronley, President Mike Licari, and Yanaraliz Barnes

Roll Call of Senators: Senate Secretary Gina Garber

Absent Senators: Shani Collins-Woods, Mike Dunn, Gloria Miller, Marcia Schilling, and David Snyder

Approval of Today's Agenda: motion made, seconded, and passed to approve the agenda

Approval of Minutes from January 26, 2023 Meeting: motion made, seconded, and passed to approve the minutes for January 26, 2023

Moment of Silence for Dr. Sara Gotcher

Dr. Sara Gotcher was graduate of Clarksville High School and Austin Peay State University's Department of Speech, Communication, and Theatre. After earning a Master of Fine Arts and a Ph.D. in Theatre she returned to Austin Peay where she served as a Theatre faculty member for 25 years of teaching. Dr. Gotcher was the spouse of Dr. Mike Gotcher who was a faculty member of the Communications Department at Austin Peay.

Remarks:

1. Senate President Perry Scanlan (5 minutes)
Senate President Scanlan thanked everyone for attending the faculty senate meeting. He said that he can see that everyone is enjoying the beautiful weather as we are starting to move into Spring in Tennessee. He encouraged everyone to take the opportunity to spend some time outside with students, to inspire students to use the outdoor green spaces to study, toss a frisbee, or even just enjoy a cup of coffee in the warm weather. Senate President Scanlan reminded us that our Strategic Plan is all about our experiences so it is his hope that faculty use this as an opportunity to make the campus environment bright and inviting. He also said that he has a dream that our campus will be active, fun, and the place to be in downtown Clarksville. He acknowledges that faculty work extremely hard and he wants to lend his support to the idea that faculty should take time to communicate with colleagues and students outside of our office. This is in fact still work even if it feels like a break; work can be fun. He ended by saying we are all working to create the

environment we want APSU to be and making our academic home welcoming to each other and to our students.

2. University President, Dr. Mike Licari (7 minutes)

President Licari reported that the Tennessee state budget process has begun. He said the governor's budget proposal deviated from the recommendations that THEC had shared, such as the increase in operating funds and maintenance. The good news is that the Health Professionals building supplemental funding was in the budget. President Licari said he met with the building designer in Nashville for the State Building Commission Hearing, and is happy to report that they approved the current design without any questions. He returned to Nashville for the Senate Finance Capital Outlay Hearing on February 14th, and said that he and MTSU's President Sidney McPhee were there because of the supplemental funding issues with buildings. The buildings will be funded. President Licari said he was back in Nashville at the Finance, Ways, and Means Committee meeting; however, he did not get to speak. The LGIs must put one president forward to speak on everyone's behalf. After the LGIs presented their concerns to the Committee, there was feedback in support of the LGIs. There may be a chance to recover some of the lost funding between what THEC has proposed versus what Governor Lee has proposed. President Licari said this coming week he will have one last public attempt to get funding when he speaks at the Tennessee Senate Education Budget Hearing. Additionally, he said he is talking to people like Kris Phillips about planning for the ground-breaking ceremony to celebrate the new Health Professionals Building.

Questions: None

3. University Provost, Dr. Maria Cronley (7 minutes)

Enrollment: Provost Cronley reported that admissions personnel are reviewing things that show early indicators that may help us with yielding students. There are indicators that the FASFA completion rate is way up over last year in our application pool. Additionally, 250 students have signed up for the March Preview Day, which is 100 more students than we normally see for a March Preview Day. The number of admitted students is down by 10% compared to this time last year. Provost Cronley said we are yielding really well credentialed students who are keeping their GPAs high. She said we are actively working to provide students opportunities. For example, we are offering the New Experience Grant, GOVS Guarantee Scholarships, Legacy Scholarships, Transfer Scholarships, and Achievement Scholarships. Admissions and key senior leaders will be going on a roadshow in March. They plan to visit schools with students who have applied and been admitted to APSU to try to yield them.

Watermark: Provost Cronley was asked by Kyle Christmas to thank the faculty for populating *Watermark* with the required information. He and the Academic Affairs Office are very appreciative of your work. The first-year faculty review and the annual faculty evaluations are going smoothly. Provost Cronley reminded us that next year all of the RTP processes will be in *Watermark*.

University College Proposal: The University College proposal is really more an administrative restructure than an academic restructure. President Licari has accepted the final draft and has given his approval. The next step is for the APSU Board of Trustees to

approve it in March and then it will go forward as a proposal to THEC. The timeline is unpredictable at THEC but hopefully we can establish the college in the fall. The internal dean's position will be conducted before the end of the spring term.

Questions: None

4. Reports from University Committees

- a. University Curriculum Committee (UCC) Report, UCC Representative Kristen Butler (5 minutes) – Dr. Butler reported on two information items: the proposed University College and one proposed (first read) Chemistry class. Dr. Butler also said there were numerous course approvals that are all listed in her report [See [Appendix A](#)]. The UCC worked hard to make course decisions in time for summer 2023. Additionally, the APSU Bulletin will be updated to reflect these changes.
- b. Provost Council Report, Provost Council Representative Alex King (5 minutes) – Dr. King reported that the Provost's Council reviewed the 14 policies that had already come through Faculty Senate with our recommendations [See [Appendix B](#)]. There were questions about Policy 2:053 Annual Faculty Evaluation Review (AFER). The policy was passed after the following two items were discussed:
 - The word “will” was replaced with the words “may” and “should.” Even if a faculty member refuses to sign their AFER, it will still move forward.
 - The concern about uncomfortable one-on-one AFER meetings already has an HR process in place.

It was decided to move Student Persistence and ROTC out of the proposed University College. Student Persistence will stay with the Office of the Registrar and ROTC will remain in the CoBHS.

- c. Budget Advisory Task Force Report, Faculty Senate Treasurer James Thompson (5 minutes) – Dr. Thompson reported that the Committee met on January 30th with President Licari presenting his charge and informing them about the budget for 2024. The President asked the BATF to assist in providing transparency in the budget process and to help set the expectations for the campus community. The three priorities set by the President were:
 - marketing the University
 - recruitment and retention
 - funding portions of the Strategic Plan

Dr. Thompson said the budget calendar is available on the Budget and Finance website. Non-mandatory student fees were proposed. The existing fee is currently \$75, but the proposed fee is a one-time \$100 fee. The BATF made a comment that in the future this fee should be increased in smaller increments over a period of years instead of a \$25 increase at one time.

5. Diversity Equity and Inclusion Highlights (10 minutes)

Yana Barnes, Director of the Latino Community Resource Center, let us know about the Center's March activities to celebrate Women's History Month. She also mentioned that The Adult, Nontraditional, and Transfer Student Center and the Latino Community Resource Center are partnering for some of the celebrations. *Ready! Set! Trivia!* is scheduled for March 1st. This is a game of Kahoot to test your knowledge about Latinas from the past and present. Prizes will be awarded to the winners. There are fifteen events scheduled in March. The goal of the month is to empower women. The main event to kick off the celebration is on March 14th beginning at 5:30 pm [See Appendix C]. Ms. Barnes invited everyone to participate in some of the events.

Old Business:

1. Faculty White Committee (Lisa Barron, Isaac Aklamanu, Tim Self, McLean Fahnestock, and Christina Chester-Fangman) Report (Information Item – 10 minutes) - Dr. Barron reported on the findings of the Committee's charge to answer the following questions about the need for fully ranked faculty review as part of the Enhanced Peer Review policy:
 - What would prompt a review and what kind of review?
 - What process does SACSCOC require for annual review of Area I?
 - Is the Annual Faculty Evaluation Review sufficient for fully ranked faculty?

The Committee reported that it was not clear that the enhanced peer review policy would be appropriate because of the small number of professors in many departments. Additionally, Policy 2:053 already includes an improvement plan. Dr. Barron also reported that SACSCOC is inclusive of all faculty and does not refer to specific ranks therefore, the Committee believes that the AFER is sufficient at this time.

Faculty White's Report [See Appendix D].

2. Faculty Red Committee (Harry Young, Terri Crutcher, Kakali Chakrabarti, Brandon Di Paolo Harrison, and Jennifer Snyder) Report (Information Item – 10 minutes) - Dr. Brandon Di Paolo Harrison reported on behalf of the Faculty Red Committee. They assessed the faculty salaries for diversity, equity, and inclusion (DEI) issues and overall faculty salary inversion. Dr. Di Paolo Harrison reported that the Committee worked with APSU's Human Resources Office to gather the data for the analysis. He defined "salary compression" to the Senate to mean when junior faculty salaries come within a close range of senior faculty salaries. Additionally, he defined "inversion" to mean when individuals make more (a higher percentage) than other individuals within the same rank compared to the College and University Professional Association (CUPA) median. The Committee used a threshold of \$1,000 to identify actual instances of inversion, and then looked at this by department across the University. They discovered forty (40) instances of compression and twelve (12) instances of inversion. The Committee did not see a systemic issue with compression or inversion; however, the system is not working as optimally as it could. They did find problems in how the University collects and stores its data which makes it difficult to see if minorities or protected classes have a disadvantage in the compensation model. The Committee recommended that the University put better data collection and analysis protocols in place which would also benefit federal reporting requirements, as well as grants and other funding opportunities. They would also like to

see an option for faculty to be able to request a review of their salary to see if they are experiencing a compression or inversion issue and then have an official appeal process if needed. Finally, the Committee recommends an annual report for transparency. [[See Appendix E](#)]

Questions:

Q: Is there a process in place for faculty inversion?

A: No. There is no formal process in place at this time. A faculty member could go to their chair and dean to have that conversation.

New Business:

1. Removal of January Cycle for First-year Faculty Retention (Action Item - 10 minutes)
Senate President Scanlan presented the new business of removing the first January cycle review that sets up the faculty member to be retained for the second year. He said this is the one-off cycle that happens to new faculty. It has been noted by deans, chairs, and faculty that the new faculty members do not have enough time during this short five-month period to achieve major accomplishments to deserve retention. Many of them are still becoming familiar with our campus. This would streamline the calendar and faculty would have one less review process. Senate President Scanlan said it is a good decision to remove the January review.

Motion to accept the proposal to remove the January cycle for first year faculty retention for discussion made, seconded, and passed

Questions:

Comment: Going through this process during this short cycle was beneficial to me so I could learn how to create the e-dossier and figure out what I need to include and where it goes.

Q: What if you do not meet the expectations at the third year? I have concerns on waiting for the third year to see if I am meeting the department's expectations. If you don't do well, you don't have an opportunity to improve.

A: Just to clarify, the faculty member is being reviewed at the beginning of the second year to be retained for the third year. If you begin in August 2023, you would not have a review in January 2024, you would have the review in August 2024 asking to be retained for a third year.

Comment: I know of no other profession where an employee is evaluated on their performance, and it's decided whether they're retained or not, based on their first three months.

Comment: You will still complete your Annual Faculty Evaluation. You will now have the first year essentially to work on your accomplishments because the e-dossier will be due in August.

Comment: I have been through this process recently and for me, it does not feel like it is low stakes. There is so much emphasis in getting the first one done and we learn this in our orientation period.

Motion to extend time 5 minutes made, seconded, and passed to allow for additional questions and comments

Comment: Nothing keeps you from meeting with the chair to have an informal review process. If faculty are really concerned about their time, they should be able to go to their

mentor who is assigned by the chair and ask for a review or feedback on their progress. A formal review requires specific actions according to policy with specific committees and appointed personnel. An informal process can be done at any time. Policy wise, we need to decide on keeping this or not.

Comment: In this process, you have a cushion if you are not retained. If you are not retained, you have a full year at the University.

Comment: Faculty would not know what they are doing well and what they need to improve on if we have to wait until the third-year review. By then it may be too late.

Comment: By the time you have your first review, asking to be retained for a third year, you will have gone through two Annual Faculty Evaluation cycles in your department. You would get feedback from this evaluation.

Motion to extend time 5 minutes made, seconded, and passed to allow for additional questions and comments

Comment: I agree that the AFE will provide the faculty member with feedback on their progress so they can know what they are doing well and what needs to be improved.

Watermark will be used by all faculty. We are still getting used to it, but it will be a helpful tool. I would rather have faculty spend time working on their courses, teaching, and starting their research initiatives. This will give them more time to focus on these rather than preparing an e-dossier for an evaluation.

Motion to extend time 5 minutes made, seconded, and passed to allow for additional questions and comments

Comment: Faculty have a lot of stress while they are going through the RTP process. We may lose people in this process and it can be very worrisome for them. They need to figure out what Austin Peay is in the beginning and have to focus on their RTP within the first five months.

Motion to vote on the proposal to remove the January cycle for first-year faculty retention made, seconded, and passed – Results: 30 Yea to 4 Nay

2. Constitutional Amendments to Faculty Senate Constitution, Dr. Soma Banerjee (Information Item- 5 minutes) Vice President/President Elect Banerjee thanked the Rules Committee (Wes Atkinson, Benita Bruster, Kathy Lee Heuston, and Robin Reed) for their time and service. He said the last time the document was reviewed was in 2019. The Committee aligned the language to coincide with Faculty Senate practices. See changes below:

Article I, Section II: The University faculty for purposes of this document shall consist of all full and part-time university employees holding the rank of instructor, adjunct, assistant professor, associate professor, or professor ~~In order to meet this definition of University faculty, at least fifty percent of the individual's appointment must be in any combination of the following areas: teaching, scholarly research, library service, or academic departmental administration~~ in alignment with APSU policy for the definition of faculty.

Article II, Section I: Elected Members.

Term of Office: The term of office for an elected member of the Faculty Senate shall be three (3) years. If a senator is elected Vice President/President Elect in their third year, they shall serve a fourth year as President.

Section III: Officers of the Faculty Senate

The officers of the Faculty Senate shall be the following:

2: Vice President/President Elect of the Faculty Senate. The Vice President/President Elect of the Faculty Senate shall be the presiding officer of the Faculty Senate in the absence of the President.

The Executive Committee of the Faculty Senate. The Executive Committee of the Faculty Senate shall be ~~composed~~ comprised of the President, Vice President/President Elect, the Secretary of the Faculty Senate, a Faculty Senate Representative on the ~~Deans/Provost's~~ Council, a Faculty Senate Representative on the Curriculum Committee, ~~and one~~ Executive Committee person selected by the Faculty Senate [Member-at-Large], and Treasurer. In addition, the immediate Past-President of the Faculty Senate, Board of Trustees Faculty Member, and Parliamentarian, provided such persons currently serves as ~~a~~ a faculty members at Austin Peay State University, will be ~~a member~~ nonvoting ex-officio ~~members; with voice but no vote~~ on the Executive Committee. The responsibilities of the Executive Committee shall be as follows:

Article III

Meetings of the Faculty Senate

~~Senate~~ Faculty Senate meetings shall be held at a regular time each month as determined by the Faculty Senate. Additional meetings may be called by the President of the Faculty Senate, by a majority of the entire Executive Committee, or by a majority of the Faculty Senate. The Faculty Senate may convene the University faculty at its discretion.

Article IV

Amendment

1: Initiation of amendments shall be made by the University Faculty upon petition of twenty (20) percent of the full-time University Faculty; or by the Executive committee; or by the Faculty Senate.

4: Ratification of amendments shall be sufficient upon approval by a majority of the entire full-time University faculty.

Article V

Ratification

The Faculty Senate constitution shall become effective upon a vote of two-thirds of the full-time University faculty. If this Constitution is ratified on or before September 15, 1975, the first elections shall be held beginning October 7, 1975.

The Executive Committee of the Faculty Council shall have responsibility to conduct the first elections for the Faculty Senate. [See Appendix F]

Questions: None

According to the Faculty Senate Constitution, we must introduce these changes at a regular meeting and then vote on them at the following meeting. Today, the proposed changes were made and next month we will vote on them. If the changes are passed by the Faculty Senate, the full faculty will then need to vote.

3. Student Academic Success Initiative (SASI), Dr. Tasha Ruffin (Information Item –5 min)
The SASI micro grants encourage student and faculty engagement. Last year there were 49 proposals submitted totaling \$147,116. The SASI Committee awarded faculty \$55,100 to fund the approved proposals. The SASI application will be open until April 14th and can be accessed on the Faculty Senate website. The SASI Committee encourages you to submit proposals that foster the faculty and student relationship outside of the classroom. Let the students know we are actually humans and real people. Currently, the SASI Committee has received just a handful of proposals. The proposals can be individual or collaborations with other departments.

Questions:

Q: Are we still looking into accessing the unspent funds? Will you have a second round for us to apply for the remaining funds?

A: It is difficult to reassign the funds. There are important things that the university does with this leftover money. It will go back to the University.

4. Staff Senate Award Nominations, Dr. Ibukun Amusan (Information Item – 5 minutes) –
An email will be coming soon to seek nominations for the Staff Service Award. The nominee must have the following to qualify for the award:
- two years minimum service to the academic unit;
 - places the good of the academic unit ahead of the individual;
 - assists energetically in achieving the goals and objectives of the academic unit;
 - demonstrates initiative in anticipating deadlines;
 - is proactive in support of academic unit activities;
 - exceeds expected performance in their respective position; and
 - is courteous in demeanor, and consistently strives to enhance the public image of the university.
5. 2023-2024 Faculty Senate Elections, Dr. Soma Banerjee (Information Item – 5 minutes)
The Rules Committee looked at the vacancies in every college. The Bylaws and Constitution state that there has to be one (1) faculty senator for every seven (7) faculty members in each college. Vacancies for the Spring election are:
- CoAL: 6
 - CoBHS: 5
 - CoB: 1
 - CoE: 1
 - Library: 0
 - CoSTEM: 8

- Adjunct: 1

The Call for Nominations will be accepted from February 27th until March 3rd, and the election will take place the week of March 13th – 17th.

Adjourn: 4:09 pm

University Curriculum Committee Report (February 13, 2023)

Faculty Senate Meeting – February 23, 2023

Information Items:

- **University College**

- While “university colleges” come in many forms across the academy, for purposes of this proposal, the APSU University College would be an interdisciplinary, collaborative academic unit that delivers curriculum and administers student-centered programs and support services designed to foster student development, success, persistence to timely graduation, high impact practices, and successful transition into a career. It would assist students as they transition into college, help them understand degree options, find academic support, and connect student majors with career and life goals. The University College would support all undergraduate student populations at APSU.
- This proposed reorganization consolidates some functional operations currently under the areas of Student Achievement and Academic Strategic Initiatives within Academic Affairs, resulting in a largely resource-neutral reorganization. The University College will be overseen by an academic dean. The dean position and supporting personnel will be created through consolidation of other functional responsibilities within Academic Affairs, therefore, no net-new executive level positions will be required.
- *Notes:*
 - Posted on Academic Affairs website
 - Presented to Faculty Senate by Dr. Cronley at January 2023 Meeting
 - Provost Council Approved

- **Gen. Ed./Core Items:**

Dept./Rep	Action	Description	Comments
Chemistry - Kakali Chakrabarti	General Education Core Additions	CHEM 1050/1051 – Chemistry for Everyone <ul style="list-style-type: none"> • A course designed for non-science majors. Topics may include chemistry in social media, kitchen chemistry, forensic science, medicines, poisons, environmental chemistry, nutrition, debunking, pseudoscience and current hot topics in chemistry. 	First Read. Opened to UCC for discussion at February 2023 meeting. Natural Sciences core class. Voting on item March 2023 UCC meeting.

Consent Agenda Items

All items were approved by the University Curriculum Committee. All items require final approval by the Provost/SVP Academic Affairs.

Action	Description	Implementation Date
Course Title Updates	<ul style="list-style-type: none"> • MATH 5140 – Financial Derivatives <ul style="list-style-type: none"> ○ Updating the course title from Financial Derivatives and Investment Markets to Financial Derivatives. • MATH 5280 – Advanced Long Term Actuarial Mathematics 	Summer 2023

	<ul style="list-style-type: none"> ○ Updating the course title from Actuarial Mathematics II: Long term Actuarial Mathematics to Advanced Long Term Actuarial Mathematics 	
	<ul style="list-style-type: none"> ● LDSP 5120 – Leadership Development <ul style="list-style-type: none"> ○ Updating the course title from Leadership Development Strategies for Organizations to Leadership Development. ● LDSP 5300 – Survey of Leadership <ul style="list-style-type: none"> ○ Updating the course title from Survey of Best Practices in Leadership to Survey of Leadership. ● PSYC 5501 – Professional Development in I-O Psychology <ul style="list-style-type: none"> ○ Updating the course title from Orientation to Industrial/Organizational Psychology to Professional Development in I-O Psychology. 	Fall 2023
Course Description Update	<ul style="list-style-type: none"> ● MATH 5140 – Financial Derivatives <ul style="list-style-type: none"> ○ Old Description: This course covers introductory financial derivatives, general properties of options, the binomial option pricing model, the Black-Scholes option pricing model, option Greeks, risk management, mean-variance portfolio theory, asset pricing models, market efficiency, behavioral finance, investment risk, project analysis, and capital structure. This course prepares students for actuarial exam 3F/IFM interest rate derivatives. ○ New Description: This course covers introductory financial derivatives, general properties of options, the binomial option pricing model, the Black-Scholes option pricing model, option Greeks, risk management, and interest rate derivatives. ● MATH 5180 – Advanced Short Term Actuarial Mathematics <ul style="list-style-type: none"> ○ Old Description: Prepares students for Short Term Actuarial Mathematics exam: Topics include Severity models, Frequency models, Aggregate models, Coverage modification, Risk measures, Construction and selection of parametric models, Credibility, Insurance and reinsurance coverage, Pricing and reserving short term insurance coverage. ○ New Description: This course covers severity models, aggregate models, coverage modifications, construction and selection of parametric models, credibility, and reserving and pricing for short-term insurance coverages. It prepares students for Advanced Short Term Actuarial Mathematics (ASTAM) exam. ● MATH 5220 – Computational Methods in Finance <ul style="list-style-type: none"> ○ Old Description: This course covers comprehensively Monte-Carlo simulations for application in finance. Topics include generation of pseudo- and quasi-random numbers, trees, variance reduction techniques and finite differences. ○ New Description: This course covers comprehensively Monte-Carlo simulations for application in finance. Topics include generation of pseudo- and quasi-random 	Summer 2023

	<p>numbers, trees, variance reduction techniques and finite differences. Appropriate statistical software (such as R or Python or Mathematica) used throughout.</p> <ul style="list-style-type: none"> • MATH 5280 – Advanced Long Term Actuarial Mathematics <ul style="list-style-type: none"> ○ Old Description: Prepares students for Long Term Actuarial Mathematics exam. Topics include Long-term insurance coverages, Survival models and their estimation, Present value random variables, Premium calculation, Reserves and Pension plans, Retirement benefits. ○ New Description: This course covers survival models for multiple state contingent cashflows, premium and policy valuation for long-term state-dependent coverages, joint life insurance and annuities, profit analysis, pension plans and retirement benefits, universal life insurance, and embedded options in life insurance and annuity products. It prepares students for Advanced Long Term Actuarial Mathematics (ALTAM) exam. • MATH 5321 – Symbolic Computation <ul style="list-style-type: none"> ○ Old Description: This course exposes students to computer algebra systems (CAS) and other software packages. Students will learn to use these programs which will enhance their understanding in several courses in Mathematics, Statistics, Sciences and Engineering. ○ New Description: This course exposes students to computer algebra systems and other software packages. Students will learn to use these programs which will enhance their understanding in several courses in Mathematics, Statistics, Sciences and Engineering. Appropriate statistical software (such as R or Python or Mathematica) used throughout. 	
	<ul style="list-style-type: none"> • ENGL 1020 – English Composition II <ul style="list-style-type: none"> ○ Old Description: Development of the students' writing skills through a process of thinking, researching. Planning, writing, reviewing, revising, and editing expository essays. ○ New Description: Building on the skills learned in ENGL 1010, this composition course develops students' critical thinking skills by introducing them to a variety of texts- popular, scholarly, and literary- and emphasizing critical analysis, academic research, and argumentation. • LDSP 5120 – Leadership Development <ul style="list-style-type: none"> ○ Old Description: Looking at theory, research, and practice, this course focuses on the process and structure of developing others as leaders. Topics include learning theory, models of training and development, mentorship, and the structuring experiences for leadership development. ○ New Description: This course will provide participants with knowledge regarding effective strategies for leadership development for others and themselves. The course combines theory and research to provide practical examples 	Fall 2023

for creative mentorship strategies and structuring experiences for leadership development.

- LDSP 5300 – Survey of Leadership
 - Old Description: This course examines theory, research, and practice to equip current and future leaders. Concepts covered include power and influence, decision making, leading teams, cross-cultural issues, and the leader/follower dynamic.
 - New Description: This course examines, theory, research, and practice to equip current and future leaders. Concepts covered include leadership behaviors and styles, decision-making, leading teams, ethical leadership, leadership initiatives for achieving cultural diversity, equity, and inclusion, and the leader/follower dynamic.
- LDSP 5330 – Research Methods
 - Old Description: The study and application of research methods appropriate to professional students. NOTE: This course is equivalent to PTMA 5300 and PRST 5300. A student cannot take both courses to complete requirements for the degree.
 - New Description: This course explores practical research methods leaders use in organizations to inform decision-making. Students will cultivate literacy by learning about proper research designs and how to interpret and apply results.
- MUS 5265 – Functional Techniques for Classroom Instruments
 - Old Description: This course provides an overview to the pedagogy and performance practice of recorders, Orff instruments (percussion and barred instruments), and guitar. This course is designed for students seeking careers in music education and for students majoring in elementary education who are interested in music.
 - New Description: The course provides an overview to the pedagogy and performance practice of recorders, Orff instruments (percussion and barred instruments), ukulele, and guitar. This course is designed for students seeking careers in music education or music therapy and for students majoring in elementary education who are interested in music.
- PSYC 5580 – Personnel Psychology
 - Old Description: The course addresses the major areas within the field of personnel or industrial psychology including job analysis, job evaluation, recruitment, models of job performance, personnel selection, training and development, and performance appraisal.
 - New Description: The course addresses major areas within the field of personnel (industrial) psychology, including staffing models and strategy, legal compliance and ethics, job/work analysis, recruitment, selection, assessment, and retention, as well as measurement, validation, and decision making in personnel staffing. The

	course also introduces concepts of job rewards and performance appraisal.	
Course Prerequisite Updates	<ul style="list-style-type: none"> • MATH 5180 – Advanced Short Term Actuarial Mathematics <ul style="list-style-type: none"> ○ Removing the MATH/STAT 4240/5240 (Introduction to Probability/Probability) or Calculus-based probability at the level of MATH/STAT 4240/5240 (Introduction to Probability/Probability) or admission to the MS or PSM in Computer Science and Quantitative Methods prerequisite. ○ Adding MATH 5170 (Finite Math) to the prerequisite. • MATH 5280 – Advanced Long Term Actuarial Mathematics <ul style="list-style-type: none"> ○ Removing the MATH/STAT 4240/5240 (Introduction to Probability/Probability) or Calculus-based probability at the level of MATH/STAT 4240/5240 (Introduction to Probability/Probability) or admission to the MS or PSM in Computer Science and Quantitative Methods prerequisite. ○ Adding MATH 5170 (Finite Math) to the prerequisite. • MATH 5940 – Research in Mathematics <ul style="list-style-type: none"> ○ Removing the Graduate Milestone II prerequisite as it is no longer tracked. 	Summer 2023
	<ul style="list-style-type: none"> • ART 3410 – Animation II <ul style="list-style-type: none"> ○ Removing ART 2420 (Digital 3D) as a prerequisite. • ART 3460 – Visual Effects II <ul style="list-style-type: none"> ○ Removing Art 2420 (Digital 3D) as a prerequisite. • ART 4410 – Animation III <ul style="list-style-type: none"> ○ Removing ART 3420 (Visual Effects) as a prerequisite. • MUS 5265 – Functional Techniques for Classroom Instruments <ul style="list-style-type: none"> ○ Removing the Permission by the Department prerequisite. 	Fall 2023
Course Co-Requisite Updates	<ul style="list-style-type: none"> • SPED 4340 – Effective Inclusion <ul style="list-style-type: none"> ○ Removing the co-requisites of RDG 4010 (Teaching the Language Arts: K-6) and RDG 4020 (Teaching Reading in the Primary Grades) as they are not required for all programs. 	Fall 2023
Dual-Listing Updates	<ul style="list-style-type: none"> • MATH 5310 – Machine Learning <ul style="list-style-type: none"> ○ Moving MATH 4310 (Machine Learning I) from a cross-listing to a dual-listing. • STAT 5310 – Machine Learning <ul style="list-style-type: none"> ○ Moving MATH 4310 (Machine Learning I) from a cross-listing to a dual-listing. 	Summer 2023
Course Credit Hour Changes	<ul style="list-style-type: none"> • NURS 3080 – Lifespan Pharmacology <ul style="list-style-type: none"> ○ Increase credit hours from 3SCH to 4SCH. • PSYC 5501 – Professional Development in I-O Psychology <ul style="list-style-type: none"> ○ Increase credit hours from 1SCH to 3SCH. 	Fall 2023
Course Deletions	<ul style="list-style-type: none"> • DANC 4700 – Analysis and Criticism of Dance <ul style="list-style-type: none"> ○ This course has not been taught in the past 6 years. The content of this course is now covered in other courses throughout the curriculum. • DANC 4950 – Choreography Practicum 	Fall 2023

	<ul style="list-style-type: none"> ○ The material in this course is covered in several other classes throughout the curriculum. It is currently only offered as an elective. ● HOSP 2010 – Intro to Hospitality and Tourism <ul style="list-style-type: none"> ○ This course was originally planned for the hospitality program when it was in the Leadership department. Since moving to the College of Business, this course is not needed as HOSP 3010 (Principles of Hospitality and Tourism Management) has taken its place. ● THEA 3300 – Classical Text and Performance <ul style="list-style-type: none"> ○ This course topic is going to be combined in rotation with THEA 4350 (Acting Workshop), in order to help with course enrollment. 	
Minor Description Updates	<ul style="list-style-type: none"> ● Agriculture Minor <ul style="list-style-type: none"> ○ Adding a minor description so students are able to clearly understand the minor and what they would learn if declared. ● Art History Minor <ul style="list-style-type: none"> ○ Adding a minor description so students are able to clearly understand the minor and what they would learn if declared. ● Classical Language Minor <ul style="list-style-type: none"> ○ Adding a minor description so students are able to clearly understand the minor and what they would learn if declared. ● Graphic Design Minor <ul style="list-style-type: none"> ○ Adding a minor description so students are able to clearly understand the minor and what they would learn if declared. ● Photography Minor <ul style="list-style-type: none"> ○ Adding a minor description so students are able to clearly understand the minor and what they would learn if declared. ● Professional Writing Minor <ul style="list-style-type: none"> ○ Adding a minor description so students are able to clearly understand the minor and what they would learn if declared. ● Studio Art Minor <ul style="list-style-type: none"> ○ Adding a minor description so students are able to clearly understand the minor and what they would learn if declared. 	Fall 2023

Action Agenda Items

Gen. Ed./Core Items: None

All items were approved by the University Curriculum Committee. Department representatives provided context, with committee members and representative discussing items as needed for clarification. Final approval required by the Provost/SVP Academic Affairs.

Dept./Rep.	Action	Description	Implementation Date
College of Arts and Letters			
Dept of Communication – Rob Baron	Graduate New Course	COMM 5260 – Survey of Mass Media <ul style="list-style-type: none"> This course is an overview of the history, social role, function, and organization of mass media in American society. The class provides a look at the origins and current structure of print, film, broadcast, and digital media as it relates to our politics, entertainment, business, and economic existence in the Age of Information. The course examines the ongoing relationship between media and American culture in our daily lives. 	Summer 2023
	Graduate New Certificate	Communication Instruction <ul style="list-style-type: none"> This certificate prepares individuals to education students in Communication courses at Tennessee Community Colleges and other venues. This certificate is specifically 18SCH to meet the accreditation requirements for instruction at a college level. 	Summer 2023
	Undergraduate Program Modification	Journalism Concentration in BA/BS Communication Media <ul style="list-style-type: none"> Alter the lower division courses by adding an “or” option between COMM 2920 (Photojournalism) and COMM 2930 (Media Imaging). Alter the upper division courses by taking away COMM 3400 (Mass Communication Research Methods) and replacing it with COMM 3100 (Digital Publishing) Alter the upper division courses by adding an “or” option between COMM 3420 (Principles of Social Media) and COMM 3770 (Social Media Tactics). Removing the minor requirement. 	Fall 2023
		Social Media Minor <ul style="list-style-type: none"> The Social Media Minor provides students in any major the foundation and knowledge to develop professional social 	Fall 2023

		media skills. This minor is designed to prepare students for a variety of career opportunities in social media utilizing the strategies and content knowledge gained through the completion of courses offered in the minor.	
		Weather Broadcasting Minor ○ Terminating the minor as it is low producing.	Fall 2023
Dept of History & Philosophy – Dr. Rocheleau	Undergraduate Program Modification	Ethics, Law, and Political Theory Concentration in BA/BS Philosophy and Religion ○ Removing the PHIL 2200 (Religion and the World) option from the Introductory courses for Philosophy and Religion	Fall 2023
		Philosophical Studies Concentration in BA/BS Philosophy and Religion ○ Removing the PHIL 2200 (Religion and the World) option from the Introductory courses for Philosophy and Religion	Fall 2023
		Religious Studies Concentration in BA/BS Philosophy and Religion ○ Allowing only PHIL 2200 (Religion and the World) to count as the required Introductory course.	Fall 2023
Dept of Languages & Literature – Dr. Di Paulo Harrison	Undergraduate Program Modification	Classical Civilization Minor ○ Adding PHIL 3110 (Medieval Philosophy) to the list of acceptable electives.	Fall 2023
		Creative Writing and Publishing Minor ○ Reducing the current number of electives in the listed to three from five. ○ Adding two areas of electives to the minor. One area is to complete one course in professional writing/publishing and the other is one course in media/marketing. ○ 18 hours will remain required. ○ Updating the minor description for clarity.	Fall 2023
		English Writing Minor ○ Terminating the English Writing minor as it is low producing.	Fall 2023
Dept of Theatre & Dance – Dale Pickard	Program Update	Design Concentration in BA Theatre ○ Terminating the Design Concentration as it is being combined with Acting into a	Fall 2023

		more generalized concentration of Theatre.	
College of Behavioral and Health Sciences			
Dept of Criminal Justice – Erin Carlin	Undergraduate New Course	NSS 2400 – Global vs. Regional Power Conflicts ○ This course explores historical and modern-day conflicts related to power competition at both the global and regional levels. Some attention will be given to theoretical concepts on power transition, alliances, hegemony, and the “steps to war”.	Fall 2023
		NSS 3500 – Current and Emerging Threats to US Security ○ Examination of U.S. security challenges in the president’s current National Security Strategy Emerging national and global threats will also be explored with content updated as they surface. Discussion of emerging threats may reflect the instructor’s expertise and include topics like armed conflicts, terrorism, cyberattacks, emerging technologies, global health, etc.	Fall 2023
Dept of Health & Human Performance – Tim Leszczak & Kelly Leinhansk	Graduate New Course	HHP 5360 – Sport and Wellness Entrepreneurship ○ Sport and Wellness Entrepreneurship, walks you through the business-based side of fitness while teaching you the valuable skills you’ll need to start, build, and grow your own business.	Fall 2023
	Undergraduate New Course	CSDI 3080 – Sign Language for Speech-Language and Hearing Sciences ○ Introductory course for speech-language pathology and audiology students who require basic comprehension and expressive skills in American Sign Language, including vocabulary, grammar, and finger spelling to support service delivery with the deaf.	Spring 2024
	Graduate Program Modification	Performance Enhancement and Coaching Concentration in MS HHP ○ Removing HHP 5750 (Applied Nutrition for Education) from the program. ○ Adding HHP 5360 (Fitness Entrepreneurship) to the program.	Fall 2023
		Healthcare Administration, MHA ○ Updating the admission requirements.	Fall 2023

		Public Health, MPH ○ Updating the admission requirements.	Fall 2023
	Undergraduate Program Modification	Communication Sciences and Disorders Concentration in BS Health and Human Performance ○ Increasing the major credit hour requirement from 45SCH to 48SCH. ○ Updating the CSDI 4025 (Clinical Experience) to a 3SCH course required in the concentration. ○ Removing CSDI 4010 (Evidence-Based Practice in Communication Sciences and Disorders) as a requirement and moving it to an elective option. ○ Add CSDI 3080 (Sign Language for Speech-Language and Hearing Sciences) as a required course.	Fall 2023
Dept of Leadership – Bill Rayburn	Graduate Program Modification	Grant Writing Certificate ○ Reducing the number of required hours from 12SCH to 9SCH. This will be completed by reducing the number of electives required. ○ Updating the certificate elective options by removing LDSP 5105 (Project Planning and Scheduling), LDSP 5350 (Diversity in the Workplace), LDSP 5210 (Globalization), and LDSP 5050 (Professional Issues and Ethics) adding LDSP 5110 (Organizational Innovation) and LDSP 5998 (Professional Project). The additions are courses on record for the LDSP program currently.	Fall 2023
Dept of Psychological Science & Counseling – Dr. Adriane Sanders & Dr. Nicole Knickmeyer	Graduate New Courses	PSYC 5502 – Measurement and Statistics in Applied Psychology ○ An introduction to advanced behavioral statistics and applied measurement theory in applied psychology. Topics include descriptive statistics and normalcy, parametric and nonparametric inferential statistics, reliability and validity assessment, multivariate statistical techniques, and fundamentals of psychometric analysis and measurement.	Fall 2023
		PSYC 5503 – Research Methodology in Applied Psychology ○ An introduction to research design in Applied Psychology. Topics include the design and implementation of	Fall 2023

		experimental and non-experimental methodologies, use of qualitative and quantitative methods, scientific writing, item writing and survey creation, bias, and ethical research.	
		PSYC 5988 – Comprehensive Exam ○ Instruction in the preparation for and completion of the MSIO Comprehensive Exam. MSIO students will generally enroll in this course during the semester they seek to graduate (exceptions to course timing must be approved by the student’s advisor and/or program coordinator). Students must receive a grade of (P)ass to fulfill the milestone requirement of the comprehensive exam path in the MSIO program.	Fall 2023
		PSYC 5989 – Pre-Thesis ○ Instruction in the process, planning, and preliminary stages of the Thesis. MSIO students will enroll in this course one semester prior to registering for their first semester of thesis hours (exceptions to course timing must be approved by the student’s advisor and/or program coordinator).	Fall 2023
		PSYC 6045 – Consulting in Organizational Psychology ○ Course introduces foundations of consulting psychology, and emphasizes APA code of ethics, legal, and professional standards for practice. Reinforcing foundational and functional competencies in organization development, topics include process of planned change management, strategy, diagnosis, planning, implementing and evaluating interventions at all levels of analysis within an organization, and sustainability.	Fall 2023
	Graduate Program Modification	Industrial Organizational Psychology, MSIO ○ PSYC 5501 (Orientation to I-O Psychology) increasing from 1SCH to 3SCH. ○ Removing PSYC 5520 (Personnel Selection and Assessment) as incoming students will now completed PSYC 5580 (Personnel Psychology) which has been revised and updated.	Fall 2023

		<ul style="list-style-type: none"> ○ Creating PSYCH 6045 (Consulting in Organizational Psychology) and adding it to the elective options. ○ Creating PSYC 5988 (Comprehensive Exam) which will be taken by those pursuing Comprehensive Exam track. ○ Creating PSYC 5989 (Pre-Thesis) which will be taken by those completing the Thesis track. 	
	Undergraduate Program Modification	Psychological Science, BS <ul style="list-style-type: none"> ○ Adding PSYC 4025 (Wrongful Convictions) to the Major Guided Electives 	Fall 2023
Dept of Sociology – Dr. Butterfield	Undergraduate New Courses	SOC 2550 – Foundations of Community Development <ul style="list-style-type: none"> ○ Community development refers to the broad set of skills and institutions that local communities utilize in an effort to improve the quality of life for all residents. We consider the history of community development as a contested response to situated social problems. This course examines the history of housing, economic trends, and social policies that have affected marginalized communities across the US, and the various ways through organizing and capacity building, that community development professionals and activists have sought to improve these conditions. We consider how power works, with particular attention to race, class and gender and other axes of difference, and question how power sets the boundaries of community, defining who is in and out, and privileging some forms of knowing over others. Topics will include the provision of affordable housing, community economic development and finance, education and workforce development, food systems, and environmental sustainability. 	Fall 2023
		SOC 3110 – Dimensions of Fairness <ul style="list-style-type: none"> ○ While many in the United States embrace the rhetoric of equal rights and the American Dream, inequality persists in living standards, power over resources and life chances. This course explores the fairness of society as understood by 	Fall 2023

		<p>sociologists. Using sociological theory and concepts, we will consider the causes, consequences and extent of social and economic inequalities in the United States. What social categories are most meaningful for explaining contemporary U.S. inequalities? How are these categories stratified, how are people assigned to them, and how are resources distributed across these categories? In this course, we will also examine key institutions central to generating and sustaining inequality in the contemporary United States including families, neighborhoods, education, and labor markets. Within each domain, we pay special attention to the significance of race and ethnicity, social class and gender and how they intersect to produce disparate outcomes and consequences for individuals and social groups.</p>	
	Undergraduate Program Modification	<p>Health and Social Justice Minor</p> <ul style="list-style-type: none"> ○ This minor is designed to highlight the systemic correlates of health and disease. Students will develop an understanding of inequities in health outcomes related to race, ethnicity, class, gender, sexual identity, gender identity, and other sociocultural factors. ○ Was previously certificate program 	Fall 2023
		<p>Sociology and Community Development, BS</p> <ul style="list-style-type: none"> ○ Adding a new required course of SOC 3110 (Dimensions of Fairness). ○ Adding a new required course of SOC 2550 (Foundations of Community Development). ○ Adding SOC 4420 (Environmental Sociology) to the major electives. ○ Changing SOC 3050 (Race and Ethnicity in a Multicultural Society), 3080 (Gender and Sexualities) and 3300 (Power, Privilege, and Global Inequality) from all being required to a complete one option. ○ Removing MATH 1530 (Elements of Statistics) as a course to satisfy the General Education Core. ○ Removing SOC 2700 (Sociology as a Profession) from a required course as its 	Fall 2023

		<p>content is being combined with SOC 3740 (Professional Writing and Career Readiness).</p> <ul style="list-style-type: none"> Reducing the required credit hours from 39SCH to 36SCH. 	
Dept of Social Work – Notashia Crenshaw	Undergraduate New Course	<p>SW 4905 – Comparative Access and Usage of Social Service Programs in Scotland</p> <ul style="list-style-type: none"> This study abroad is a course to engage students in exploring social service and social welfare programs comparing the United States versus the United Kingdom model of helping. In the students will learn about the history of the social service system in the United Kingdom compared to the American style system of “safety net” and “Elizabethan Poor Laws” and offer methods to compare the two methods of service delivery. By comparing social welfare states both across the UK and the US and within the UK, the course will explore different values and ideologies. We will also travel to Scotland to visit various agencies that provide social services to clients to explore how the agencies actually work at the site. In this highly interactive class, this mixed and diverse group of students will explore both on the US side and on the UK side what it feels like to be a consumer of services and a provider of social services via experiential learning exercises, readings, journaling, and site visits of agencies. Elective course Faculty-led 	Summer 2023
College of Business			
Department of Management & Marketing – Mickey Hepner	Graduate New Course	<p>MGT 5055 – Executive Decision Making</p> <ul style="list-style-type: none"> Prepares students to gather, describe, and analyze data to make strategic business decisions. 	Fall 2023
		<p>MGT 5120 – Advanced Business Communication</p> <ul style="list-style-type: none"> The application of business communication principles through the creation of effectiveness business documents and professional presentations. Includes the study, composition, and revision of business documents such as emails, 	Fall 2023

		memorandums, and reports the use of technology, and selecting the appropriate tone and media to facilitate the communication process in a business environment.	
	Graduate New Certificate	Responsible Human Resources Management <ul style="list-style-type: none">○ This certificate is intended for students who want to prepare for a business career in the field of human resource management or corporate social responsibility. This certificate provides students with significantly diverse and transferable knowledge and skills.	Fall 2023
	Graduate Program Modification	Responsible Human Resource Management in MS Management <ul style="list-style-type: none">○ This concentration is intended for students who want to prepare for a business career in the field of human resource management or corporate social responsibility. This concentration provides students with significantly diverse and transferable knowledge and skills.	Fall 2023
		Management, MS <ul style="list-style-type: none">○ Removing MGT 5000 (Applied Business Research) and MGT 5020 (Managerial use of Financial Reports) from the Management Core.○ Adding MGT 5055 (Executive Decision Making) and MGT 5120 (Advanced Business Communication) to the Management Core.○ Adding MGT 5100 (Employee Training) to the Major Guided Electives removing MGT 5010 (Business Foundations) from the Major Guided Electives.	Fall 2023
College of Science, Engineering and Mathematics			
Dept of Biology – Gilbert Pitts	Graduate Program Modification	Biology, MS <ul style="list-style-type: none">○ Updating the Admissions requirements to better serve the students.○ Waiving GRE for students with GPA of 3.0○ Letters of recommendation (3) from individuals qualified to evaluate student’s performance in the subject matter	Fall 2023
Dept of Computer Science & Informational	Graduate New Course	MATH 5190 – Advanced Fundamentals of Actuarial Mathematics <ul style="list-style-type: none">○ This course covers important actuarial methods useful in modeling.	Summer 2023

Technology – Dr. Jackie Vogel		foundational principles of ratemaking and reserving for short-term coverages, and the theoretical basis of contingent payment models and their application to insurance and other financial risks. It prepares students for the FAM actuarial exam.	
	Graduate Program Modification	<p>Mathematical Finance Concentration in MS Computer Science and Quantitative Methods</p> <ul style="list-style-type: none"> ○ Adding MATH 5230 (Risk and Interest Rate Models) to the concentration requirements ○ Removing STAT 5910 (Capstone Project) and STAT 5900 (Internship) from the complete one from option of the concentration. ○ Removing the CSCI and ACCT range in the electives. ○ Adding specifically CSCI 5010 (Database Management Concepts) and CSCI 5080 (Data Mining Applications) to the concentration guided electives. 	Fall 2023
		<p>Mathematical Finance Concentration in PSM Computer Science and Quantitative Methods</p> <ul style="list-style-type: none"> ○ Adding MATH 5230 (Risk and Interest Rate Models) to the concentration requirements ○ Removing STAT 5910 (Capstone Project) and STAT 5900 (Internship) from the complete one from option of the concentration. ○ Removing the CSCI and ACCT range in the electives. ○ Adding specifically CSCI 5010 (Database Management Concepts) and CSCI 5080 (Data Mining Applications) to the concentration guided electives. 	Fall 2023
		<p>Mathematics Instruction Concentration in MS Computer Science and Quantitative Methods</p> <ul style="list-style-type: none"> ○ Removing the CSCI 5000 range from the electives and specifically listing CSCI 5010 (Database Management Concepts) and CSCI 5080 (Data Mining Applications) to Option II Comprehensive Exam. 	Fall 2023

Dept of Earth and Environmental Sciences – Jack Deibert	Undergraduate Program Modification	Earth and Environmental Sciences, BS <ul style="list-style-type: none"> Updating the major name from Geosciences to Earth and Environmental Sciences. This will align the department and major name while also clarifying what exactly the department and majors prepares student for upon graduation. New Department Name (previously Geosciences) 	Fall 2023
Degree Completion			
Allen Barger	Undergraduate Program Modification	Survey of Organizational Administration and Supervision Concentration in BS General Studies <ul style="list-style-type: none"> Adding the BUS courses to the option of courses which can complete the concentration requirements. 	Fall 2023
		Health Professions Concentration in AS Liberal Arts <ul style="list-style-type: none"> Adding CLAS 2110 (Medical and Scientific Terms) and SOC 1040 (Social Problems) to the options in the guided electives. 	Fall 2023
		Culinary Arts Concentration in AAS Professional Services <ul style="list-style-type: none"> Adding an “or” HHP 1250 (Wellness Concepts and Practice) to the LDSP 2100 (Foundations of Leadership) option in the core Adding “or” MGT 2010 (Principles of Management and Organizational Behavior) to the LDSP 2010 (Intro to Organization Management) in the major core. Removing BUS 2100 (Business Statistics) and adding (MKT 2010 Principles of Marketing) to the major core. Adding CULA 1300 (Special Topics I), CULA 1301 (Special Topics II), and CULA 1302 (Special Topics III) to the Concentration Guided Electives. 	Fall 2023
		Recreational Administration Concentration in AAS Professional Services <ul style="list-style-type: none"> Adding an “or” HHP 1250 (Wellness Concepts and Practice) to the LDSP 	Fall 2023

		<p>2100 (Foundations of Leadership) option in the core</p> <ul style="list-style-type: none"> ○ Adding “or” MGT 2010 (Principles of Management and Organizational Behavior) to the LDSP 2010 (Intro to Organization Management) in the major core. ○ Removing BUS 2100 (Business Statistics) and adding (MKT 2010 Principles of Marketing) to the major core. ○ Adding the PHES courses (except 1310) as optional guided electives. 	
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Martha Dickerson Eriksson College of Education

<p align="center">Dept of Teaching & Learning – Benita Bruster</p>	<p align="center">Graduate Program Modification</p>	<p>Elementary Education K-5 Concentration in MAT Teaching</p> <ul style="list-style-type: none"> ○ Adding EDUC 5620 (EdTPA) as an option to the Student Teaching Requirements. 	<p align="center">Fall 2023</p>
	<p align="center">Undergraduate Program Modification</p>	<p>6-12 Secondary Chemistry Education Concentration in BS Education</p> <ul style="list-style-type: none"> ○ The College of Education is seeking to add a concentration in 6-12 Secondary Chemistry Education. This concentration will prepare teacher candidates who will be competent in both subject matter content and research-based science pedagogy. The preparation in this program will address InTASC Standards through the professional education core, Practicum, and Student Teaching field experiences. 	<p align="center">Fall 2023</p>
		<p>6-12 Secondary Earth Science Education Concentration in BS Education</p> <ul style="list-style-type: none"> ○ The College of Education is seeking to add a concentration in 6-12 Secondary Earth Science. This concentration will prepare teach candidates who will be competent in both subject matter content and research-based science pedagogy. Successful completion of this concentration will lead to teaching licensure in Tennessee. This preparation in this program will address InTASC Standards through the professional education core, Practicum, and Student Teaching field experiences. 	<p align="center">Fall 2023</p>

		6-12 Secondary Biology Concentration in BS Education <ul style="list-style-type: none"> ○ The College of Education is seeking to add a concentration in 6-12 Secondary Biology. This concentration will prepare teacher candidates to be competent in both subject matter content and research-based science pedagogy. This preparation in this program will address InTASC Standards through the professional education core, Practicum, and Student Teaching field experiences. 	Fall 2023
		Education Non-Licensure Concentration in BS Education <ul style="list-style-type: none"> ○ The College of Education is seeking to add a concentration in Education Non-Licensure. This concentration will emphasize education-related disciplines related to children, adolescents, and their families. These topic specific courses will help students to obtain their career objective. Students with this concentration, while not receiving licensure, may work with pre-school children, after-school programs, paraprofessionals, and other youth-oriented activities. 	Fall 2023
		Career and Technical Licensing Certificate <ul style="list-style-type: none"> ○ This certificate is designed to assist students who are seeking initial licensure as a Career and Technical (CTE) Educator. Students will be job embedded while completing the required coursework needed to become a fully licensed educator with the state of Tennessee. 	Fall 2023

**Provost's Council Report
02/08/2023**

Policies passed without discussion:

- 1:001 Conflict of Interest
- 2:001 Curricular Development and Modification Approval
- 2:013 Distance Education
- 2:014 TN eCampus Participation (Rescind policy – No longer in consortium)
- 2:017 Development and Operation of Study Abroad Programs
- 2:018 Substantive Change (No changes)
- 2:027 Academic Calendar and Student Registration
- 2:038 Undergraduate and Graduate Admissions (No changes)
- 2:039 Minors on Campus
- 2:045 Definition of Faculty
- 2:048 Adjunct Compensation, Extra Compensation and Compensation for Services Rendered During Summer Sessions and Intersession Terms
- 2:050 English Proficiency (Rescind – Will be part of hiring process in PeopleAdmin)
- 2:054 Employment of Student Assistants

Discussion of 2:053 Annual Faculty Evaluation Review:

- Question about words “should” and “may” in Focus of Review section. Wiggle room was added because legally, appeals have to be considered whether faculty member signs the review or not.
- Concern about one-on-one meetings between chair and faculty member if either is uncomfortable doing so. Processes are already in place for mediation by HR if either individual desires.
- Policy was passed without modification.

University College proposal:

- After receiving feedback from campus community, Provost has moved Student Persistence and ROTC out of UC. Many Student Persistence functions originate in the Office of the Registrar. ROTC will remain in CoBHS.

Celebrating Women Who Tell Our Stories



March 14

12 p.m. Lunchtime Forum: Let's Talk About Pronouns — MUC 103 BC

March 15

5:30 -7:30 p.m. Women's Empowerment Month Kick-Off — 416 College St.

March 16

12-1 p.m. Women in the Workplace Panel with Lunch — MUC 308

March 21

11 a.m.-1 p.m. The Women's Dedication Bracelet Crafting Event — MUC306/308

March 23

1:30 a.m.-1:00 p.m. LeadHer — MUC Ballroom

March 25

10 a.m.-2 p.m. Education Summit for Women Veterans — NMFRC (426 College St.)

2:30 p.m. Three Step Transition with the Sexuality and Gender Alliance — Zoom Link on PeayLink

6 p.m. Yoga — Foy Lobby

March 27

3 p.m. You Know Your Body Best: Self-Advocacy in Healthcare — MUC 103 BC

March 29

12:30-1:30 p.m. Women in Pop Culture Trivia — MUC 111

3:30-5:30 p.m. Betty Joe Wallace Lectureship — MUC 303/305

March 31

5 p.m. Zumba — Foy 214

April 4

5 p.m. Machismo Hurts Men Too — Mabry Concert Hall

April 5

9 a.m.-4 p.m. Clothesline Project — MUC Plaza

April 11

1-2 p.m. Mindful Moments — MUC 308

April 12

12 p.m. Half the Sky Documentary Showing — MUC 115

April 14

9 a.m.-12 p.m. Volunteer Day at Urban Ministries — 217 S 3rd St., Clarksville

AP Austin Peay
State University
CLARKSVILLE  TENNESSEE

**Faculty White Report
February 23, 2023**

Members:

- Lisa Barron, CoE (Chair)
- Isaac Aklamanu, CoBHS
- Tim Self, CoB
- McLean Fahnestock, CoAL
- Christina Chester-Fangman, LIB

The charge for Faculty White was to assess the need for fully ranked faculty review as part of the Enhanced Peer Review policy. Specifically, to answer the following questions:

- What would prompt a review and what kind of review?
- What process does SACSCOC require for annual review of Area I?
- Is the Annual Faculty Evaluation Review sufficient for fully ranked faculty?

Regarding the need for fully ranked faculty review, the committee feels this is an important consideration. However, it is not clear that the Enhanced Peer Review policy would be appropriate, due in part to the small number of full professors in some departments.

The current policy [2:053 Annual Faculty Evaluation Review](#) is inclusive of fully ranked professors. The Annual Faculty Evaluation Review policy includes a provision for the creation of an improvement plan for tenured faculty who fail to receive a satisfactory Annual Faculty Evaluation Review.

According to [SACSCOC Standard 6.3](#), the faculty evaluation system should be consistent with the institution's mission. The standard does not refer specifically to fully ranked faculty, but rather expects that there is a published policy and procedure that is clear for all. It states that "student course evaluations, when used in isolation, are often deemed to be insufficient as a means of faculty evaluation." Since student course evaluations are not being considered, and the existing Annual Faculty Evaluation Review covers a wide range of duties and responsibilities of a faculty, it appears that the Annual Faculty Evaluation Review for fully ranked faculty may be sufficient for SACSCOC purposes.

APSU Faculty Senate

February 1, 2023

From: Faculty Red Committee

Harold A. Young, Chair; Jennifer Snyder; Teresa O. Crutcher, Teresa O.;
Kakali B. Chakrabarti, and Brandon M. Di Paolo

To: APSU Faculty Senate

President Perry Scanlon

Introduction

The Faculty Red Committee charged with assessing and reporting on faculty salaries for diversity, equity, and inclusion (DEI) issues and overall faculty salary inversion. The goal is to determine to what extent if any there are salary inequities related to these groups as far as can be determined. Secondly, it would be helpful to understand how much inversion there is in salary and potentially some type of measure of compression (although compression is extremely difficult to assess). Finally, the committee offers recommendations to improve the basis on which compensation decision are made to avoid any deterioration in the status quo and support more detailed assessments in the future. This report will assist the university administration to examine this new compensation plan starting in 2023.

Committee Work

The Committee consulted with Mr. Anthony Roark, Director of HR Technology and Operations in the Office of Human Resources. Mr. Roark provided an Equity Report in the form of Excel spreadsheet show specific inversions in the salary scale. Inversion occurs when employees who are similarly or less qualified than current employees are paid more for the same job but note that the definition of inversion excludes paying new hires more because they have greater experience or skills or clearly exhibit the potential to rapidly outperform current employees¹.

Numerous factors could influence our analysis of the data provided by Director of HR Technology and Operations in the Office of Human Resources Pay. Therefore, further information should be provided/collected to ensure equitable evaluation of all persons is available. The threshold utilized for

¹ MBA Skool Team, September 05, 2012: <https://www.mbaskool.com/business-articles/human-resource/4757-how-to-deal-with-pay-inversion.html>

compression was \$1,000. There does not appear to be systemic compression (Total cases identified 40) or inversion (Total cases identified 12). The Committee, however, did identify a couple of anomalies highlighted in the Table. The committee does not have the resources to identify all possible anomalies.

Recommendations

The following recommendations, therefore, are designed to assist in a deeper analysis of the status quo, provide a basis to improved data collection and monitoring for accuracy.


1. This committee could work with a university committee, appointed by APSU's Senior Leadership Team, to put data collection and analysis protocols into place.
2. Create/update policies to include an option for faculty to request of review of potential compression and inversion, to include an appeals process, if needed. Please note that this is a charge of the Data Governance Steering Committee of Data Trustees.
3. An annual review of faculty compensation to identify instances of potential compression/inversion.
4. CIP codes should be reviewed to ensure that the correct CIP codes are being assigned to each faculty member.
5. An annual report should be presented to the Faculty Senate by Director of HR Technology and Operations in the Office of Human Resources or person as designated by the Director of Human Resources.

Conclusion

While the committee did not uncover systemic compression/inversion, this does not lead to the conclusion that the system is functioning optimally. In addition to the uneven quality of the data, the anomalies uncovered and the lack of routine and deliberate monitoring, the system needs reforms in line with the recommendation presented herein.

Our strategy provides for the rectifying of current anomalies and minimizing errors going forward. Further, it moves the university towards paying market rates for new employees, but bases future rewards of each employee, including new hires, on his or her total contribution to the organization. By striving to pay market rates, the university can hire new faculty and achieve its goal of being competitive in the hiring market for the current and future

years. Further, by basing future rewards on overall organization contributions, the university may be able to motivate employees to blossom into and remain loyal to APSU. This culminates in achieving the goal of high organizational efficiency and meeting the expectations of students, donors and the community.


H.A. Young
Harold 'Harry' Young

Chair

Definitions

Salary Compression occurs when there are compensation discrepancies across ranks (i.e.: when salaries of junior faculty are very close to those of their more experienced colleagues across ranks).

Salary Inversion occurs when individuals make more (i.e.: higher percentage compared to CUPA) than other individuals within the same rank.

The third party means it was set by legal means such as by the Department of Labor or by the courts.

Table: Summary of Instances of Compression and Inversion

Department	# of instances of Compression	# of instances of Inversion	Notes
Accounting, Finance, & Economics	1	2	Faculty qualifications would explain this instance.
African American Studies	-	-	
Agriculture	-	-	
Allied Health Sciences	-	-	
Art + Design	3	5	
Aviation Science	-	-	
Biology	2	2	
Center of Excellence for Field Biology	-	-	
Chemistry	-	-	

College of Education	3	-	
Communication	3	1	
Computer Science & Information Technology	1	-	
Criminal Justice	-	-	
Emerging Leaders Prog	-	-	
Engineering Technology	-	-	
Geosciences	-	-	
Health & Human Performance	3	-	
History & Philosophy	-	-	
Inst for Nat'l Sec & Military Study	-	-	
Languages & Literature	6	-	1 faculty member appears to have the incorrect CIP code.
Leadership and Organizational Administration	-	-	
Library	-	-	
Management and Marketing	2	-	There are two indications of compression. However, the baseline is the Associate Dean for the College.
Mathematics	2	2	
Music	3	-	
Physics, Engineering and Astronomy	-	-	
Political Science & Public Management	-	-	
Psychological Science and Counseling	5	-	
School of Nursing	3	-	
Social Work	2	-	
Sociology	1	-	
Theatre & Dance	-	-	

Constitution of the Faculty Senate of Austin Peay State University

Article I

Section I: The Faculty Senate shall investigate, consider, and act on any matter the Senate deems appropriate by virtue of relevance to the concerns of the University faculty. The Faculty Senate shall report fully to the University faculty, and to other elements of the University when appropriate, on all deliberations and actions of the Faculty Senate. The Senate shall be an advisory body to the President of the University. The President of the University may refer matters to the Senate and expect a response from that body.

Section II: The University faculty for purposes of this document shall consist of all full and part-time university employees holding the rank of instructor, adjunct, assistant professor, associate professor, or professor ~~In order to meet this definition of University faculty, at least fifty percent of the individual's appointment must be in any combination of the following areas: teaching, scholarly research, library service, or academic departmental administration~~ in alignment with APSU policy for the definition of faculty.

Section III: The Faculty Senate shall be empowered to organize itself, its own by-laws and discipline its own members, except as restricted by this constitution.

Article II

Section I: Elected Members.

Eligibility: Any members of the University faculty shall be eligible for election to membership in the Faculty Senate, except that a member of the Faculty Senate shall not succeed himself or herself to the Faculty Senate until he or she has been out of office for one (1) year.

Term of Office: The term of office for an elected member of the Faculty Senate shall be three (3) years. If a senator is elected Vice President/President Elect in their third year, they shall serve a fourth year as President.

Election: Each area listed in Section II below shall elect the number of Senators specified for that area. Each eligible voter may vote for as many candidates as there are positions, or for any number less than that. The candidates receiving the highest vote totals will be elected Senators, up to the number of positions available. If a tie in the vote total results in more potential Senators than there are positions, the tie shall be

broken by a vote of the senate in like fashion. All elections for Senate seats shall be conducted by the Executive Committee of the Faculty Senate by a process of secret balloting. Regular elections shall be held during the spring semester of each year. The term of each Senator shall commence on May 1 and terminate on April 30 of each year. Members of the Executive Committee have duties extending through the regular meeting in May of each year. In case of vacancies for any reason, special elections may be conducted for the unexpired term. Special elections to fill vacancies shall normally be conducted during November of each year, but may be conducted at other times as the Executive Committee deems necessary.

Nominations: Written nominations must be submitted by a second member of the University faculty at least four (4) days prior to the election. The nomination must be signed by both the nominator and the nominee. The Executive Committee shall confirm the eligibility of both.

Section II: Representation

Representation in the Faculty Senate will be proportional based on the number of faculty in the various disciplines. Since the numbers of faculty change over time, representation will be addressed in the by-laws so that necessary and appropriate adjustments might be more easily made.

Section III: Officers of the Faculty Senate

The officers of the Faculty Senate shall be Senators, elected by a majority of the entire Faculty Senate for one year at the regularly scheduled meeting in May, except that any officer may be removed from office by a vote of no confidence by a majority of the entire Faculty Senate whereupon a new officer must immediately be chosen to complete that term of office. The officers of the Faculty Senate shall be [the following](#):

- 1: ***President of the Faculty Senate.*** The President of the Faculty Senate shall be the presiding officer of the Faculty Senate. The Senate President shall meet and confer regularly with the President of the University and apprise him/her of relevant investigative studies of the Senate.
- 2: ***Vice President/President Elect of the Faculty Senate.*** The Vice President/[President Elect](#) of the Faculty Senate shall be the presiding officer of the Faculty Senate in the absence of the President.
- 3: ***Secretary of the Faculty Senate.*** The Secretary of the Faculty Senate shall be responsible for recording and distributing the minutes of Faculty Senate meetings, and whatever other duties that are agreed on by the Executive committee.
- 4: ***Treasurer of the Faculty Senate.*** The Treasurer of the Faculty Senate shall be responsible for the finances of the faculty senate. The Treasurer will oversee the Faculty Senate budget and make financial recommendations to the Executive Committee. The Treasurer will also oversee all Faculty Senate financial transactions. When deemed necessary by the Executive Committee, the Treasurer will form a budget committee comprised of two current senators and two former senators.

- 5: ***The Executive Committee of the Faculty Senate.*** The Executive Committee of the Faculty Senate shall be ~~composed~~ comprised of the President, Vice President/President Elect, the Secretary of the Faculty Senate, a Faculty Senate Representative on the ~~Deans/Provost's~~ Council, a Faculty Senate Representative on the Curriculum Committee, ~~and~~ one Executive Committee person selected by the Faculty Senate [Member-at-Large], and Treasurer. In addition, the immediate Past-President of the Faculty Senate, Board of Trustees Faculty Member, and Parliamentarian, provided such persons currently serves as ~~a~~ faculty members at Austin Peay State University, will be ~~a member~~ nonvoting ex-officio members, ~~with voice but no vote~~ on the Executive Committee. The responsibilities of the Executive Committee shall be as follows:

- A: To propose the agenda for Faculty Senate meetings.
- B: To conduct the elections to the Faculty Senate.
- C: To recommend to the Faculty Senate, for its advice and consent, individuals to serve on the various committees of the Faculty Senate.
- D: To advise, the President of the Faculty Senate.
- E: To act on behalf of the Faculty Senate ad interim and to report such actions to the next meeting of the Faculty Senate for its approval or disapproval.

- 6: ***Parliamentarian of the Faculty Senate.*** The Executive Committee of the Faculty Senate shall appoint a Parliamentarian from the full-time faculty at the beginning of each academic year. The purpose of the Parliamentarian is to assist the President in conducting orderly and efficient Senate meetings.

Article III

Meetings of the Faculty Senate

~~Senate~~ Faculty Senate meetings shall be held at a regular time each month as determined by the Faculty Senate. Additional meetings may be called by the President of the Faculty Senate, by a majority of the entire Executive Committee, or by a majority of the Faculty Senate. The Faculty Senate may convene the University faculty at its discretion.

Article IV

Amendment

Amendments to the Faculty Senate Constitution shall be made under the following provisions executed in sequence:

- 1: Initiation of amendments shall be made by the University Faculty upon petition of twenty (20) percent of the full-time University Faculty; or by the Executive committee; or by the Faculty Senate.

- 2: Amendments shall be submitted to the Faculty Senate at a Regular meeting.
- 3: Action on proposed amendments shall be delayed until at least the next regular meeting of the Faculty Senate, whereupon a majority of the entire Faculty Senate must approve the amendment.
- 4: Ratification of amendments shall be sufficient upon approval by a majority of the entire [full-time](#) University faculty.

Article V

Ratification

The Faculty Senate constitution shall become effective upon a vote of two-thirds of the [full-time](#) University faculty. If this Constitution is ratified on or before September 15, 1975, the first elections shall be held beginning October 7, 1975. The Executive Committee of the Faculty Council shall have responsibility to conduct the first elections for the Faculty Senate.

Latest amendments:

- Presented to Faculty Senate at January, 2004 meeting.
- Approved by Faculty Senate at February, 2004 meeting.
- Newest amendments ratified by full faculty as of July, 2004.
- Newest amendments referenced in Spring 2007 minutes; document corrected April 21, 2009.
- Presented to Faculty Senate at January 2019 meeting.
- Approved by Faculty Senate at February 2019 meeting.
- Ratified by full faculty as of March 2019.