

Austin Peay State University
Faculty Senate
Meeting of Thursday, April 21, 2022
Morgan University Center, Room 307 | 3 pm
Minutes

Call to Order: Senate President Jane Semler

Recognition of Guests: Kathrine Bailey, Soma Banerjee, Interim Senior Vice Provost Tucker Brown, Marylu Dalton, Kallina Dunkle, Ken Faber, Brad Fox, Jamie Gaither, Uma Iyer, Samuel Jator, University President Mike Licari, Ramanjit Sahi, Mitch Robinson, James Thompson, Jackie Vogel, and Vice President for Legal Affairs & Organizational Strategy Dannelle Whiteside

Roll Call of Senators: Senate Secretary Gina Garber

Absent Senators: Ellen Brown, Emily Crane, Eva Gibson, Tatsushi Hirono, Alice Lin, Darren Michael, Jennifer Thayer, and Jennifer Yantz

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

Approval of Minutes from April 21, 2022 Meeting: motion made, seconded, and passed to approve the minutes for April 21, 2022

Remarks:

1. Senate President Jane Semler (5 minutes)

Moment of Silence: Senate President Semler welcomed guests and the senators to the April Faculty Senate meeting. She began by leading everyone in a moment of silence in memory of Gerald Beavers, former director at the APSU Center @ Fort Campbell, and Sherry Koontz-Howell, former administrative assistant in the Department of Communication.

Faculty Senate Celebration: Senate President Semler made a couple of remarks about how fast the academic year has passed. She said that everything is progressing very quickly; however, it isn't over yet. Senate President Semler wanted everyone to know what an honor it has been to serve as your Faculty Senate President this year. She issued a special invitation to all of the senators to attend the May 5th meeting, which is the last Faculty Senate meeting of the 2021-2022 year. She also included the senators who were rolling off to enjoy a celebration hosted by the Executive Committee and our *Coca-Cola* vendor. There will be finger foods and drinks to help us celebrate a very productive year, to thank the senators whose terms are ending, and to welcome the new senators.

End of Year Events:

- GOVS GAMES: Gobs Games will be held Saturday, April 23, 2022 from 11 am to 2 pm at the APSU Intermural field. There will be wet games (water balloon toss, watermelon race, sponge races, and gaga ball) and dry games (100-yard

dash, sack race, egg and spoon race, 3-legged race, and dodgeball). This is sponsored by the Student Government Association.

- Gateway Chamber Orchestra presents its season finale with *Mahler's "Resurrection: Symphony,"* Saturday, April 23, 2022, at 7:30 pm and Sunday, April 24, 2022 at 4 pm in George & Sharon Mabry Concert Hall.
- Dunkin Donuts Employee Appreciation, Monday, April 25, 2022, between 8:30-9:30 am in the Browning Building Lobby area. They will have breakfast sandwiches, donuts, coffee, and coupons for everyone.
- Science on Tap will end its 2021-2022 with a third installment of *Exploring Science in the Movies* with Dr. B. Alex King leading the discussion about the science of 1995's *Apollo 13*. The event will be held May 3rd upstairs at Strawberry Alley at 5:30 pm.

2. Staff Service Award Presentation, Patrick Gosnell (5 minutes)

Patrick Gosnell, Faculty Senate Staff Service Award Chair, let everyone know that it was a pleasure for him to chair this year's Staff Service Award Committee and acknowledged the Staff Service Award Committee members (Ibukun Amusan, Wes Atkinson, and Harold Young). He also recognized that APSU has tremendous staff members who help students and faculty every single day.

Jamie Gaither, Academic Assistant to the Chair, Department of Mathematics and Statistics, was presented with the 2021-2022 Staff Service Award. She received a beautiful plaque, \$500.00, and her name was engraved on the perpetual plaque that hangs in the Morgan University Center.

3. University President, Dr. Mike Licari (5 minutes)

President Licari congratulated Jamie Gaither, too. He said that we do have absolutely fantastic staff members at APSU.

Govs Give Campaign: The Govs Give campaign raised \$485,000 in a short period of time. The University's goal was \$400,000. He said that we surpassed it by a substantial amount of donations. He said it was particularly gratifying to see each academic college went beyond their goals as well. President Licari reminded the senate about last year's celebratory event when the deans were slimed for reaching their goal. He said this year, they are thinking about mixing it up a little by renting a dunk tank for Provost Cronley and him to sit on the collapsing seat as a way to celebrate. President Licari thanked everyone who gave and to those who participated in the social media campaign.

Enrollment: Applications for admitted students are trending at 37% ahead of where we were last year, which is close to pre-pandemic numbers. The academic makeup of the class is holding strong. In years past, Opportunity Admitted Students (Conditionally Admitted Students) made up about a quarter of the freshman class. These are the students who are struggling academically. Currently, the composition of the Opportunity Admitted Students is somewhere around 4-5%. This is good news that our incoming freshmen will be prepared for academics when they begin walking in our door and bodes well in terms of making sure that they graduate in a timely manner.

Orientation: We have an orientation on Saturday with around 260-270 students signed up to attend. We will probably have about 250 students here because there's usually a bit of a drop off. President Licari said this is a phenomenal number of students for an April orientation. Housing applications are looking good too. We are up by 126 contracts compared to this time last year. The orientation will spur more housing contracts as students register for classes. President Licari said they are trying to provide as much financial aid information up front as possible, so that students and their parents know exactly what it is going to cost them to send their kids to Austin Peay. This will help families make that commitment, but it also gives us more time if there is a challenge. Instead of having weeks to assist families, we now have months.

Vice President for Finance and Administration (VPFA): The VPFA Search Committee is screening semifinalists. They will narrow down the finalist and invite them to campus after commencement. The target for a start date is right after Mitch Robinson retires at the end of June.

4. Strategic Planning Committee Report: Vice President for Legal Affairs & Organizational Strategy, Dannelle Whiteside; Director of Strategic Initiatives, Dr. Kathrine Bailey; and College of Business Associate Dean, Dr. Emily Lean (5 minutes)

Dr. Kat Bailey said that everyone should have received an email on April 20, 2022, with a link to the Draft 2022-2027 Strategic Plan [**Appendix A**] and information about attending one of the Strategic Planning Team's virtual Town Halls. The Town Halls will provide opportunities for feedback on the first draft of the 2022-2027 plan. The Town Halls were scheduled for April 21st, 25th, and 26th. We are giving you the ability to provide feedback anonymously. The Strategic Planning Team wants this process to be as transparent as possible and to have many voices. You can still approach the co-chairs and any member of the team. Dr. Bailey noted that the academic pillar and the student pillar was assisted by Academic Affairs. She provided an overview for each of the four (4) Pillars.

Motion to extend the time by 5 minutes made, seconded, and passed

Vice President for Legal Affairs & Organizational Strategy, Dannelle Whiteside thanked the Faculty Senate for allowing the Strategic Planning Committee to have time to discuss the plan. She encouraged the faculty to read the draft as a stakeholder, and provide their committee feedback.

Questions:

Comment: We are unsure if a comma is needed in the sentence.

Comment: If you see something like a grammatical error, feel free to reach out and contact Dr. Bailey at baileyk@apsu.edu.

Comment: There is a lot of work that has gone into this draft. Obviously, there are many people looking at this document. This is not a simple thing to do, there are groups, and groups, and groups of people collaborating on the new strategic plan. If we're speechless to some degree, that's just a testament to the amount of work you have put into the new Strategic Plan. I just want to say thank you on behalf of anyone who is not speaking up.

We're excited to have this and we're positive about having a vision, mission, and values that we can work on to go forward.

Comment: Thank you. There was a lot of wordsmithing or brain dumping, but we are not finished. Once we get feedback we will incorporate that into the draft. Our hope is that once we are finished with the document, you can have ownership in it. Senate President Semler served on subcommittees and moved mountains for us. I want to publicly thank her for being the go between at times and a strong voice for the employee Pillar.

Comment: What I like about this draft is that it is succinct and I think we can see ourselves in this plan and we can get behind it.

Comment: If you want to say something, you can send an email or attend one of the upcoming Town Halls.

5. Vice President for Finance and Administration, Mitch Robinson (5 minutes)

Senate President Semler introduced Vice President for Finance and Administration, Mitch Robinson and recognized him for his many years of service to APSU. She said he has been good to work with and his jovial personality that will put you at ease. She remarked that although the search committee is looking at candidates for his position, we know that Mitch cannot be replaced with his personality and winning smile. She recognized that Mitch has always been a team builder instead of a team destroyer. The Faculty Senate and Guests gave Mitch Robinson two rounds of applause.

Vice President for Finance and Administration, Mitch Robinson, presented a PowerPoint that he shared with the APSU Board of Trustees. He said the first thing they did was to proposed several new non-mandatory fees for the university. Non-mandatory fees are what students are charged when they take specific courses. The Ready to Teach program fees increased from \$25 to \$40, the College of Business credit hour increased from \$40 per credit hour to \$55 per credit hour, and the Aviation Flight Lab for the small helicopter increased from \$395 to \$661 and the Aviation Flight Lab for the large helicopters increased from \$459 to \$730. There were new non-mandatory fees approved for the Psychological Science Advising and Lab will begin at \$10, both the Master of Healthcare Administration and Master of Public Health are \$30, and the College of Behavioral Health Science, College of Science, Technology, Engineering, and Math, and the College of Arts and Letters will begin at \$5. The college fees were submitted with a student success focus as a way to improve our retention.

Mitch Robinson covered the proposed outcomes formula for growth from the Governor's Office and from THEC. The total recommendations from the Governor is \$8,548,300; however, the total recommendations from THEC is \$6,039,300. These numbers include health insurance, 4% salary pool, outcomes formula growth, and outcomes formula redistribution. Mitch said that the Governor provided more money with the requirement that we do not raise tuition and mandatory fees for students.

APSU will also have Oracle Enterprise Resource Planning (ERP) implementation funding for \$20,000,000. ERP is a finance software that manages day-to-day business activities such as accounting, procurement, project management, risk management and compliance, and supply chain operations. It also includes software that helps plan,

budget, predict, and report on an organization's financial results. We will follow the University of Tennessee plan by implementing the software in Finance, Payroll, and Human Resources in fall of 2024.

APSU didn't expect to get additional funding for Capital Projects, but we were funded to modernize our campus elevators, complete another phase of the Dunn Center HVAC project, and to renovate the Kimbrough classrooms and offices for a total of \$12,175,000.

Comment: We've got a couple of buildings on campus that do not have elevators such as Miller Hall, Marks Building, and the Browning Building.

Federal COVID Relief Uses-Institutional Portion had a beginning balance of \$34,074,377 that was spent on Campus Safety and Operations, Housing and Dining Refunds, Lost Revenue, and Grants to Students. We have \$7,232,562 that we can put towards the next academic year.

Motion to extend the time by 10 minutes made, seconded, and passed

Mitch Robinson also reviewed our current deficit, new money, salary pool, and recurring budget gap. Much is based on our enrollment. For one student we get about \$8,300 in tuition and fees. Our Admissions personnel are doing a great job! They are estimating that we will have 1,700 new freshmen this fall. Our retention effort makes a big difference.

Questions:

Q: How is the 4% salary pool being allocated?

A: The allocation has yet to be decided. There are many options like 4% across the board, or bringing people up to a target amount. We will see because there is committee that will make recommendations to President Licari.

Q: What is the status of the 15% operating budget decreases? Will departments see that funding restored?

A: Some of those were my requests because we wanted to get our operations funding back. If you have critical needs, I highly recommend you get with your deans so they can get with the provost.

Q: Can you share any updates about the Health Science Building?

A: Marc Brunner, Director of Capital Planning and Design Construction, is keeping up with the Health Sciences Building. This was funded before the changes caused by the pandemic took place. Inflation has caused the price of materials to increase. So, we need to reevaluate to reduce the cost. We eliminate the things that you want, but not what you need.

Q: How long will let this project sit?

A: We talked to one person up in Nashville's Finance Administration Office. There could be another 18-month delay we are already behind.

6. Provost Council Report from March 23 and April 13, Senate Vice President, Dr. Perry Scanlan (5 minutes)

Many policies were reviewed at the March 23rd meeting and nothing changed. These policies have already come before Faculty Senate and were posted on the Documents to Review website. There were good discussions about some of the policies. For example, they really liked the fact that we developed an improvement policy that faculty can live with and one which they can work with faculty.

The April 13th meeting was brief. During the meeting, three major policies were reviewed with no major changes. Again, these policies were already reviewed by the Faculty Senate. No major objections were made

QUESTION FROM THE FLOOR

Senator Harry Young spoke about his concern with the legislation that passed three weeks ago in Tennessee that has divisive language. We know what President Licari said at our last meeting. Basically, he said, there is nothing APSU can do about the passage of this bill and the school will not have a real response. Senator Young said that he can foresee a plethora of complaints which would tie us up in knots unless we had some sort of mechanism to deal with the complaints. These complaints could be believed by anyone when challenging a professor. Senator Young described an issue that recently happened in his department about a writing assignment. A student took their assignment to the Writing Center and was told that the assignment was prejudicial and then everything got blown out of proportion. The legal counsel became involved. This bill is not something that this body should ignore or gloss over. Senator Young said APSU needs a mechanism in place to manage complaints. Faculty need to know what to expect if a student makes a formal complaint about them.

Senate President Semler apologized to Senator Young for not having the opportunity to ask President Licari his question directly. She said President Licari and our Legal Counsel are developing a way to respond to this type of question. She wanted us to remember that this is now law and it will take us some time to work on how we respond when a complaint is made about faculty. She encouraged anyone who would like to put a topic on the Faculty Senate agenda to use the Faculty Senate Agenda Item Suggestion Form at <https://www.apsu.edu/faculty-senate/agenda-item-suggestion.php>. This would be very helpful and a better way to move forward with the information.

Note: Senator Harry Young, who was attending the meeting via Zoom, was not trying to usurp the Faculty Senate agenda to be able to speak. He simply was not recognized by members of the Faculty Senate Executive Committee that he had a question for President Licari in time before President Licari left the room.

7. University Curriculum Committee (UCC) Report, UCC Representative, Nancy Gibson (5 minutes)

Senator Gibson presented the University Curriculum Committee Reports [**Appendix B**] from the February 14th, February 28th, and April 11th meetings. She said the big meeting was in February when the course and program modifications were due. These were approved and will take effect this fall. Senator Gibson said overall this was a busy year for the UCC because there were about 125 program modifications and about 86 courses from September through April.

New Business:

1. Presentation of the 2022-2023 slate of officers and process for May 5th election: Nominations Committee Chair, Immediate Past Senate President, Dr. Christine Mathenge (5 minutes)

Immediate Past President, Dr. Christine Mathenge thanked the Nominations Committee that included Drs. Michelle Robertson and Pam Gray. She then presented the 2022-2023 Slate of Officers [**Appendix C**] for the 2022-2023 academic year. Listed are:

- President: Perry Scanlan
- Vice President/President Elect: Soma Banerjee
- Secretary: Gina Garber
- Treasurer: James Thompson
- UCC Representative: Kristen Butler
- Provost Council Representative: Alex King
- Member at Large: Mickey Wadia
- Immediate Past Senate President: Jane Semler (ex-officio)
- Board of Trustees Faculty Member: Elaine Berg (ex-officio)

Immediate Past Senate President said that 21 Faculty Senate members' terms are coming to an end and they will be rolling off Senate. She reminded the Senate that we were not voting on the slate at this meeting, but we will be voting at our meeting scheduled for May 5th.

Senate President Semler thanked the Nominations Committee for their work and reminded the Faculty Senate that nominations will be accepted from the floor and that others are welcome to run for an executive position at the May 5th meeting.

2. RTP Policy Committee Proposed Changes, Dr. Uma Iyer (action item) (15 minutes)

Senate President Semler introduced Dr. Iyer, University RTP Policy Committee Chair, and said that we are seeing many hours of work from this Committee. Some of this work has been done right here in some of our Faculty Senate meetings. The key points that Dr. Iyer will be presenting today are items that we the Senate have already voted on and approved. We have the Enhanced Peer Review, new language for the Course Evaluations, and then the University RTP Appeals Board charge that have been written for our documents.

Dr. Iyer introduced the Faculty RTP Policy Committee 2021-2022 (Elaine Berg, Tucker Brown, Thomas Buttery, Pilsik Choi, Kallina Dunkle, Gina Garber, Uma Iyer, Leong Lee, Mickey Wadia, and Lynne Crosby). She said the information she is presenting is on behalf of the RTP Policy Subcommittee work by Kallina Dunkle, Elaine Berg, Uma Iyer, and Mickey Wadia. She reminded the senators that they should have reviewed the documents on the Faculty Senate Document to Review for the April 21st meeting. In section e. Organization of Materials in Your E-dossier, number 11. Peer Evaluations of Teaching the language was written in the following areas:

- Page 16 – Enhanced Peer Review of Teaching
- Page 17 – Selection of the Peer Evaluators
- Page 18 – Retention for Years 2-5
- Page 19 – Retention for 2nd and 3rd Years
- Page 19 – Retention for 4th and 5th Years
- Page 20 – Review for 6th Year, Tenure and Promotion
- Page 20 – Selection of Time and Date of the Enhanced Peer Review
- Page 21 – Expectations for Evaluators and Professionalism within the Process
- Page 25 – Reflective Narrative Analysis of Student Evaluations

Dr. Iyer said that changes have been made based on your feedback from our last Faculty Senate meeting in March. The Subcommittee incorporated the feedback into the document. She recommended that we think in terms of first-year faculty or second-year faculty. Think in terms of which decision the faculty member is going up for such as 2nd Year, 3rd Year, and onward. Dr. Iyer reminded the Senators about the decision that we made not to have too many evaluations which they incorporated into the document as well as being considerate of the 1st Year and 2nd Year faculty schedules. She said for the 2nd Year and 3rd Year, they will have one evaluator. The 4th Year and 5th Year will have two evaluators.

Dr. Dunkle explained that APSU hires faculty in with years towards tenure, so it makes it easier for everybody to understand when we refer to years as, “in terms of retention.” She said it is still in line with what the Faculty Senate wanted, but it is less confusing for people who come in with years towards tenure.

Dr. Iyer reviewed what is happening in retention for Years 2-5. Remember that the e-dossier for the second-year retention closes in January. Since those faculty only have one semester, they will only have one evaluator and one (1) report that will be formative and summative. The evaluators are selected by the department chair for 2nd Year and the faculty member will participate in selecting the evaluator for the 3rd Year.

Dr. Iyer reviewed what faculty members under review will expect during Years 4 and 5. There will be two evaluators doing both the formative and summative evaluations. She showed the Enhanced Peer Evaluation Report: Formative & Summative [Appendix C]. She said there are two forms for the Enhanced Peer Review: one form is for faculty seeking retention for Years 2 through 5, which will include information like who, when, where, what class, and the like. There is also a place where we are documenting that the faculty member has handed over the evaluation to the candidate. Dr. Iyer showed the area

where the summative evaluation will go along with a recommended scale so we can have this form in place for fall 2022. Our goal is for all of the colleges to use the same or very similar rating scales for spring 2023. Additionally, as a minimum, the RTP Policy Committee is recommending three topics to cover in the evaluation: observed strengths, areas needing improvement, and recommendations and suggestions for improvement of teaching effectiveness.

Faculty members going up for Year 6, Tenure, and Promotion will use the second form and will only have summative reports. This form is called the Enhanced Peer Evaluation Report: Summative (Faculty seeking Retention for Year 6, Tenure, or Promotion). There is no mention of the word “formative” on the evaluation form.

Another bullet was added to the University Retention Tenure, and Promotion Procedures and Guidelines (RTP P & G) document as number thirteen (13) Reflective Narrative Analysis of Student Evaluations, on page 25:

Student evaluations shall be used as a formative, supportive tool rather than as a criterion for evaluating faculty. Every faculty member is expected to be a reflective practitioner. Faculty will write a narrative analysis of student evaluations during the current dossier cycle. The narrative will describe opportunities for growth and future goals for Area 1. There is no required length for this narrative; however, it should be concise and complete. This narrative will be uploaded under Area 1.

The University RTP Appeals Board charge was added on pages 56-67, & 61. The P & G will have the objectives and processes listed. The description will go on the Standing Committees website.

Motion to extend the time by 5 minutes made, seconded, and passed

Questions:

Q: This will all these changes go into effect in this next RTP cycle?

A: Yes

Q: In group one you have one evaluator, but in group two you have two evaluators, is this right?

A: Yes, this is what the Faculty Senate requested because a 2nd Year faculty member will only have one semester to conduct an evaluation since their e-dossier is due in January.

Comment: I just want to thank the RTP Policy Committee for their hard work.

Comment: Thank you.

Motion to accept the University RTP P & G document with the final edits for 2022 including the Enhanced Peer Review, Student Course Evaluation Language, and the RTP Appeals Committee Charge made, seconded, and passed

Motion to approve the University RTP P & G document with the final edits for 2022 including the Enhanced Peer Review, Student Course Evaluation Language, and the RTP Appeals Committee Charge made, seconded, and passed unanimously

3. Policies Scheduled for Review:

a. Information Items

Senate President Semler introduced the policies under the Information Items and said the Executive Committee reviewed them and agreed there were no substantive changes.

- i. 2:036 - Eligibility/Commitment of Financial Aid: Enrollment and Payment of Student Fees
- ii. 2:040 - Student Course Grade Appeal Policy
- iii. 2:043 - Termination of Faculty for Adequate Cause
- iv. 2:060 - Indirect Cost and Salary Recovery
- v. 2:061 - Time and Effort Reporting for Grant-Sponsored Activities
- vi. 2:063 - Policy on Academic Promotion

b. Action Items (15 minutes)

- i. 2:009 - Academic Reorganization
This policy is about academic reorganization of departments, colleges, schools, and divisions. This policy does not apply to concentrations; however, there is another process that covers it.

Motion to accept the changes to Policy 2:009 for discussion made, seconded, and passed

Motion to approve the changes to Policy 2:009 made, seconded, and passed

- ii. 2:013 - Distance Education
This policy's stricken text has moved to another policy. The Faculty Senate Executive Committee has sent this policy back twice. There is the legal requirement that we have no control over and we must follow.

Motion to accept the changes to Policy 2:013 for discussion made, seconded, and passed

Motion to approve the changes to Policy 2:013 made, seconded, and passed

- iii. 2:016 - Adoption of Textbooks, and Ancillary Course Materials

This policy was tabled on March 17 because we had questions about the cost of textbooks and materials language. The text has changed to accurately reflect the costs instead of stating it was zero costs to students.
Motion to accept the changes to Policy 2:016 for discussion made, seconded, and passed

Motion to approve the changes to Policy 2:016 made, seconded, and passed

- iv. 2:033 - Part-Time Instructors
This policy defines part-time instructors and establishes criteria for hiring, compensation, and evaluation of adjunct or part-time faculty.

Motion to accept the changes to Policy 2:033 for discussion made, seconded, and passed

Motion to approve the changes to Policy 2:033 made, seconded, and passed

- v. 2:046 - Faculty Workload
This policy clarifies the equitable assignment of teaching duties. It includes clarification on reassigned time and the preferred practice of smoothing.

Motion to accept the changes to Policy 2:046 for discussion made, seconded, and passed

Motion to approve the changes to Policy 2:046 made, seconded, and passed

- vi. Workload table for 2:046
This is the workload table for Policy 2:046. We are now aligning the TLCs with the course enrollment requirements. So that is ten (10) students for undergraduate courses and seven (7) students. At the end of the table there is a section that is focused just on Music. The Faculty Senate Executive Committee was not familiar with this because we are not in that department.

Motion to accept the changes to the workload table for Policy 2:016 for discussion made, seconded, and passed

Motion to approve the changes to the workload table for Policy 2:016 made, seconded, and passed

- vii. 2:048 - Adjunct Compensation, Extra Compensation and Compensation for Services Rendered During Summer Sessions and Intersession Terms

Some of the language in this policy that is stricken was moved to Policy 2:046 where it discusses workload. Policy 2:048 addresses compensation where Policy 2:046 addresses workload. The changes make it less confusing and sticks to a specific topic, not both as in the past. Remember that Federal Labor laws actually require no more than 33.3% extra compensation during intercessions (winter and summer) which equates to 10.66 semester credit hours. By law, you cannot be compensated for more than 33.3% of your salary in combination of the intercessions. We need to be complying with this policy.

Motion to accept the changes to the workload table for Policy 2:048 for discussion made, seconded, and passed

Questions:

Q: How is Maymester categorized?

A: Maymester is categorized as part of the summer intercession.

Comment: At one time you could get some money separate for teaching intercession courses.

Q: Does this cover external research? Is this addressed separately? Am I covered under federal guidelines?

Comment: Our department had the exact situation happen. We were told that you have to calculate the grant money to credit hour.

[could not hear this part of the discussion about the policy]

Motion to extend the time by 5 minutes made, seconded, and passed

Q: I have worked with the previous provost to have extra compensation set where no one would get below \$750 per credit hour. This would be a minimum. Was there any rationale for this change? As it's written, the provost can work with dollars and have a starting point of \$750 per credit hour.

Comment: Maybe there is an HR procedure or something that deals with adjunct pay. I'm not saying that it shouldn't be here.

Comment: My understanding of the provost's direction with this policy, is that we now have a tier that we are using for adjuncts. Maybe you would want to reference the tier.

Q: Where is the Adjunct Table (tier) housed? Is it in HR?

A: It is in Academic Affairs.

Q: Would it be ok to amend this policy to include the tier?

Comment: I would recommend going away from having an actual number or monetary denomination in this policy. You could have language around it.

Q: Is there a single minimum rate?

A: Yes, there is a single minimum rate.

Comment: The goal is absolutely to be paid more.

Motion to extend the time by 5 minutes made, seconded, and passed

Comment: I served on the Adjunct Task Force specifically for that, and we discussed it. We came up with that lower amount of \$750 with the intent of increasing it so there again it was what was intended, that every year it would go up by \$50 to \$100. I don't remember the actual amount, but it was with intention that it would continue to grow. At the time, we raised it so it could be at least \$750. I agree, that I would hate to go backwards and that we need to have something for adjuncts.

Q: Why is the adjunct pay in this policy for intersession pay? Take the adjunct pay out of there and make a new policy for them. Just refer to full time faculty in the intersession policy.

Comment: I would recommend that we not have a monetary amount in this policy because sometimes policies can be forgotten about. We don't put the calendar for personnel actions in the policy, we say that we follow it and it's regularly updated. I think it would be more advantageous to say that whatever this document is, the tier sets the rates for adjuncts. If we don't change this policy for five years we must follow it and use that specific amount.

Motion to table Policy 2:048 made, seconded, and passed (1 opposed)

viii. 2:049 - Chairs, Directors, and Coordinators

Senate President Semler said the Faculty Senate Executive Committee discussed this policy and wanted the language to be clear that departments chairs do have vacation time which is ten (10) business days a year.

Motion to extend the time by five minutes made, seconded, and passed

Motion to accept the changes to Policy 2:049 for discussion made, seconded, and passed

Motion to approve the changes Policy 2:049 made, seconded, and passed

ix. 2:053 - Annual Faculty Evaluation Review

Senate President Semler said we have an example of the time frame. If you remember, Senator Hirono mentioned in the Faculty Red Report that it would be great if we could use a three-year rolling average in determining area II's score. The provost actually liked the proposal. Your evaluation is a single year, but in terms of merit salary, that will be a rolling three-years.

Post Tenure Improvement Plan is definitely a change. The provost wants to initiate a post tenure improvement plan for faculty who scores less than three (3) in Areas I or III. The provost feels strongly that it is important for

our faculty to be good teachers and to carry out their service. If a faculty member scores below a three (3) in Areas I or III, it will trigger a post tenure improvement plan. Using the rolling average in Area II, if a faculty member scores below a three (3), this will trigger a post tenure improvement plan.

Motion to accept the changes to Policy 2:053 for discussion made, seconded, and passed

Questions:

Q: I firmly oppose the rolling three-year merit. For example, in 2020 X gets a bad evaluation and gets no merit pay, 2021 X improves, but still gets no merit, and in 2022, X does an excellent job and we get merit; however, the first two year of no merit will bring X's merit down and I oppose this because the way it is written, you will average the three years. I would like to make a friendly amendment.

Motion to accept a friendly amendment to add in language in Policy 2:053 that merit-based salary increases will be based on the current year evaluation or the three-year average, whichever is higher made, seconded, and passed

Comment: Otherwise you are discouraging improvement, and we don't get merit every year.

Motion to extend the time by three minutes made, seconded, and passed

Motion to approve the friendly amendment to add language in Policy 2:053 that merit-based salary increases will be based on the current year evaluation or the three-year average, whichever is higher made, seconded, and passed

Motion to accept the changes to Policy 2:053 for discussion made, seconded, and passed

Motion to approved the changes Policy 2:053 made, seconded, and passed

Adjourn: 5:13 pm

Plan Title: Experience Austin Peay

Mission

Austin Peay State University is a mission-driven, community-minded institution that provides transformational experiences through innovative, creative, and scholarly activities. We welcome and inspire an inclusive community of learners to make a positive impact regionally and globally.

Vision

We will be the region's university of choice for those seeking to improve their lives. We will achieve this vision through student-centered teaching, unique developmental opportunities, and our focus on innovative research, and public service.

Values

We are a collaborative community that values personal growth and life-long engagement through the promotion of integrity and academic excellence.

Academic Excellence by providing meaningful and practical learning opportunities with highly qualified and dedicated faculty and staff.

Integrity by maintaining an honest, fair, and credible environment.

Community by fostering learning in an environment where all are welcomed and valued.

Personal Growth by providing the knowledge, tools, and resources for all Governors to reach their full potential.

Life-Long Engagement by providing services, programs, and experiences that promote loyalty, pride, and mutual support.

Collaboration by enriching our local, regional, and global communities through value-added programs, strategic partnerships, and meaningful service.

Pillar 1: The Academic Experience

Goal 1: APSU will be a premier public regional university known for student-centered teaching excellence and high quality, innovative, and creative scholarship that is responsive to the needs of our diverse community and beyond.

Objective 1: Increase high quality instruction and scholarship related to pedagogy.

Objective 2: Enhance the quality and breadth of faculty scholarship.

Objective 3: Improve support for diversity and inclusion across the APSU academic community.

Goal 2: APSU will evolve academic offerings to strengthen our emphasis on delivering quality programs that address community and regional needs .

Objective 1: Improve the quality of academic programs to exceed state standards and professional accreditation expectations.

Objective 2: Align degree programs to better serve the needs of the community and region.

Objective 3: Evolve programs and curriculum to reflect best practices in preparing students to contribute professionally, civically, and creatively in their field of choice.

Goal 3: APSU will optimize our institutional infrastructure to meet the academic needs of our students.

Objective 1: Increase the efficient use of educational spaces.

Objective 2: Align organizational structures across the university.

Objective 3: Increase the variety and flexibility of academic offerings across terms, instructional sites, times of day, and modalities to improve educational accessibility.

Pillar 2: The Student Experience

Goal 1: APSU will afford each student the opportunity to have interactions and experiences by cultivating an inclusive community.

Objective 1: Support all student populations through a variety of resources, programming, and spaces.

Objective 2: Foster meaningful opportunities and experiences for student engagement and exploration.

Objective 3: Provide more dynamic programs and events that celebrate and unite our diverse community and instill a sense of belonging for all Governors.

Goal 2: APSU will ensure that all students are equipped to pursue their educational and career goals in an empowering environment.

Objective 1: Develop, implement and track a robust strategic enrollment plan to support the Tennessee Drive to 55.

Objective 2: Strengthen University collaboration to foster awareness of and access to student support resources.

Objective 3: Increase the number of students academically engaged beyond the classroom.

Objective 4: Improve the quality, consistency, and accessibility of our student support resources.

Objective 5: Actively engage students to become self-advocates for their educational and career goals.

Pillar 3: The Employee Experience

Goal 1: APSU will empower employees to meet their learning and development objectives.

Objective 1: Provide opportunities to enable employees to advance their personal and professional development through best practices.

Objective 2: Equip supervisors and academic leaders with training and support to thrive in their roles while advancing the mission of APSU.

Goal 2: APSU will support a campus culture where all employees can grow and flourish.

Objective 1: Create a culture of flexibility in response to the evolving workforce to strengthen employee retention and personal well-being while maintaining the vibrancy of the APSU campus.

Objective 2: Attract, hire, and retain high quality faculty and staff to include underrepresented populations.

Objective 3: Operationalize collaboration and teamwork across units, divisions, and colleges to foster a problem-solving culture.

Goal 3: APSU will cultivate a culture of connectedness in which employees intentionally engage with students to enrich the campus experience and influence student success.

Objective 1: Actively support students by attending University events.

Objective 2: Build awareness of the impact our work has on the APSU Mission and in the lives of our students.

Pillar 4: The Community Experience

Goal 1: APSU will develop and enhance mutually beneficial community partnerships.

- Objective 1:** Create partnerships and engage with businesses, local government, donors, and alumni to connect the university with corporate advisers, increase prospects for new revenues, and expand experiential learning opportunities for students.
- Objective 2:** Boost efforts to secure corporate partnerships, alumni and donor funding and support.
- Objective 3:** Develop a sustainable model that links service learning courses, service opportunities, internships, and volunteer efforts to community organizations.

Goal 2: APSU will increase community involvement by offering robust and unique programming.

- Objective 1:** Increase community engagement experiences for students, faculty, staff, and alumni.
- Objective 2:** Promote and expand formalized relationships with government, education, business, industry, and non-profit entities.
- Objective 3:** Increase support to Fort Campbell and other military-related communities through innovative programming and research partnerships.
- Objective 4:** Maintain a successful NCAA Division 1 Athletics program that strengthens campus and community involvement.

Goal 3: APSU will create a Gov-for-Life atmosphere that promotes sustained student and alumni engagement.

- Objective 1:** Expand regional and global networks and mentoring opportunities for our students and alumni.
- Objective 2:** Strengthen our alumni engagement and participation.

University Curriculum Committee Report

Faculty Senate

February 14, 2022

Consent Agenda Items

Gen. Ed./Core Items: None

All items were approved.

Items	Depts
Course Deletions	GEOG, NURS
Course Description Change	ART, COUN, PSYC, GEOG, PHYS
Course Dual Listing	CHEM
Course Name Change	CHEM, CLAS, GEOG, MGT, PHYS
Course Number Change	CLAS, PHYS
Course Prerequisite Change	ART, CHEM, COUN, ENGT, NURS

Action Agenda Items

Gen. Ed./Core Items: None

All items were approved. Representatives from the departments provided context, with committee members and representative discussing items as needed for clarification.

Undergraduate	Graduate
CoAL ART Program modifications <ul style="list-style-type: none"> • Animation and Visual Effects Concentration in BFA ART • Animation and Visual Effects Concentration in BFA ART • Art Education Concentration in BA ART • Art Education Concentration in BA ART • Graphic Design Concentration in BFA ART • Studio Art Concentration in BFA ART • Photography Minor New Courses <ul style="list-style-type: none"> – ART 4250 – Animation Production Studio – ART 4260 – Animation VFX Portfolio HIST Program modification <ul style="list-style-type: none"> • History Education with Licensure Concentration in BA/BS History 	

Undergraduate	Graduate
<p>CoAL <i>cont.</i></p> <p>LANG/LIT</p> <p>Program modifications</p> <ul style="list-style-type: none"> • English Education Concentration in BA English • Technical Writing Concentration in BA English • Classical Cultures Concentration in BA Foreign Languages • Classical Languages Concentration in BA Foreign Languages • Latin Concentration in BA Foreign Languages • Greek Concentration in BA Foreign Languages • Spanish Communication Skills (Certificate) <p>New Courses</p> <ul style="list-style-type: none"> – CLAS 2000 – Introduction to Ancient Civilization – CLAS 2410 – Introduction to Ancient Literatures <p>MUS</p> <p>Program modifications</p> <ul style="list-style-type: none"> • Arts Entrepreneurship Minor • Music Minor <p>New Courses</p> <ul style="list-style-type: none"> – MUS 4210 – Music Therapy Practicum 4 – MUS 4955 – Senior Portfolio 	
<p>CoBHS</p> <p>HHP</p> <p>Program modifications</p> <ul style="list-style-type: none"> • Healthcare Management Concentration in BS HHP • Sport and Wellness Specialist Concentration in BS HHP • Health Minor • Exercise Science Concentration in BS Kinesiology • Pre-Professional Concentration in BS Kinesiology • Physical Education Minor <p>New Courses</p> <ul style="list-style-type: none"> – HHP 3060 – Team Building and Team Dynamics – PHED 1080 – Pickleball <p>LDSP</p> <p>Program modifications</p> <ul style="list-style-type: none"> • Culinary Arts Concentration in AAS Professional Services • Recreational Administration Concentration in AAS Professional Services 	<p>CoBHS</p> <p>PSYC</p> <p>Program modification</p> <ul style="list-style-type: none"> • Clinical Mental Health Counseling Concentration in MS COUN • Counseling Psychology, PsyD <p>New Course</p> <ul style="list-style-type: none"> – COUN 5730 – Internship in Mental Health Counseling <p>SW</p> <p>Program modification</p> <ul style="list-style-type: none"> • Social Work, MSW <p>NURS</p> <p>Program modification</p> <ul style="list-style-type: none"> • Family Nurse Practitioner Certificate • Nurse Educator Certificate <p>New Course</p> <ul style="list-style-type: none"> – NURS 5550 – Theoretical Foundations and Teaching Methods for Nurse Educators

Undergraduate	Graduate
<p>CoBHS <i>cont.</i></p> <p>NURS</p> <p>Program modification RN to BSN Concentration in BSN Nursing</p> <p>PSYC</p> <p>Program modification</p> <ul style="list-style-type: none"> • Psychological Science Minor <p>New Course</p> <ul style="list-style-type: none"> – PSYC 4025 – Wrongful Convictions <p>SOC</p> <p>Departmental name change</p> <ul style="list-style-type: none"> • Updating the department name from Department of Sociology to Department of Sociology and Community Development. 	
<p>CoB</p> <p>ACCT/FIN/ECON</p> <p>Program modification</p> <ul style="list-style-type: none"> • Accounting Minor • Economics Minor • Finance Minor • Real Estate Minor <p>MGT/MKTG</p> <p>Program modification</p> <ul style="list-style-type: none"> • Business Administration Minor • Entrepreneurship Minor • Management Minor • Marketing Minor 	
<p>CoE</p> <p>EDUC</p> <p>Program modifications</p> <ul style="list-style-type: none"> • Education, B.S • English Language Learners Minor • PreK-3 Concentration in BS Education • Professional Education Minor • Professional Education Minor for Secondary and K-12 Education <p>New Course</p> <ul style="list-style-type: none"> – SPED 4341 – Effective Inclusion Strategies for Secondary Education 	<p>CoE</p> <p>EDUC</p> <p>Program modifications</p> <ul style="list-style-type: none"> • Special Education K-8 Interventionist in MAT Teaching

Undergraduate	Graduate
<p>CoSTEM</p> <p><i>AGRI</i></p> <p>Program modification</p> <ul style="list-style-type: none"> • Pre-Veterinary Medicine Concentration in BS General Agriculture • Veterinary Technology Concentration in BS General Agriculture <p><i>CHEM</i></p> <p>Program modification</p> <ul style="list-style-type: none"> • Biochemistry Concentration in BS Chemistry • Chemistry Minor <p><i>ENGT</i></p> <p>Program modification</p> <ul style="list-style-type: none"> • Engineering Technology Minor • Manufacturing Engineering Technology Concentration in BS ENGT • Mechanical Engineering Technology Concentration in BS ENGT <p><i>GEOG/GEOL</i></p> <p>Course revision</p> <ul style="list-style-type: none"> – GEOG 4500 – Special Problems in Geography <p><i>PHYS/ENGR/ASTR</i></p> <p>Program modification</p> <ul style="list-style-type: none"> • Physics, BS <p>New Course</p> <ul style="list-style-type: none"> – PHYS 3150 – Seminar II 	
<p>Dept. of Student Success</p> <p>Program modifications</p> <ul style="list-style-type: none"> • Multi-Disciplinary Concentration in BS General Studies • Survey of Organizational Administration and Supervision Concentration in BS General Studies • Survey of Organizational Administration and Supervision Concentration in BS General Studies • Survey of Social and Behavioral Sciences Concentration in BS General Studies • Survey of Health Concentration in BS General Studies • Survey of Humanities Concentration in BS General Studies • Survey of Scientific Thought Concentration in BS General Studies • Survey of Scientific Thought Concentration in BS General Studies • Peer Leadership (Certificate) 	

Undergraduate

Graduate

Dept. of Student Success *cont.*

New Courses

- APSU 3010 – Foundations of Peer Leadership in the University
 - APSU 3020 – Peer Leadership Practicum Experience
- APSU 3030 – The Leadership Project

University Curriculum Committee Report

Faculty Senate
February 28, 2022

Consent Agenda Items

Gen. Ed./Core Items: None

All items were approved.

Items	Depts
Course Description Change	ACCT, HOSP
Course Name Change	ACCT, HOSP
Course Number Change	HOSP
Course Co-requisite Change	EDUC
Course Prerequisite Change	ACCT, COUN, EDUC

Action Agenda Items

Gen. Ed./Core Items: None

All items were approved. Representatives from the departments provided context, with committee members and representative discussing items as needed for clarification.

Undergraduate	Graduate
CoAL HIST New Course <ul style="list-style-type: none">HIST 4230 – Global Conflict and Revolution, 1898-1924 (Dual listed)	CoAL HIST New Course <ul style="list-style-type: none">HIST 4230 – Global Conflict and Revolution, 1898-1924 (Dual listed) MUS New Course <ul style="list-style-type: none">MUS 5615 – Pep Lab Band
CoBHS CRJ Program modifications <ul style="list-style-type: none">Criminal Justice, BS LDSP Program modifications <ul style="list-style-type: none">Department name changeLeadership Science, BSLeading Operations Concentration in Leadership Science, BSLeading People Concentration in Leadership Science, BS	CoBHS PSYC/COUN Program modification <ul style="list-style-type: none">School Counseling Concentration in MS COUN New Course <ul style="list-style-type: none">COUN 6000 – Counseling Military FamiliesCOUN 6730 – Crisis and Trauma Counseling

Undergraduate	Graduate
CoB <i>MGT/MKTG</i> Program modification <ul style="list-style-type: none">• Hospitality Management Concentration in Management, BBA New Course <ul style="list-style-type: none">– HOSP 3830 – Lodging Management– HOSP 4990 – Hospitality Capstone	
	CoE <i>EDUC</i> New Course <ul style="list-style-type: none">• EDUC 5714 Schoolwide Interventions and Inclusive Practices

University Curriculum Committee Report

Faculty Senate
March 14, 2022

Consent Agenda Items

Gen. Ed./Core Items: None

All items were approved.

Items	Depts
Course Deletion	ART

Action Agenda Items

Informational Items:

- Policy 2:011 Membership and Responsibilities of the University Curriculum Committee
 - Being rescinded as it has been merged with Policy 2:001.
- Policy 2:023 Awarding of Credits Earned Through Extra-Institutional Learning to the University
 - Being rescinded as it has been merged with Policy 2:015.

Policy Updates (all approved):

- Policy 2:001 Curricular Development and Modification Approval
 - Added information from Policy 2:011 on University Curriculum Committee Membership into the Curricular policy.
- Policy 2:015 Prior Learning Credit
 - Originally created in 2014, revised March 2017 prior to this revision.
 - However, oversight of the policy was not centralized - Distance Education no longer maintains the portfolio segment, and no central office was responsible for communicating with department chairs to determine if the department chairs had determined that Prior Learning Credit was to be awarded and if so, a procedure for articulating it to the student's transcript
 - Prior Learning Assessment is a highly individualized process that offers adult and non-traditional students the unique opportunity to petition for college credit for the knowledge, training, and skills they previously learned through a broad range of experiences outside of the traditional academic setting.
 - APSU has a significant population of military students and the State of Tennessee has placed on significant emphasis on ensuring that adult and non-traditional students attain degree completion utilizing Prior Learning Assessment if applicable
 - Some departments award articulated prior learning credit based on criteria determined by the department such as prior work experience, institutional partnerships, or national certification
 - The Proposed version of 2:015 combines 2:015 and 2:023, Awarding of Credits Earned Through Extra-Institutional Learning, into one policy
 - Policy 2:015 creates a central point of contact for non-traditional students that might want to apply for Prior Learning Credit through the portfolio process
 - The revisions in 2:015 provide a clear process for the Office of the Registrar to articulate the credit to the student's transcript if department chairs approve of the awarding of credit
- Policy 2:022 Posthumous Degree
 - Reviewing the policy for Posthumous degree, no changes were made to this policy.

- Policy 2:038 Undergraduate and Graduate Admissions Policy
 - Policy has been edited to create a more generic or general admission policy and references applicable law.
 - This will allow flexibility to change some things within the Admission policy, which are consistent with law, without having to go through the policy change process each time.
 - Granular admission requirements are specified in the bulletin which is updated annually.

Gen. Ed./Core Items: None

All items were approved. Representatives from the departments provided context, with committee members and representative discussing items as needed for clarification.

Undergraduate	Graduate
CoAL MUS Program modification <ul style="list-style-type: none"> • Music Therapy concentration in Music BM 	
	CoB MGT/MKTG Program modification <ul style="list-style-type: none"> • Management, MS
	CoE EDUC SPEC Program modification <ul style="list-style-type: none"> • Science Education Research and Practice concentration in Curriculum and Instruction MAED • Secondary Science Education concentration in Curriculum and Instruction MAED TEACH & LEARN Program modification <ul style="list-style-type: none"> • Grades 6-8 Science Licensure Concentration in Teaching, MAT • Secondary Science Education Concentration in Teaching, MAT

University Curriculum Committee Report

Faculty Senate

April 11, 2022

Old Business

- MSW Social Work – the 2-year track needs to make a small change to add an “or” between 6210 and 6220. This ensure the program is 30 hours.

Consent Agenda Items

Gen. Ed./Core Items: None

All items were approved.

Items	Depts
Course Deletion	CLAS
Course Description Change	CLAS, PSYC
Course Hour Update	JAPN
Course Name Change	CLAS
Course Number Change	LTN
Course Prerequisite Change	MATH
Program Description Addition	COMM

Action Agenda Items

Gen. Ed./Core Items: None

All items were approved. Representatives from the departments provided context, with committee members and representative discussing items as needed for clarification.

Undergraduate	Graduate
CoAL	CoAL
LANG/LIT	MUS
Program modification	Program modification
<ul style="list-style-type: none">Latin with Licensure Concentration, BA Foreign Languages -TERMINATED<ul style="list-style-type: none">Implementation Fall 2022NOTE: The State of Tennessee will no longer allow license to be issued for students completed a Foreign Language at the undergraduate level. Therefore, the concentration is being terminated immediately to ensure students are not impacted by this change.	<ul style="list-style-type: none">Instrumental Performance Concentration, MMU MusicVocal Performance Concentration, MMU Music
New course	New course
<ul style="list-style-type: none">GREK 3999 – Readings in Ancient Greek Authors	<ul style="list-style-type: none">MUS 5925 – Performance Certificate Recital

Undergraduate

Graduate

CoB

MGT/MKTG

New course

- MGT 5910 – Special Topics in Management

Next Meeting:

- May 9, 2022

Slate of Senate Officers 2022-23

- **President:** Perry Scanlan
- **Vice President:** Soma Banerjee
 - **Secretary:** Gina Garber
 - **Treasurer:** James Thompson
- **University Curriculum Committee Representative:** Kristen Butler
 - **Provost Council Representative:** Alex King
 - **Member at Large:** Mickey Wadia