

**Austin Peay State University
Faculty Senate
Meeting of Thursday, February 24, 2011
University Center, UC 307
3:00pm**

Call to order – Senate President David Major
Recognition of Guests: Mickey Wadia, Donna Price,

Roll call of Senators – Secretary Mercy Cannon

Motion for a friendly amendment to move Donna Price’s presentation to after Provost’s remarks approved. Today’s agenda approved with amendment.

Minutes for meeting of January 27, 2011 approved.

Remarks

1. Senate President – David Major

- TUFSS has arranged a meeting with the THEC on March 1st, following a meeting with the Senate Education Committee on February 9th. Video of the February 9th meeting is available at the Other Documents and Links page of the TUFSS site.
- Spring TUFSS meeting is confirmed for Austin Peay March 25th–27th. Everyone welcome to attend. Speakers will include: Chancellor Morgan, UT President Di Pietro, and Representative Pitts. Information on these sessions is available at the TUFSS site and will continue to be updated as our Preparations Committee continues to prepare.
- Send any news to be included in Austin Peay’s report to TUFSS to Senate President Major.
- Vice President Deibert is researching and preparing a roll of faculty by Senate area for elections—Senators and Academic Council representatives. These elections are scheduled for April.
- Standing Committee Requests: 140 forms submitted so far with the deadline tomorrow. Senator Meisch and the Nominations and Elections Committee will draw up recommendations for the President. Senator Meisch is also preparing a report reviewing the current standing committees, their charges, and their make-up. Let President Major or Senator Meisch know if you have any additional information regarding standing committees.
- We will send a call for nominations for the Staff Award early next month. Please consider a staff member to nominate and mention the call to colleagues.
- Senator Lowrance, chairing the advising committee, approved a survey form, explanatory message, and list of universities to send the survey to, and the faculty senates at those universities have received the link to the survey. The survey will close March 15th, and the committee will begin work compiling their information.
- Diversity Task Force has met and begun working with the Diversity plan, which will be published in the next month or two.

- Brian Johnson will speak next Senate meeting about upcoming SACS review. Dr. Phil Kemmerly and Dr. Berrylin Martin are working with the Senate to plan for the initiation of an ombuds position for faculty, and we hope to have recommendations to present. And policy revisions will come forward.

2. University President – Dr. Tim Hall

- Funding update: Continuous tinkering on the funding formula. APSU's funding will improve under this new formula. One final adjustment: change in Carnegie classification = masters large. MTSU also changed to doctoral. The changes in funding formula will affect us in two ways: 1) the salary multiplier for our accumulated points will increase; 2) all institutions within the same Carnegie class have the same weighting of points (retention, graduation, adult learners, etc.). This second change would have hurt our funding, since we do not produce doctoral degrees. However, Hall & Denley made a convincing case for counting masters degree production, and our funding formula is now quite positive.
- Salaries updates: The new Carnegie classification also changes our comparative position in salary. We now have a new category of peers; therefore, we will be even further away from target salaries.
- Conversation among TBR institutions about raises – There is talk about keeping everything the same, including lack of raises. Hall has been trying to convince Morgan to allow us to use money set aside for our employees. The universities were asked by TBR to make a plan to raise salaries, which we had already in place. It is likely that universities will be permitted to do what they can—if they can—even if state employees receive no raises. Hall is putting together a compensation ad hoc committee for recommendations on allocation. We have approximately 3% to distribute. There may also be a slight possibility to distribute money retroactively.

3. Provost – Dr. Tristan Denley

- Strategic Plan: Will be substantially different than the past. IETS will be no more. The document now contains concrete numbers relating to enrollment, graduation, retention, degree production, and revenue. The Plan will communicate the numbers to the various units and departments, who will then develop specific ways to achieve goals. Our targets have been set with an eye to APSU's mission and structure. Some goals—such as the online offerings—will entail no changes in current practices, while others—such as progression toward degree—will require strategic planning. Grants & Sponsored Programs is one significant area of desired change.
- Two more elements to the Strategic Plan:
Diversity Plan & Taskforce.
Resourcefulness & Efficiency Plan—will present next month.
- Collecting numbers is not the goal; numbers only allow us a means of understanding changes and needs.
- Question: What about the PsyD program? We met with reps from TSU & MTSU, conversation is ongoing. The degree is not unique but our focus is; thus, the degree is still a possibility.
- What is the update on dean searches? 42 faculty searches, 25 brand-new lines. Emerging Leaders Director, about to bring in candidates.
Honors Directors, selection process.
Enrollment Management, taking applicants
Continuing Ed Director, should happen soon.

- A&L Dean, bringing in candidates.
- New Events: Spring AP day & Spring YIELD – encourage admitted students to enroll.

New Business (moved)

Student Financial Aid – Donna Price:

- Office engages in national and state debates over student financial aid changes.
- Enrollment status is important for faculty to pay attention to – changes can permanently affect scholarships and affect student loans.
- Grad students who take undergrad courses that are not prereqs may not be eligible for full financial aid.
- Accumulating a high number of attempted hours without earning credits is a red flag.
- Scholarship website has been revised.
- Staff resource section on Financial Aid website has key information for faculty.
- Information about non-traditional lottery scholarship is sent out to eligible students.

4. Reports from Faculty Senate Representatives

- Dean's Council – Senator Bill Rayburn
 - Two meetings
 - Strategic Plan—Significant improvement thanks to the Provost.
 - Provost has been actively working on APSU's behalf to shape the funding formula.
 - Issues discussed:
 - Articulation agreements
 - Summer Research Fellowships
 - Learning Outcomes report in April
 - Adjuncts—committee to review adjuncts
 - Salaries—deans authorized to make offers up to 95% of target
 - RTP—looking for an alternative to D2L platform.
- Academic Council – Senator Fred Matthews
 - Dec 1 2010 meeting of AC
 1. Greek Minor - revised
 2. School of Nursing – 3 new certificates approved
 3. Extended / Distance Educ
 - RDOP Prof Studies – Conc in Health Admin – not approved
 - RDOP Prof Studies – Conc in Internation Organization Leadership – approved
 4. Univ Learning Outcomes BRAVO – approved
 - Feb 23 2011 meeting of AC
 1. Dept Health and Human Performance: 4 specializations converted to concentrations – approved; 1 concentration revised – approved
 2. Psychology: Revised title for Master of Arts in Industrial-Organizational Psych – approved
 3. Computer Science and Math: 3 revised concentrations – approved
 4. Graduate Admission Processes/Bulletin revision – approved (already approved by Grad Research Council)

5. Business Major revision – approved

- TBR Faculty Sub-council – Senator Loretta Griffy
 - Telephone conference because of snow.
 - No new business, very little discussion.
 - Question: Last year, discussion about compressing TBR & THEC – has that stopped? Yes, there was some discussion during the Complete College Act, but nothing since.

Old Business

- Compensation Plan – Senator Griffy & Senator Winters
 - Changes in CUPA data b/c of Carnegie classification change.
 - Money will be distributed according to the plan on file.
 - Our goal was to address inequities as best as possible. Support for the plan was unanimous. Surprising results included: staff members who are paid below the poverty line; many staff members paid below their rank.
 - Thanks to our new HR director, Mike Hamlet, for making the process more transparent and for efficiently providing necessary information.
 - Question: How is inversion/compression begin addressed? Salaries are suppressed at APSU levels, but the deans do have power to offer more than target. There is no mandate to pay more (or not). Equity money is affected by starting salaries, but equity money is not reliable.
 - Concerns: Worry about not getting top choices; grossly underpaid adjuncts. In the new compensation plan, there is flexibility from year to year and department to department. No one is required to pay target or to suppress salaries – but the department has more power to make decisions.
 - Adjunct salaries are driven by TBR, and is completely separate from a campus compensation plan.
 - Concern: Even if there is an equity adjustment, it would not come close to 95% of target. There will still be a significant difference b/t new hires & existing faculty.
 - We are approximately at 80% of target, across the board. The state does not award equity money according to inequities among TBR institutions. Local control can help make gains in salary gaps, since we now have money to distribute but others do not.
 - New hires may end up making significantly more, if they are paid within the target range relative to Carnegie classification. Chairs are likely to take into consideration morale problems with inversion. This puts pressure on the decision-makers, but it is designed to keep units from operating in a lock-step fashion.
 - Is it legal for TBR to mandate equal work for equal pay, yet not increase pay for APSU? The funding comes from the state legislature. Unsure about frame of reference for policy.
- Appeals Sequence – Dr. Mickey Wadia
 - Motion to accept change to appeals sequence (introduced last Senate meeting).
 - The change in the appeals sequence places the Appeals Board before the Provost.
 - The rationale is to give the Provost full information when making a decision about appealing RTP decisions.

- Questions: When will this take effect? Fall 2011. How many people would be on the Committee? The Committee is already made up; this just changes the sequence.
- Motion approved unanimously.

New Business

- Handbook Committee / RTP Issues – Dr. Mickey Wadia
 - Proposed Language Discussion:
 - Minor changes to revision to handbook—change to 7 business days.
 - What may be included in the minority report? Information available in the dossier and the discussion about the dossier. The presiding officer controls the meeting, responsible for stopping discussion that is not part of the dossier.
 - Question about split vote: Why would it count as a negative vote? It is a negative action, not a negative vote to allow for candidate to appeal. Policy forbids a revote.
 - Motion to accept changes to language approved unanimously.

Meeting adjourned at 4:36 p.m.