

**Austin Peay State University**  
**Faculty Senate**  
**Meeting of Thursday, August 25, 2022**  
**Morgan University Center, Room 307 | 3 pm**  
**Minutes**

**Call to Order:** Senate President Perry Scanlan

**Recognition of Guests:** Senior Vice Provost and Associate Vice President Tucker Brown, Uma Iyer, President Mike Licari, and Rod Mills

**Roll Call of Senators:** Senate Secretary Gina Garber

**Absent Senators:** David Rands, Robin Reed, Saeid Samadidana, and Jennifer Thompson

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

**Approval of Minutes from May 5, 2022 Meeting:** motion made, seconded, and passed to approve the minutes for May 5, 2022 with a minor edit on page six (6) to correct the typo in Senator Schilling's name

**Remarks:**

1. Senate President Perry Scanlan (5 minutes)

Welcome: Senate President Scanlan welcomed the faculty back to campus and let them know it was good to see everyone. He said it was especially good to see the students back on campus walking around wearing their Austin Peay t-shirts.

Transitional Items: Senate President Scanlan said that Faculty Senate will be experiencing many transitional matters this year:

ASUN Conference - With the APSU Board of Trustees (BOT) voting to join the ASUN Conference, Austin Peay will be transitioning into the ASUN Conference during our fall semester. This transition will bring a new energy to our athletics. The Faculty Senate is working on a plan to host Senate tailgates to welcome faculty to our home football games.

Academic Transitions - The faculty will be in transition regarding the Enhanced Peer Review process, changes to the Department RTP Guidelines, and the implementation of the Watermark dedicated software for e-dossiers.

Faculty Senate Items: Senate President Scanlan said that we will be working on the following:

- DEI and recommendations for a new compensation plan.



- Summer teaching load assignments.
- Refining previous language that was passed during the 2021-22 Faculty Senate academic year.
- Looking for ways to support diversity on campus. Senate President Scanlan said that the Senate has a diverse group of Senators. He encourages the faculty to engage and participate in activities that support diversity and our adult students. Senate President Scanlan wants everyone to feel welcomed and supported, and he will invite speakers to Faculty Senate to foster inclusion. He encouraged the faculty to take advantage of the cafeteria lunch plan. He said maybe you can find someone new to have lunch with and get to know them.

#### Announcements:

Latinx Heritage Month – Latinx Heritage Month kicks off on September 15, 2022 at the Office of Equity, Access, & Inclusion from 5:30-8:30 p.m. The Latino Community Resource Center will be participating in the Homecoming Parade on September 24, 2022, as well as tailgating before the Homecoming Game behind the Foy Center from noon to 3:00 p.m. Check out their webpage for more details: <https://www.apsu.edu/student-life/lcrc/latinxheritagemonth/>

Veteran’s Information – Tenn. Code § 8-50-812 says,

*“a state employee who is a veteran with a service-connected disability of thirty percent (30%) or more receives thirty-six (36) hours of leave each year that can be used to attend appointments related to the service-connected disability. However, no unused leave remaining at the end of the year may be carried over to the subsequent year.”*

Moment of Silence – Senate President Scanlan led a moment of silence to honor three (3) former APSU faculty colleagues:

- Lori Buchanan was assigned to the Woodward Library and served for thirty-three (33) years;
- Wallace Cross was assigned to the Department of History and Philosophy and served for thirty-five (35) years;
- Jerry Plummer was assigned to the Department of Accounting, Finance, and Economics and served for over twenty (20) years.

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

Welcome: President Licari welcomed the faculty back to campus and to the start of the academic semester and year. He thanked the senators for their service on the Faculty Senate and their commitment to shared governance. He said we are off to a good start with plenty of Welcome Week activities for our students. These events have been well-attended by students. President Licari is happy about number of students who are



attending these events because he said the more engaged students are on campus, the better they do academically in the class. He enjoyed helping the freshmen move into their dorms late last week. Additionally, he was excited to be able to help students and to meet the new Govs Mascot. He joked that the new Govs Mascot's parents were even more excited.

Get Involved: President Licari said there are plenty of events and activities scheduled throughout the semester and that he tries to attend the events, but he really encourages the faculty to attend them, too. He reminded us about the weekly free meal that we get and said go to the Cafe. He had lunch earlier this week with a couple of students.

Strategic Plan: President Licari complimented the engaging work that was done on the Strategic Plan in developing the mission, vision, and values that led to the pillars, goals, and objectives. He said that we need to begin working on the implementation of this plan. There will be dashboards and gauges to show our progress throughout the life of the plan. Periodically, there will be a formal report at the start of each fall going forward. President Licari said that this will coincide with the report that he gives to the Board of Trustees in September.

University President's Accessibility: President Licari says he tries to be accessible to the faculty. He has weekly meetings with Senate President Scanlan, but he also wants to give anyone who needs access to him some time. Beginning in September, he will institute open office hours where faculty can sign up and he may institute a few pop-up opportunities for people to meet with him, as well.

**Motion to extend time by 1 minute made, seconded, and passed to allow University President Licari time to finish his announcements**

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

Senior Vice Provost and Associate Vice President Tucker Brown spoke on behalf of Provost Cronley. He welcomed faculty back and provided the following updates:

- Divisive Concepts webpage was launched today at this URL: [https://www.apsu.edu/academic-affairs/faculty/divisive\\_concepts.php](https://www.apsu.edu/academic-affairs/faculty/divisive_concepts.php)
- RTP Revisions have been delayed for two years because of COVID, but the process will begin again this semester.
- The Dean of the College Behavioral Health Science Search Committee will be led by CoSTEM Dean Dr. Karen Meisch. The position is currently held by Interim Dean Dr. Marcy Maurer. The university will use the same firm (Harper Executives) that we used to find the CoAL Dean, Dr. Buzz Hoon. The goal is to have this person hired by January 1, 2023.
- APSU is about one-year out of submitting our SACSCOC reaffirmation report to the offsite committee, and then in the spring of 2024, they will send what they call the onsite committee. We are preparing a 250- to 300-page document with evidence that we will get from our different departments.



Questions:

Q: Do you have any enrollment information to report?

A: We are currently at around 9,000 students. We are down a little bit from where we were one year ago, but we still have to wait until the fourteenth day of classes and include Fall I and II in our statistics. Our graduate students are down, but our first-time, full-time freshmen class is encouraging and has us going in the right direction.

Q: How is the occupancy in the dormitories?

A: We are at about 77% to 78%.

#### 4. Reports from University Committees (Information Items)

- a. Provost's Council Report, Provost's Council Representative Alex King (5 minutes)

Provost's Council Representative King introduced himself and let everyone know that the policies that were reviewed by the Provost's Council over the summer were already approved by the Faculty Senate last year. There was nothing new to report.

- b. Budget Advisory Task Force Report, Faculty Senate Treasurer James Thompson (5 minutes)

Senate Treasurer Thompson recapped the April 19, 2022 budget report in the following four sections:

- 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 at \$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 enrollment should be at 1,700.

Senate Treasurer Thompson reported that the Faculty Senate budget balance is \$3,400.



c. Board of Trustees Faculty Representative, Elaine Berg (5 minutes)

APSU Trustee Berg said it is a privilege and an honor to serve as the Faculty Trustee for another year. She shared how to access the APSU Board of Trustees' (BOT) documents. She said that the BOT Secretary tries to have the agendas and materials posted ten days in advance of each meeting. Trustee Berg said she will bring relevant faculty issues to the Faculty Senate. The last meeting was on June 10, 2022 and the following topics were addressed:

- Certificates from the CoE and School of Nursing were terminated because of low enrollment or no enrollment.
- The President's performance evaluation was conducted by the Board of Trustees Executive Committee.
- Nonacademic policies approvals.
- Budget approval.

5. Tennessee University Faculty Senates (TUFS), Faculty Senate Vice President/President Elect, Soma Banerjee (Information Item – 5 minutes)

Vice President/President Elect Banerjee congratulated Dr. James Thompson for accepting the TUFS Secretary position.

This year, APSU will be hosting the TUFS meeting on September 30 and October 1. The Faculty Senate is funding the TUFS meeting along the following two co-sponsors: College of Graduate Studies and College of Arts and Letters. There are ten schools that the attendees will come from such as the University of Tennessee system and the LGIs. They will be staying at the Hilton Garden Inn at a discounted rate. On that Friday, a dinner will be held in the Fortera Stadium from 6:00 to 9:00 pm and you are all invited. Dean Chad Brooks will be the guest lecturer, discussing how he became interested in shared governance. Saturday will include breakfast, morning meeting, lunch, and then an afternoon meeting which will conclude the TUFS meeting.

**Old Business:**

1. University Policy Updates (Information Item – 10 minutes)

a. Approved Policies

- i. [5:036 Staff Promotions, Reclassifications, Transfers and Demotions](#) – This policy had language removed regarding staff getting an automatic raise by receiving a degree.
- ii. [5:020 Leave Policies](#)



- iii. [5:011 Position Management & Recruitment](#) - This policy update now provides reimbursement for immigration expenses, but a dependent is the responsibility of the candidate.
- iv. [5:029 Discipline Procedures for Staff Employees](#)
- v. [1:001 Conflict of Interest](#)
- vi. [1:024 Board of Trustees Delegation of Authority](#)
- vii. [5:032 Personnel Emergency Response Procedures](#) - The title of the policy changed from HR Emergency Procedures. Policy was changed to define who is designated as APSU's emergency personnel.
- viii. [5:017 Charitable Organizations Campaigns and Contributions](#) – The workplace giving guidelines were updated. It is now a single charitable campaign determined by the President.
- ix. [5:015 Hours Worked and Additional Pay](#) – This policy update included new criteria and process for work, schedules, and hours regarding verification of compensatory time, holiday pay, and emergency closing.
- x. [5:042 Retirement](#) – Employees are encouraged to notify supervisors as soon as they determine they will retire. They would like at least thirty (30) days advance notice.

b. Policies open for comments (<https://www.apsu.edu/policy/index.php>)

- i. [1:032 Compensation](#) – This policy is including verbal or in-writing counter offers for positions such as coaches or faculty.
- ii. [5:009 Moving Allowance](#) – This policy is proposing that APSU can adjust up your moving expenses to account for taxes.
- iii. [5:010 Alternate Work Arrangements](#) – This policy uses the word, “nonfaculty employees” which would include adjuncts. The policy states that they are expected to have a central workplace on APSU property and do not routinely have remote work assignments. Maybe we can provide comments that say adjuncts should be omitted in this policy.

University Strategic Plan (Information Item – 5 minutes)

- c. [University Strategic Plan](#) – The Strategic Plan has been all over campus, so you should have been exposed to it by now. Look at the pillars and learn them. Look at the goals and try to include them in your classes like diversity, inclusion, and working together with this student population. There will be a similar Academic Affairs Plan, as well.



## **New Business:**

1. Faculty Senate Committee Assignments and Charges (Action Item - 5 minutes)

**Motion was made, seconded, and passed to approve the following Faculty Senate Committee Assignments and Charges:**

### **Rules Committee**

- Soma Banerjee, Senate Vice President/President Elect (Chair)
- Robin Reed, CoSTEM
- R. W. Atkinson, CoAL
- Kathy Lee Heuston, CoAL
- Benita Bruster, CoE

### **Nominations and Elections Committee**

- J. Allyn Smith, CoSTEM (Chair)
- Notashia Crenshaw-Williams, CoBHS
- Marcia Schilling, CoSTEM
- TBA
- TBA

### **Budget Review Committee**

- James Thompson, Senate Treasurer (Chair)
- Rachel Bush, CoAL
- Allen Chaparadza, CoSTEM
- Alice Lin, CoSTEM

### **Academic White**

- Bing Xiao, CoE (Chair)
- Tatsushi Hirono, CoBHS
- Sumen Sen, CoSTEM
- Isaac Sitienei, CoSTEM
- David Snyder, CoAL

**Charge:** Academic White will clarify language and process for the faculty annual evaluation for determining and implementing rolling averages of area II scholarly and creative activities.

**Interim Report:** By September 22, 2022 to Executive Committee

**Final Report:** By October 20, 2022 to Executive Committee for October 27, 2022 meeting



### Academic Red

- Osvaldo Di Paolo Harrison, CoAL (Chair)
- Amanda Estep, CoBHS
- Andrew Kostakis, CoAL
- Cheryl Lambert, CoE
- Gloria Miller, CoB
- Saeid Samadidana, CoSTEM

**Charge:** Academic Red will examine summer and intersession teaching load and provide recommendations to the Faculty Senate for a fair and equitable way to assign summer teaching opportunities consistent with expertise.

**Interim Report:** By November 10, 2022 to Executive Committee

**Final Report:** By February 3, 2023 to Executive Committee for February 24, 2023 meeting.

### Faculty White

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

**Charge:** Faculty White will assess the need for fully ranked faculty review as part of the new enhanced peer review policy. What prompts a review and what kind of review? What process does SACSCOC require for annual review of area I? Is the Faculty Annual Evaluation review sufficient?

**Interim Report:** By November 10, 2022 to Executive Committee

**Final Report:** By February 3, 2023 to Executive Committee for February 24, 2023 meeting

### Faculty Red

- Harold Young, CoBHS (Chair)
- Terri Crutcher, CoSTEM
- Kakali Chakrabarti, CoAL
- Brandon Di Paolo Harrison, CoB
- Jennifer Snyder, CoAL

**Charge:** Faculty Red will assess and report on faculty salaries for diversity, equity, and inclusion (DEI) issues and overall faculty salary inversion. Determine key components of faculty compensation in preparation for new compensation plan consultants.

**Interim Report:** By November 10, 2022 to Executive Committee

**Final Report:** By February 3, 2023 to Executive Committee for February 24, 2023 meeting

### Student Academic Success Initiative (SASI)

- Tasha Ruffin, CoBHS (Chair)
- Amanda Estep, CoBHS
- Jennifer Thompson, CoSTEM



**Interim Report:** By April 14, 2023 to Executive Committee  
**Final Report:** By April 28, 2023 to Faculty Senate

**Staff Service Award Committee**

- Ibukun Amusan, CoSTEM (Chair)
- Eugene Donev, CoSTEM
- David Rands, CoAL

**CAFÉ Advisory Council Representative**

- Eva Gibson, CoBHS

**Adjourn: 3:53 pm**