

Austin Peay State University
Faculty Senate
Meeting of Thursday, May 5, 2022
Morgan University Center, Room 307 | 3 pm
Minutes

Call to Order: Senate President Jane Semler

Recognition of Guests: Ellen Brown, Susan Cockrell, Provost Maria Cronley, Florian Gargaillo, Nancy Gibson, Pam Gray, University President Mike Licari, Christine Mathenge, Rod Mills, Melissa Kates, Tracy Nichols, Michelle Robertson, and Jeff Williams

Roll Call of Senators: Senate Secretary Gina Garber

Absent Senators: Terri Crutcher, Tatsushi Hirono, Sumen Sen, and Harold Young

Approval of Today's Agenda: motion made, seconded, and passed to approve the agenda adding 10 minutes to Senate President Semler's Remarks

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)

a. Moment of Silence to Honor Former APSU President Dr. Robert Riggs (1976-1987)

Senate President Semler led a moment of silence in honor of former APSU President Dr. Robert Riggs. She provided a brief history of the valuable contributions that Dr. Riggs made to APSU, such as his efforts in creating our relationship with Fort Campbell; creating the two Centers of Excellence for the Creative Arts and for Field Biology; he was involved in the campus beautification work which was instrumental in the commissioning of the Sentinel, also known as the "Green Man" statue in the center of campus.

b. Welcome: Last Senate Meeting of 2021-2022

Senate President Semler congratulated everyone for making the last Faculty Senate meeting of the academic year. She said that we have a lot to celebrate and invited everyone, senators and guests, to eat the snacks that the Executive Committee provided. She also thanked APSU's Coca-Cola vendor for providing the beverages.

Senate President Semler welcomed the new senators with a round of applause. She thanked all of the senators who served this year and sat through some long meetings. She wanted them to know how much she appreciated their support and smiling faces. She reminded them about the important goals that

the Faculty Senate accomplished this year that initiated great discussions and engagement. Senate President Semler led another round of applause for the senate's diligent work.

- c. Senate President Semler attended the Tennessee University Faculty Senates (TUFS) meeting with Soma Banerjee, TUFS President-Elect. Senate President Semler said that the TUFS Executive Committee and members were very impressed with the APSU Faculty Senate's accomplishments. She said APSU was the envy of the Tennessee schools.
- d. The Academic Red Committee was chaired by Amy Thompson and included Kakali Chakrabarti, Sue Evans, Bill Rayburn, and Jennifer Yantz. Their charge was to study the course continuity policy to include requirements for the learning management system (LMS) (ex. gradebook, syllabus, what is enforceable, etc.). This Committee developed [Policy 2:067 Course Continuity Policy](#) that was passed and issued on April 11, 2022. This policy reflects faculty supporting student success in requiring that faculty post a current syllabus and grades in the LMS.
- e. The Academic White Committee was chaired by Jeffery Williams and included Eva Gibson, Cheryl Lambert, Michelle Robertson, and Saeid Samadidana. Their charge was to study the course evaluation tool and its weight in the RTP process. This Committee's work proposed a means to enforce an updated evaluation tool which was passed on to Academic Affairs. Hopefully, we will be seeing some change in the actual evaluation tool that students take in all of our classes. The proposed course evaluation tool is shorter and much better with questions that were developed by current faculty. Part two of the Committee's work was to draft language for the University RTP Policy Committee. This was groundbreaking for the other TUFS institutions. Student course evaluations will only be used for formative purposes in the e-dossier; however, they will no longer be used as the criterion for evaluating faculty.
- f. The University RTP Policy Committee was chaired by Uma Iyer and included Elaine Berg, Thomas Buttery, Tucker Brown, Pilsik Choi, Kallina Dunkle, Gina Garber, Leong Lee, Mickey Wadia, and Lynne Crosby. The key drafters for the Enhanced Peer Review, Enhanced Peer Evaluation Report, and the University RTP Appeals Board Charge were Uma Iyer, Kallina Dunkle, Mickey Wadia, and Elaine Berg. The University RTP Policy Committee worked hard in conjunction with this year's senate to create the Enhanced Peer Evaluation. This was originally proposed in 2021 by the Faculty Red Committee, so this has been a two-year process. The Enhanced Peer Review is going to replace the student course evaluations as a criterion for evaluating faculty. Faculty will now have two evaluations per cycle instead of one evaluation.

- g. The Faculty Red Committee was chaired by Tatsushi Hirono and included Alex King, Amanda Estep, Darren Michael, and Rachel Bush. Their charge was to study the faculty annual evaluation tool. This is an excellent example of shared governance at its best. Changes to Policy 2:053 Annual Faculty Evaluation Review was scheduled for its five (5) year review this year. The Provost wanted to institute a faculty improvement process for those who earn less than a three (3) in any area. Faculty also proposed a change to Area II, which has always been the biggest complaint to the evaluation. For example, what if a faculty member has a great year on a year when there is no merit pay available and then the next year, there is merit pay, but the faculty member did not publish or do anything super great? To fix this, we now have a rolling three (3) year average or that particular current year, whichever benefits the faculty member.
- h. The Faculty White Committee was chaired by Mickey Wadia and included Ellen Brown, Kristen Butler, Susan Cockrell, Emily Crane, Rod Mills, Bing Xiao, Corey Harkey (*ex officio*), and JaCenda Robinson (*ex officio*). Their charge was to develop a progressive faculty performance improvement plan. This is another example of shared governance at its best. The Provost wanted a better functional way to discipline faculty. We have not had a policy to deal with faculty disciplinary issues. The Faculty White Committee's work has created guardrails for faculty including a rebuttal process and an appeals process.
- i. The Nominations and Elections Committee was chaired by Allyn Smith and included Jennifer Denk, Jennifer Thayer, Sue Evans, and Lisa Barron. Senate President Semler recognized that much of their work is behind the scenes. It is a lot of hard work that you do not get to see happen, but we depend on their work.
- j. The Staff Services Award Committee was chaired by Patrick Gosnell and included Ibukun Amusan, Wes Atkinson, and Harold Young. Senate President Semler congratulated the Committee on selecting another excellent recipient of the 2021-2022 Staff Award.
- k. Senate President Semler reported that Faculty Senate has taken on 53 policies this year to review for their five (5) year cycle, because we never staggered them. Senate President Semler said the Provost has staggered them for the future so this will not happen again. She said, "now you know why some of our Faculty Senate meetings ran long."
- l. 2022 Faculty Retirements include: Catherine Gatewood-Keim, John Genis, Sarah Lundin-Schiller, Sharon Mabry, Paul Nicodemus, John Ray, Douglas Rose, Stephen Truhon, and Gregory Zieren. Senate President Semler thanked them for their service and led a round of applause to honor them. She also recognized 2021 faculty retirements which included: Najmul Abedin, Anne

Black, Chin-Zue Chen, Linda Darnell, Francisca Farrar, Kempa French, Samuel Fung, David Grimmett, David Guest, Shirley Hagewood, Steven Hamilton, Bonnie Hodge, Teresa Kerr, Barry Kitterman, Dan Meyer, Patty Orr, Jerry Plummer, Jennie Preston-Sabin, Norbert Puszkas, Gail Robinson-Oturu, William Rupp, Adel Salama, James (Gary) Steward, and Anne Wall.

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

President Licari thanked Senate President Semler for her leadership over this past year and he congratulated the Senate for a tremendously productive year. He said you get to have a productive year when shared governance works and it is a healthy way to get a lot done for the University.

Divisive Concepts Law Update: President Licari said the University is working on a process to log these types of complaints that might come in the future. There have been conversations with Vice President for Legal Affairs & Organizational Strategy Dannelle Whiteside, Provost Cronley, and Senate President Semler about how to handle complaints on campus. We have decided to avoid adding more processes, committees, and bureaucracy. We are researching the possibility of amending the existing grade appeals process to make it function for a complaint process. President Licari said they already have a non-academic complaint process in Academic Affairs that they are also reviewing. He said these will be starting places and we will be able to learn as things come up to be able to respond appropriately. The survey is another part of this law that we will be required to perform. President Licari said that a faculty member and someone from Institutional Research will work over the summer to begin drafting the survey. The state is still trying to decide if they want to use one instrument for all campuses or have independent instruments for each institution. He said someone from APSU will be in contact with the other universities about this.

Ransomware Campus Update: President Licari acknowledged how frustrating the security breach was for APSU. It is criminal activity and it is being investigated.

Health Professions Building: President Licari said the cost of the new building is substantially over budget due to inflation and the timing of the pandemic. He said they have done the value engineering to shrink the budget by looking at what we would like to have versus what we need. There is still a big gap. President Licari said we are in the same boat that Tennessee Technological University and Memphis are in in terms of projects. He said the only two ways we could stay on schedule are to change the programmatic nature of the building or to use our own money to fill in the financial gap. He said we do not want to change the programmatic nature of the building because it is a good plan and we need it. However, we do not have the \$12 - \$15 million to fill the financial gap. Another option that we have is to go back through the budgeting process to secure enough resources which will probably add one more year. APSU did not do anything wrong. The budget projections that we used were conservative.

3. University Provost, Dr. Maria Cronley (5 minutes)

Provost Cronley made a joke and said she was stealing a line that she heard during the School of Nursing's pinning ceremony, "we started the year with a virus and we are ending the year with another virus." She greeted the Senate and said she had three (3) updates to share:

Vice President for Finance and Administration (VPFA) Search: Provost Cronley reminded everyone that she is chairing the VPFA Search Committee and they have narrowed the candidates down to four (4) very qualified finalists. They are in the process of coming to campus. She said we have already hosted our first finalist on Wednesday with the others coming after commencement. Provost Cronley encouraged faculty to provide feedback.

Dean of Arts and Letters Search: We have identified finalists that will be coming to campus next week. Provost Cronley said it is very important for the CoAL to find a leader and to get a person in place soon. Therefore, instead of delaying this for one year, we are moving forward with the candidates and their scheduled visits to campus. She said she is aware that faculty may be transitioning off campus for the summer, so they will be having the open forums via Zoom. This way, faculty can still participate and attend the open forum. She is hopeful that the search will end by the end of May. Provost Cronley thanked the Search Committee and Dean Prentice Chandler for his role in chairing the Committee.

Strategic Planning: Academic Affairs wrapped up its work with the University Strategic Planning Committee by presenting the Committee with Academic Affairs' contribution and feedback. Academic Affairs will continue to work on their master plan that will run into fall semester. She said we will hear more about it in August.

Spring Commencement Ceremonies: Provost Cronley was excited about the three (3) commencements scheduled for Friday, May 6, 2022. She said that volunteers were needed for the 4 pm ceremony.

Thank You: Provost Cronley thanked the Faculty Senate for a great year. She said although she is coming up on her second anniversary as Provost, she really feels that this year was her first year because of the challenges of dealing with the pandemic. Provost Cronley said in spite of our challenges with the pandemic, inclement weather days, the issues with the divisive language legislations, 53 policies, and then a major attack on our IT infrastructure, she is very proud of the strong shared governance that we continue to have at APSU. She said she appreciates the grace, collegiality, and stability that faculty offer her on a day-in-day-out basis. She said she feels blessed and lucky to have such great colleagues.

Provost Cronley ended her remarks by letting Senate President Semler know that she is a gracious and thoughtful leader and then presented her with a gift.

4. Budget Advisory Committee Chair, Dr. Florian Gargaillo (5 minutes)
 The following four (4) topics were discussed at the April 19th meeting [**Appendix A**]:
 - State Budget Recommendations – The THEC (\$6,039,300) and Governor (\$8,548,300) recommendations were approved to include the 4% salary pool for which APSU must cover half at \$1,993,900. The 4% salary pool comes with the condition that there will be no tuition increase. Additionally, APSU was funded \$20,000,000 to begin Oracle’s Enterprise Resource Planning (ERP) implementation that will begin in Finance and Human Resources
 - Capital Projects Recommendations – The following capital projects have been approved:
 - Campus-wide Elevator Modernization
 - Dunn Center HVAC and Electrical Modernization
 - Kimbrough Classroom and Office Renovations
 This work coupled with APSU’s contribution is \$12,175,000.
 - Federal COVID Relief Uses – The Federal Government has extended the deadline to use the remaining funds to May 2023. APSU has a remaining balance of \$7,232,562.
 - Enrollment, Retention, and Reserves – Freshman enrollment in Fall 2022 is predicted to be around 1,700. To avoid a new budget gap beyond May 2023, freshman reenrollment should be at 1,700.

5. CAFE Director, Dr. Melissa Kates (10 minutes)
 Dr. Kates greeted the Faculty Senate and said she is looking forward to meeting the new faculty. She provided a report on the Center for Advancement of Faculty Excellence (CAFE) accomplishments and their future endeavors [**Appendix B**]. She acknowledged the work that Drs. Tim Leszczak and Adriane Sanders did this past year and thanked them. She also thanked the CAFE Advisory Board (Soma Banerjee, Rob Baron, Emily Lean, Sarah Whiteford, Benita Bruster, Charles Gonzales, Christine Mathenge, Marcia Schilling, Nancy Gibson, Dean Prentice Chandler (*ex officio*) and Tracy Comer (*ex officio*), Chrystal Faulkner (*ex officio*), and LaNeeça Williams (*ex officio*). CAFE’s initiatives and accomplishments include:
 - Advisory Board – selected and active
 - Student Course Evaluations – instrument revision: collaboration with Faculty Senate
 - Faculty Inquiry Community – Austin Peay Online Quality Fundamentals Pilot
 - Faculty Learning Community – Equitable Course Based Assessments
 - Teaching Professor Conference – Sending Three (3) Faculty to the Conference
 - On Demand Workshops – Optimizing Faculty/Student Interactions, Dossier Bootcamp(s) & Techbytes

CAFE is looking to improve the former Pre-Semester Calendar now referred to as the Faculty Conference and Annual Meeting. They are also interested in creating more faculty learning communities, focusing more on mentoring, and developing affinity groups to get faculty connected on campus.

Old Business:

1. 2:047 Intellectual Property Patents and Copyrights (action item)
The Executive Committee sent this policy back a couple of times to have it edited. Senate President Semler thanked Senate Vice President Scanlan and Senator Gibson for their contributions. We now have a timeline that the University has to abide by for them to decide to pursue intellectual property rights for something that you have created.

Motion to accept and discuss Policy 2:047 Intellectual Property Patents and Copyrights with the changes made, approved, and passed

Motion to approve Policy 2:047 Intellectual Property Patents and Copyrights with the changes made, approved, and passed

2. 2:048 Adjunct Compensation, Extra Compensation and Compensation for Services (action item)
This policy was tabled at the last meeting. The issue was about including a minimum dollar amount for adjunct faculty. The Provost was adamant about not including a dollar amount. Senate President Semler said during the discussions she had with the Provost, she has discovered that there is a tiered pay schedule that APSU uses which starts at \$750 per teaching load credit (TLC). The next tier is \$1000 per TLC, then \$1,500 per TLC, and it caps at triple the \$750 per TLC. This tier has been used for the past two (2) years. Under this system, the chair writes a short justification of why the adjunct should receive the specific tier level. This policy is one of the 53 policies that we reviewed in that five (5) year schedule, so we do need to provide some guidance and feedback.

Motion to accept Policy 2:048 Adjunct Compensation, Extra Compensation and Compensation for Services as written made, seconded, and passed

Questions:

Q: Where is this tiered policy located?

A: This is a great question. The tiered pay schedule is housed in Academic Affairs. It is not on the website.

Comment: This tiered pay schedule has been communicated to the chairs and directors because we are the ones who deal with this on regular basis. This information was discussed at our last meeting.

Q: What is the security of that document? How do we know if it gets edited with different amounts?

A: Those documents cannot be set in stone forever.

Motion to approve Policy 2:048 Adjunct Compensation, Extra Compensation and Compensation for Services as written made, seconded, and passed (voting results: 1 no vote and 4 abstentions)

New Business:

1. SASI Awards, Dr. Tracy Nichols (information item) (5 minutes)

Senate President Semler presented Dr. Tracy Nichols with a gift and thanked her and the Committee (Darren Michael, Sumen Sen, Tasha Ruffin, and Antonio Thompson) for their work.

Dr. Nichols thanked the Committee for reviewing 49 SASI proposals (110 pages to read) totaling over \$147,000. She said this year's funding was \$55,100. She said the SASI Committee had a tremendous amount of work to do and she appreciated everything they did in selecting the winners. Additionally, she thanked Dr. Antonio Thompson and Senate President Semler who were able to answer questions when she had them, and she thanked Senate Secretary Gina Garber who updated the website. Dr. Nichols said that 23 of the 49 SASI proposals were funded and every penny was spent [Appendix C]. She said that she has had the pleasure of receiving a SASI grant and has also had SASI proposals turned down. She knows the faculty who took time to write a SASI proposal wanted to do something special for their students and that it meant a lot to them. She knows they were truly wanting to engage with their students in the spirit of the SASI program. She said the Committee understood this and were very diligent in how they approached the process in selecting who would get funding.

2. Presentation of Awards to 2021-2022 Executive Committee Members, Senate President Jane Semler (10 minutes)

Senate President Semler thanked each Executive Committee member and presented them with an award to mark this successful academic year and their service and accomplishments. The following Executive Committee Members received an award and a hand-written card from Senate President Semler:

- William Rayburn, Parliamentarian, *ex officio*
- Elaine Berg, Board of Trustees Faculty Member, *ex officio*
- Christine Mathenge, Immediate Past President, *ex officio*
- Nancy Gibson, Representative to University Curriculum Committee
- Mickey Wadia, Member at Large
- Florian Gargaillo, Treasurer
- Gina Garber, Secretary
- Perry Scanlan, Vice President

Immediate Past Faculty Senate President Christine Mathenge presented Senate President Semler with an award and recognized how productive she was this year.

Senate Vice President Scanlan made the following remarks about Senate President Semler:

Jane Semler, our Faculty Senate President, has accomplished so much in her year as President. Transitioning from COVID-19 and from virtual to in-person senate meetings was not easy, yet she made it look simple. She championed the process of an enhanced peer review for our RTP process

while simultaneously handling a very sticky social media policy. She made sure our courses had reasonable policies related to course continuity and that faculty had an appropriately fair faculty discipline policy. Additionally, Jane managed the process of updating our course evaluation tool, and the faculty annual evaluation process. If that wasn't enough, she participated in searches, strategic planning, and over 50+ policy reviews and revisions.

Jane did all of this with a laugh and a smile, and that could not have been an easy task. I saw first hand all the late nights and hours she spent working into the night in her office and arriving early before other faculty. As we all know Jane can pursue a very aggressive agenda! Some of our meetings lasted later than expected, but when you see all that has been accomplished, you can see that the extra time and effort was worth it to meet the needs of faculty and in supporting shared governance. While we cannot always have such an aggressive agenda, Jane was there when we needed her to step in and lead. She did it for us and for the rest of the faculty, to make our lives and our work better.

When she wasn't doing all this, she was busy attending social events for the University, poster sessions, and other needs. She even set up faculty tailgates on multiple weekends during football season providing a positive experience for faculty attending the games. I cannot say enough about the amazing work Jane did in accomplishing our agenda this year.

It is with great pleasure that I thank Jane Semler on behalf of the Senate for all the work she has done for the faculty. We appreciate all her personal sacrifices working on behalf of us this year. She truly represents what it means to be Faculty Senate President! On behalf of the Senate, we thank you Jane Semler for your tremendous service to the faculty and to us. Thank you so much for all you do.

3. Election of 2022 –2023 Executive Committee Members, Dr. Christine Mathenge, Nominations Committee Chair (action item)

Immediate Past President Christine Mathenge presented the 2022-23 Slate of Senate Officers:

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

Immediate Past President Mathenge asked if there were any nominations from the floor. Senator David Rands nominated himself for the Vice President/President Elect office.

Motion to approve all offices but the Vice President/President Elect Office by acclamation made, seconded, and passed

The two candidates for the Vice President/President Elect office provided a 90 second election pitch. The candidates spoke in alphabetical order beginning with Senator Soma Banerjee and ending with Senator David Rands.

Paper ballots were used and counted with Senator Soma Banerjee receiving the majority of votes. Senator Soma Banerjee is the 2022-2023 Faculty Senate Vice President/President Elect

2021-2022 Senate President Jane Semler passed the gavel to 2022-2023 Senate President Perry Scanlan.

Senate President Scanlan said he is looking forward to working with the Senate and that he knows this work can't be done by one person. He is excited to be able to work with each and everyone of the senators. He said his first order of business is to entertain a motion that we adjourn all summer meetings.

Motion to adjourn all summer meetings made, seconded, and passed

Adjourn: 4:29 pm

Appendix A

Budget Advisory Task Force April 19, 2022 3:00 – 4:00PM

Presiding: Mitch Robinson.

Present: Florian Gargaillo, Jacklyn Milam, Lee Miller.

State Budget Recommendations.

THEC Recommendation:

Health Insurance: N/A

4% Salary Pool: N/A

Outcomes Formula Growth: \$4,306,300

Outcome Formula Redistribution: \$1,733

Total: \$6,039,300

Governor Recommendation:

Health Insurance: \$515,00

4% Salary Pool: \$1,993,900

Outcomes Formula Growth: \$4,306,300

Outcome Formula Redistribution: \$1,733

Total: \$8,548,300

Conditional on there being no tuition increase.

2% of salary pool that APSU must cover will come from Outcomes Formula Growth.

In addition, APSU given ERP Implementation Funding of \$20,000,000, which will be used for technology in Finance and Human Resources.

Capital Project Recommendations.

Campus-wide Elevator Modernization: \$1,000,000

Dunn Center HVAC and Electrical Modernization: \$2,000,000

Kimbrough Classroom and Office Renovations: \$8,458,000 [APSU will contribute \$717,000 in private gifts.]

Total: \$11,459,000 [\$12,175,000 including APSU's contribution.]

Federal COVID Relief Uses—Institutional Portion.

Beginning Balance: \$34,074,377

Total Expenditures to Date: \$26,841,815

Available Balance: \$7,232,562.

Federal government extended deadline to use remaining funds to May 2023.

Deficit 7/1/2021: \$6,400,000

[drop in freshman enrollment, inflationary costs of contracts]

2022-2023 State Budget: \$8,548,300

Recurring Budget Gap: \$2,488,300

[budget gap will be covered with HERF Funding]

Budget Picture Going Forward: Enrollment, Retention, and Reserves.

Expectation that freshman student enrollment in Fall 2022 will be 1,700. Freshman number should ideally be at least 1,700 to avoid a new budget gap beyond May 2023.

Uptick in retention (4.5%) will help address budget gap.

Reserves: trying to add 2% of revenue in reserves every year; in 5 years, hoping to have 25% of revenue in reserves, as recommended by Trustees.

Appendix B



CENTER FOR ADVANCEMENT OF FACULTY EXCELLENCE CAFE

Faculty Senate Update 5/5/2022



FIRST YEAR IN REVIEW

CAFE: Off to a great start!

2021-2022 Accomplishments*:

- Advisory Board selected and active
- Student Course Evaluations – instrument revision: collaboration with Faculty Senate
- Faculty Inquiry Community: Austin Peay Online Quality Fundamentals – pilot
- Faculty Learning Community: Equitable Course Based Assessments
- Teaching Professor Conference: sending 3 faculty to the conference
- On Demand Workshops: Optimizing Faculty/Student Interactions, Dossier Bootcamp(s) & Techbytes
- * note: these include new initiatives and not ongoing, institutionalized initiatives such as First Year Faculty and Faculty Leadership Program

Advisory Board

- Membership: 9 voting faculty members & 4 *ex-officio*
 - CoAL: Dr. Soma Banerjee & Dr. Rob Baron (chair representative)
 - CoB: Dr. Emily Lean
 - CoBHS: Dr. Sarah Whiteford
 - CoE: Dr. Benita Bruster & Dr. Charles Gonzales
 - CoSTEM: Dr. Christine Mathenge & Dr. Marcia Schilling (FS rep)
 - Library: Nancy Gibson
 - Dean (ex-officio) Representative: Dr. Prentice Chandler
 - Staff (ex-officio) Representatives: Dr. Tracy Comer, Chrystal Faulkner & LaNeeça Williams

Advisory Board

- Action items 2022-2023:
 - Developed CAFE Vision & Mission Statements:
 - **Vision:** *We will be the trusted resource for transformational educators at APSU.*
 - **Mission:** *The mission of CAFE is to support the faculty of Austin Peay State University by providing resources, advocacy, and professional development.*
 - Engaged in a day long planning retreat
 - Established sub-committees for future initiatives
 - Provided guidance, support and direction to CAFE Director

Student Course Evaluations: Revisions to current instrument

- Spearheaded by College of Education faculty member: Donna Short
- Close collaboration with Faculty Senate
- New instrument reviewed, received recommendations, approved by Faculty Senate
- At Academic Affairs for input and approval
- Example of CAFE serving as an ***advocate*** for a faculty led initiative.

Faculty Inquiry Community: Austin Peay Online Quality Fundamentals (AOQF)

- 9 Faculty members engaged in implementing a new online quality tool
 - Applied tool to one of their own online courses
 - Served as a peer reviewer, using the new tool, to one other community member's online course
 - Provided feed back on the tool itself, resources provided by Distance Education, and suggestions on how to best scale up the use of the tool for improved online course design
- Example of CAFE serving as a **resource** between a campus department (Distance Education) and faculty to improve course design at APSU.

Faculty Learning Community: Equitable Course Based Assessments

- 4 Faculty members, this summer, will:
 - Investigate best practices for improving assessment of student learning (both at undergraduate and graduate level courses)
 - Provide suggestions for expansion of the learning community for the 2022-2023 academic year
 - Provide ideas for encouraging faculty to review course assessments
- Example of CAFE serving as a ***resource & providing professional development.***

Faculty Development

- Attendance to the Teaching Professor Conference this June
- Workshops provided BY faculty FOR faculty:
 - Optimizing Faculty/Student Interactions – series of sessions
 - Dossier Bootcamp
 - TechBytes (offered by Distance Education)



THINGS TO COME

CAFE: What to look for in 2022-2023

Be on the look out for:

- Continual revision and improvement to the (former) Pre-Semester Calendar now referred to as: Faculty Conference and Annual Meeting
 - Greater focus on what APSU Faculty have done or are doing
 - Emphasis on community building & making connections
 - We are still accepting proposals [HERE](#)
- More faculty learning communities (FLCs):
 - Expanded Equitable Course Based Assessment FLC
 - Faculty can propose future Learning Communities
- Focus on expanded mentoring
 - Mentoring beyond the 1st year
 - Teaching mentoring to include faculty consultations and peer to peer informal observations
- Affinity Groups – getting connected on campus
 - Writing Accountability Groups & Writing Retreat coming in Summer 2023!

What can you do for CAFE?

- Provide suggestions and ideas:
 - Link to Qualtrics general “needs assessment survey” can be found [HERE](#) & on CAFE Website
 - Provide suggestions to CAFE Director
 - Serve as an Ambassador for CAFE (information provided at the Faculty Conference and Annual Meeting)
 - When requests are made consider serving as:
 - Teaching mentors – teaching consultants
 - Mentors beyond FYF
 - Workshop presenters – CAFE is always open to offering faculty led workshops!
 - Participating in sponsored Affinity Groups – or suggest a new group!

CAFE is ever evolving and growing – we want to hear from you regarding how we can best serve our mission to

“support the faculty of Austin Peay State University by providing resources, advocacy, and professional development.”

Appendix C

2022 – 2023 Funded SASI Proposals

	Proposed Project	PI	Department College	Requested Funds
1	2023 Music City Veterinary Conference	Jennifer Cox	Agriculture	2406.00
2	Student Travel to Tennessee Music Educators Association Professional Development Conference	Michael Chandler	Music	2275.00
3	Cultivating Civility: A Lunch and Learn for New Nursing Students	Amy Black	Nursing	2000.00
4	Special Ed Conjunction: What's Your Function?	Moniqueka E. Gold	Department of Teaching and Learning	2000.00
5	Bringing a Graduate School Style Journal Club to Undergraduate Chemistry Majors	Meagan K. Mann	Chemistry	600.00
6	International Education Forum	Andrea Lee	Educational Specialties	1200.00
7	Wildlife Field Techniques Workshops (part 2)	Catherine Haase	Biology	5650.00
8	Tennessee Association of Blood Banks conference and field trip to the Red Cross facility in Nashville, TN	Eleanor Jator	Allied Health Services (AHS)	900.00
9	Student Travel to Professional Mathematics Conference	Audrey Bullock	Mathematics and Statistics	500.00
10	Native American State Powwow Field Trip	Tamara Smithers	Art + Design	361.00
11	Mayfield Project	Jeffery Thompson	Social Work	7330.00
12	Game Development Bootcamp	Alice Lin	Computer Science & IT	2000.00
13	APSU Debut: Speech-Language Pathology at TAASLP	Kelly Kleinhans	HHP	3248.00
14	Radiologic Technology Student and Technologist Meeting and student scholarly competition in Memphis	Jennifer L Thompson	Allied Health Services (AHS)	1900.00
15	Literature Comes Alive: The LIVE Theater Experience!	Mickey Wadia	Languages & Literature	2800.00
16	Racial Justice Legacy Tour	Eboné Amos	African American Studies	6330.00

17	National Society for Leadership and Success (NSLS) Chapter Event Support 2022-2023	Sue C. Evans	Leadership	2925.00
18	Empowering Students Intellectually, Socially and Culturally through APSU India Club, Phi Alpha Theta and History Club	Soma Banerjee	History & Philosophy	4500.00
19	2022-2023 Chemistry Research Symposiums	Leslie Hiatt	Chemistry	600.00
20	Native American Lives and Literature: Talk to the Authors	Wes Atkinson	Languages & Literature	1500.00
21	Increasing Student Engagement and Performance in the Geosciences	Erik Haroldson	Geosciences	1000.00
22	24 Hours Animation Contest for Students	Scott Raymond	Art + Design	600.00
23	Internet of Things and Smart City Competition	Saeid SamadiDana & Michael Wilson	Computer Science and IT & GIS Center	2475.00
	Total Amount Funded			55,100.00