



November 19, 2008
Library Auditorium
3:00 pm

Minutes

Approved by voice vote on January 21

Present: Aliabadi, Bru, Byrne, Campbell, Carr, Doran, Engin, Estrada, Hamilton, Haywick, Johnsten, Keasler, Kinniburgh, Lemley, Loomis, Major, McCready, Meyer, Morris, Nowlin, Pérez Pineda, Perry, Prendergast, Prescott, Romey, Sachs, Summerlin, Tate, Toelken, Turnipseed, Woodford, Tootie Wright

Excused: Ambrose, Baggett, Burnham, Connors, Estis, Falkos, Fresne, Irion, A. Kahn, I. Khan, King, Moore, Rowell, Teplick, Vrettos

Unexcused: Allison, Aucoin, Carter, Fantoni, McCormick, McNair, Omar, Pacheco, Patterson, Quereshi, Tony Wright

1. Chair John Sachs called the meeting to order at 3:05 with a quorum present.
2. With a revision to the caucus report from the College of Nursing, the minutes from the October meeting were approved by voice vote.
3. Chair's report.
The Chair's written report is attached to these minutes. The Chair briefly reviewed the items on the report. He highlighted in particular the need to get more faculty involved in the Senate and the low level of attendance at the general faculty meeting. He reviewed the issues raised during the town hall meeting and follow-ups with the administration, including the idea of a fall break, the pre-existing condition exclusion, safety matters on campus, and the move to the new allied health building. Regarding safety issues, Smoot Major, Doug Haywick, and Susan McCready volunteered to join John Sachs in a walk through of the campus to identify lighting problems and related issues. The Chair also noted frustration over the faculty not being consulted on the budget cutting measures recently announced: a matter he raised with the President. He also noted the problem of lack of consistency in dealing with directed studies: an issue that Moulton asked the interim VPAA to look into. Finally, the Chair described discussions on the need to take a proactive stance regarding student athletes, including the adoption of an honor code. Tom Meyer addressed the issue and his experience in the College of Nursing developing an honor code for nursing students. Sachs asked Doug Haywick to represent this concern before the Athletic Council.
4. Old Business
 - Proposed Faculty Handbook Language for Review of Probationary Faculty
Discussion of the revision centered largely on its departure from the Senate's original version. Eric Loomis expressed concerns that only procedural matters can be grieved, and

that the proposal does not explicitly define procedural matters. Vicki Tate, a member of the committee that worked with the Deans to draft the final version, addressed the question. She noted that the Deans insisted that if someone receives favorable annual reviews and is later terminated, that this would constitute a procedural matter. The Deans wanted to avoid defining merit since collegial and departmental standards vary. Sachs insisted that the revised policy would put the burden on chairs to justify their decisions. Sachs characterized the proposal as a step in the right direction and an improvement over current policy, though he admitted that it is not entirely what we wanted. It nonetheless does provide feedback to the faculty member and thus precludes being blindsided by non-reappointment. Loomis asked for more specific language as to what constitutes procedural. Tate and Sachs insisted that they attempted to do this, but were unsuccessful. Tate also expressed disappointment over the fact that the revision does not refer to the newer, more recent AAUP recommendations, but rather to the 1940 recommendation. Sachs stated that if we want to update the policy to refer to current AAUP standards that we would have to revise the entire Handbook. Still, Sachs sees it as a stepping stone. Aliabadi asked whether we can talk to the administration about the AAUP recommendations. Sachs responded that the Dean's claimed that we could not have the updated AAUP recommendations. Loomis again expressed concern that the proposal provides a loophole relating to the original intent of our proposal. Loomis asked whether we can include in our report that even though we have approved it, we define what we mean by procedure. Prescott agreed and recommended that we include in the minutes our concern regarding this issue. Morris suggested issuing a note of understanding to accompany the proposal when it is forwarded to the administration. Loomis moved the question along with the proviso of the note of understanding. McCready seconded. The measure was approved unanimously.

5. New Business

- Dean's proposal on hiring faculty with terminal degrees

This resolution, sent to the Senate by the Deans, would allow hiring of faculty with terminal degrees in the field at the assistant professor level. Tate highlighted the exclusion of the Library and the College of Medicine, noting that the proposal seems to apply mainly to fine arts. Perez Pineda pointed out that creative writing offers a PhD, yet it is referred to as an example in the proposal. Aliabadi suggested a cleaning up of the language. Sachs clarified that the proposal encompasses all colleges except the Library and Medicine. The proposal does note that there is separate language in the Handbook for librarians. Tate suggests we take out the specific exclusion to the librarians. Sachs suggested that he would talk to the Deans council about this wording. Tate suggested that the Nursing and AH caucus talk to their deans about whether the wording applies to them, though the wording clearly suggests that Allied Health is included. Sachs recommended that we table it and that he talk with the VPAA and the VP for Health Sciences. McCready clarified that the proposal would still give the Deans flexibility to offer a job at the instructor level.

- Food drive competition with the students

SGA contacted Sachs about a food drive competition with the faculty in conjunction with spirit week. The canned food good would be donated to local charity. John agreed to do it and would send out a memo asking people to help work the table.

6. Committee Reports

- Academic Development and Mentoring (Susan McCready). The committee just met and discussed issues raised by new faculty about PETAL. Committee members agreed to meet with new faculty and later with those in charge of PETAL to see about about making the courses less “one-size fits all.”
- Environmental Quality (Smoot Major) – no report
- Evaluation (Vicki Tate). The committee met and finalized questions for survey. They hope to have the survey ready to go in January. The survey includes a question on a fall break. Tate asked that if Senators have any issues they might want to include, to please let her know.
- Planning and Development (Zari Aliabadi) – no report
- Policies and Faculty Handbook (Liz Romey). The committee continues to work on the issues raised earlier. Sachs raised the issue brought up by one of the candidates for Senior VP position about a one year extension if desired on the tenure clock for anyone who is pregnant or whose spouse is pregnant. Turnipseed mentioned possible other events/scenarios like medical reasons. Engin suggested also looking at reduction of years to be considered for tenure and promotion for outstanding individuals. Haywick noted that faculty can get tenure before 6 years. Separating the two issues, Sachs invited Engin to join the committee and look at that issue, and, in response to a show of hands, asked that the committee look into the initial issue about the extension of the tenure clock for major life events. Romey then asked what major life events encompass. It was agreed that this would include birth/adoption and medical catastrophe.
- Salary and Benefits (Jean Irion) – no report
- Technology Utilization (Tom Meyer) – no report – Requested that Senate consider the problem that campus IT is less than fully responsive to our needs and that we should move toward better coordination and better consistency. Meyer requested more information from the colleges regarding whether their IT needs are being met, before taking the matter to the administration. Specifically, the committee would like to know what types of problems exist in terms of inconsistent access. Morris suggested that he work through the caucus leaders to obtain information from the colleges.

7. Caucus Reports

- Allied Health (Julie Estis) – no report
- Arts and Sciences (Phil Carr). Carr read the written report (see attached).
- Continuing Education (Stephen Bru) – no report
- Computer and Information Sciences (Michael Doran). Doran reported on the semester cookout and a recent meeting with industrial advisory council. He also noted progress on the new building with science.
- Education (Leah Kinniburgh). Kinniburgh noted that the college is conducting a search for the position of chair of the Department of Leadership and Teacher Education.
- Engineering (Peter Byrne). Byrne noted that the plans for the new science building have expanded by 20,000 square feet, that they are in the process of soliciting bids, and that all the offices have been allocated.
- Library (Amy Prendergast) – no report
- Mitchell College of Business (Greg Prescott) -- no report
- Medicine (Sheryl Falkos) -- no report

- Nursing (Tootie Wright) -- no report

Meeting adjourned at 4:15

Minutes Submitted by Stephen Morris, Secretary

**Faculty Senate
Arts and Sciences Caucus Report
November 2008**

Budget issues are prominent, but some positives are happening:

- 1) The new Art Facility for glass making is on schedule for completion this summer and they are currently recruiting a new faculty member for this area of Art.
- 2) Alpha South is being renovated for ROTC and additional A&S classroom space with a planned opening in January.
- 3) Arts and Sciences exceeded its goal in the Development Campaign with over \$3 million and is ongoing.
- 4) Exhibits for the Archaeology Museum are in development, but no firm date for completion.
- 5) Students are being recruited for the Marching Band and will start next fall.
- 6) A&S Faculty brought in \$3 million in competitive funds this past year, the most ever.
- 7) Enrollment in A&S is at the highest level ever at over 4,000 students.

Some negatives,

- 8) Budget crunch will likely result in not replacing faculty as leave USA, which will mean greater use of part-time faculty and instructors.
- 9) Based on my own informal conversations with other faculty members, cancellation of sabbaticals is a blow to faculty morale.

Humbly submitted,

Philip J. Carr, Associate Professor