

## **Faculty Senate minutes**

February 1, 2017

3:15 pm, Cabe Room

Senators Present: David Bateman, Troy Bray, Carolyn Eoff, Greg Gibson, TaLisha Givan, Megan Hickerson, Wray Jones (for Lisa Massey), Lewis Kanyiba, Catherine Leach, Richard Miller, Rochelle Moss, Christine McDowell, Dever Norman, Janice O'Donnell, Malcolm Rigsby, Ingo Schranz, Natalie Scrimshire, Kristen Searles, Laura Storm, Bill Sutley, Mike Taylor, Tammie Townsend

Senators Absent: Don Benton, Emelie Beltzer, Tommy Finley, Holly Morado, Connie Phelps, Mike Watters

Guests: Johnny Campbell, HSU Chief of Police; Dr Clint Atchley, Dr Fred Worth, ORACLE reporter.

1. Call to order by President Megan Hickerson at 3:18 p.m.

2. Discussion with Steve Adkison, Provost/ Vice President for Academic Affairs

Dr Adkison asked if there were any questions regarding the president's report. One senator asked if updated information regarding the Salary Compensation Plan is yet available; Dr Adkison said that most of the data has been updated and will soon be uploaded. He also mentioned the salary increases instituted January 1.

Dr Adkison provided an update on transition from Poise to an ERP. When the new Chief Information Officer (CIO) began digging into our history with POISE, he learned that we had a perpetual license which allows us to upgrade to Jenzabar JX for \$1.00. This was not known to anyone outside the CIO's office. Dr Adkison said that we must change; if we go with a new system implementation would take 18 months and between \$3 & 6 million. He said this discovery regarding Jenzabar is a "game changer" in our ERP discussions. The Technology Committee will be instrumental in coordinating the product evaluation.

A senator asked about problems with insurance billing; several other senators echoed concerns with double billing out of this month's pay. Dr Adkison said he did not know status of the issue but would follow up with Brett Powell, VPFA

A senator brought up concerns about the fact that the Compensation Plan does not address salary compression. Dr Adkison stated that one of the tasks to be completed is to address time-in-rank, and that a step system will remedy this.

3. Approval of minutes - Minutes from the December 7, 2016 meeting were approved.

4. Senate election Results.

## Executive Committee

- President-Elect: Senator Malcolm Rigsby
- Secretary: Senator Greg Gibson
- Webmaster-Elect: Senator Lewis Kanyiba
- Representative to the Board of Trustees: Senator Catherine Leach
- Ongoing appointment: Webmaster, Senator David Bateman (also Chair of the Procedures Committee)
- Presidential appointment: Parliamentarian, Senator TaLisha Givan

Representative to the Graduate Council: Senator Carolyn Eoff

Representative to the Staff Senate: Senator Tammie Townsend

5. President's Report—President's Report can be found as Addendum I.

6. SGC Update: The new chair of the Shared Governance Committee is Lea Ann Alexander (2016 Faculty Senate president). She is conducting a doodle poll to set the committee's first meeting time. There is no report from the committee.

## 7. Reports of committees

### A. Executive Committee

#### i. Guns on Campus.

The committee chair stated that the Chief of Police, Johnny Campbell, has come to senate to discuss and answer questions regarding Arkansas House Bill 1249 (guns on campus). Chief Campbell reported that when given the option, thirty-three colleges and universities in the state opted out of allowing faculty and staff to carry guns on campus. During testimony (31 January) before the House Judiciary Committee, the chief of police for University of Arkansas spoke at length in opposition to the bill. Chief Campbell, while a firm supporter of the Second Amendment, opposes the bill as well. He stated that it takes power away from Boards of Trustees of Arkansas universities. He is concerned that it offers inadequate limits to the types of weapons and ammunition that can be carried on campus and he sees it as a step to allowing students to carry on campuses. He noted that it does not require extensive training to receive a concealed weapons carry permit, and that the legislature will not fund training for faculty and staff on campus who wish to carry. He noted a lack of clarity regarding legal responsibility for gun-related incidents on campus involving non-law enforcement employees. He stated that it is likely that the only hope in stopping is passage of House Bill 1249 is a veto by the governor of Arkansas.

A senator asked Chief Campbell what the motivation is behind the bill and how far things are likely to go moving forward. Chief Campbell suggested the possibility that Arkansas will ultimately follow the lead of other states like Texas, and allow students to carry. A senator asked whether there had been legal challenges to similar laws. Another senator

stated that some professors are currently suing the state of Texas on this issue. Chief Campbell was asked whether a staff member taking classes would be able to carry into class; the answer is no.

It was noted by a senator that Arkadelphia representative Richard Womack is a co-sponsor of the bill. Another noted that State Senator Bruce Maloch had responded to an email that he does not support the bill.

Senator Laura Storm distributed a resolution regarding House Bill 1249 and read it to the Senate (See Addendum 2). It was noted that the vote on the bill is going to be “NRA rated.”

A senator described his experience of working at a university at which guns were allowed on campus; he stated that the college president there had warned faculty not to challenge students because many were armed. He stated that the situation on that campus led to faculty retention issues; he stated that this had motivated him to leave that campus.

Action: The Faculty Senate Resolution Regarding House Bill 1249 Concerning the Possession of a Concealed Handgun in a Public University, Public College or Community College Building passed (as edited) unanimously. See Addendum 2.

- A senator asked if the university would publish the resolution.
- Another wants to share the resolution with all local and state media, and grass roots organization.
- A senator suggested that Richard Womack be informed of the resolution.

ii. Academic Grievance Committee

The Faculty Senate must appoint five members to this committee: 2 must be tenured; 2 must be on the graduate faculty.

President Hickerson stated that she would ask for nominations by email and that appointments would be finalized at the next Senate meeting.

iii. Length of Senate meetings

President Hickerson passed the chair to President-Elect Rigsby. She spoke to concerns regarding the length of senate meetings and asked whether it was the best use of Senate time to begin every meeting with a structured visit from the Provost/VPAA. She noted that the Provost wishes to preserve effective communication between his office and the senate. She asked whether the Senate would like to ask the Provost to attend meetings for their entirety (as is common at other institutions) rather than opting for formal visits at the beginning of every meeting.

One senator noted that when he came to HSU Dr Adkison had expressed his wish to be considered as a member of the faculty. Another asked whether he would be a visitor or

an *ex officio* senator; President Hickerson suggested that he would be a welcome guest rather than an *ex officio* senator. A senator suggested that this could save time as he would be able to clarify issues when necessary; a senator noted that the Faculty Senate president meets with the university's president, VPFA and VPAA and reports to the senate. A motion was made to invite the Provost to visit the Senate formally once a semester (the first meeting of the semester) and thereafter as invited. The President asked if the motion could be amended to include an invitation to the provost to attend meetings in their entirety on a regular basis.

A motion was made and seconded to invite the Provost to visit the Senate formally once a semester (the first meeting of the semester) and thereafter as invited, and to invite the provost to attend meetings in their entirety on a regular basis.

Action: The motion was seconded and passed.

B. Academics Committee—No report.

C. Buildings and Grounds Committee

The committee chair reported that the committee would be meeting soon. He reported that he had spoken to the VPFA about litter on campus. He stated that Quality Control had not been negotiated as part of the university's contract with Aramark. He stated that he had put out a call to the Faculty Senate to set up contact points for work orders so that people know what's going on with orders in process; she stated that the Staff Senate has already completed their list, but the Faculty Senate has not. He also reported that the committee is continuing to address disability access issues.

D. Finance Committee—No Report.

E. Operations/Handbook Committee—No Report.

F. Procedures Committee—No Report.

8. Old Business—No Business

9. New Business

A. Motion Commending Lea Ann Alexander for Outstanding Leadership as Faculty Senate President: Senator Catherine Leach read the following motion:

**I move that the Faculty Senate hereby recognize, commend, and sincerely thank Ms. Lea Ann Alexander for her outstanding leadership as President of the 2016 Faculty Senate.**

Action: The motion was seconded and passed unanimously.

B. Unfinished Business, 2016 Senate

i. Grade/Academic Forgiveness Policy

Action: The Academics Committee will study old policies and senate resolutions and consider how best to move forward on this issue.

ii. Anonymity in online evaluations: There is concern regarding anonymity in online evaluations in classes of fewer than five students.

Action: This was referred to the Academics Committee.

iii. Online Instruction

Action: a motion was passed unanimously to defer discussion of this issue.

C. Faculty Senate Representation on the University Academic Council: (Guest) Fred Worth stated that the chair of the Senate Academics Committee had previously been a voting member of the UAC; he provided copies of minutes of Faculty Senate meetings and presidents' reports carrying the timeline of the creation of the chair of the Senate Academics' committee *ex officio* membership of the UAC.

Action: President Hickerson will look into this further and report back to the Senate.

D. President Hickerson suspended the rules to address item E on the agenda: Software Purchasing. President Hickerson read an excerpt of an email from a faculty member.

“Departments and individual faculty members are not given enough discretion in the area of software purchasing. Currently, software purchases for each department or faculty member are cleared by Jennifer Holbrook and the Office of Instructional Technology. There are a few problems with the current system.

- Individual copies of software under \$500 must be purchased using departmental funds. This is unrealistic given the relatively small amount of money allocated to each department annually.
- The Office of Instructional Technology may not be the best evaluators of the software needs of faculty or departments. From my own experience, political scientists often use statistical software different from SPSS, but a request for that software will be denied because we have SPSS (even though SPSS might not do everything that I might need it to). Most political scientists, for instance, use Stata, are trained to use Stata, and use specialized applications for Stata.

It is likely that other disciplines may experience similar problems. Some disciplines may prefer SAS, for example or qualitative research tools other than NVivo. Requests for that software, too, are likely to be denied.

Perhaps a better, more flexible, system would provide each department with an allocation (similar to the library allocation). Departments could spend money, or not, on software in the

first half of the year, and any money not used could then go into a general fund for software administered by OIT.”

Action: This issue was referred to the Operations Committee.

- E. In-Class Recording: A senator is interested in considering a proposal to require students who wish to record (audio or visual) classes to get explicit permission from faculty members; otherwise, faculty could provide policy on their syllabi regarding whether or not their classes can be recorded. The default position should be that students should not record without permission.

A Senator made a motion: “Faculty members should consider placing a statement on the syllabus regarding in-class recording.”

Action: The motion was seconded and passed.

- F. Protocol for Academic Searches: Proposal to create a policy regarding academic searches. Chairs of search committees are presently supplied with a slide presentation carrying search protocols but there is no policy manual. Suggestion that a Senate committee look at current and best practices and propose some text. In addition, some consideration of timing of searches, failed searches and their causes—a roadmap from start to finish. This is specific to academic searches.

Action: This was referred to the Operations Committee.

- G. Students and Faculty Deaths: A senator is distressed by the university’s reaction to the violent death of a student during the winter break; the student’s name was still on his register when he returned for the spring semester. Another senator is disappointed that faculty (and student) deaths are not acknowledged at commencement ceremonies. Other senators find a lack of sensitivity in broad responses to these matters (official notifications, etc.). There is a desire to propose policy regarding university responses to such events with consideration of psychological effects of student and faculty deaths on the different communities comprising the university.

Action: This matter was referred to the Procedures Committee.

- H. Note for March agenda: Schedule for Sabbatical application and notification.

10. Senate adjourned, 5:20pm.

## Addendum I: Report from the President to the Faculty Senate, 1 February 2017

### Meeting with President Jones

House Bill 1249 Concerning the Possession of a Concealed Handgun in a Public University, Public College or Community College Building: Despite opposition from the Boards of Trustees, Presidents, and Police Departments of every university in Arkansas, House Bill 1249 was passed by the House Judiciary Committee on 1/31/2017; it will be before the full House next week. We will continue to push against the Bill.

President Jones expressed concern for HSU's international community (students, staff and faculty) in light of the recent presidential executive order regarding immigration, refugees, and foreign travel. HSU's international students are advised not to travel during the period affected by the executive order. Dr Jones has signed a statement of concern released by the American Council on Education, and HSU will also be releasing a statement this afternoon.

President Jones would like to develop a partnership with faculty to arrange a series of forums regarding current events, social and political concerns, awareness, and opportunities for serving our communities' (university, local, state, national, and international).

In 2020, HSU will host the annual conference of COPLAC (Council of Public Liberal Arts Colleges).

### Meeting with Dr Adkison, 25 January 2017

The two subgroups of the Instructional prioritization workgroup (data development, and criteria and process) have completed their initial work of developing a template for the collection of data and developing a set of criteria and processes for the data's interpretation. This work will be shared with the whole task force and once finalized, documents related to these processes will be uploaded to My Henderson.

Dr Adkison will be proposing language to the Senate to regulate early college/ high school student enrollment at HSU: the language will set limits for both the numbers of hours (to 6 hours) a pre-college student can take in a given semester, and the number of credit hours they can bring with them to the university as high school graduates (to 24).

The university's new Integrity and Behavior Policy went into effect on 1 January 2017.

The Faculty Senate must appoint five faculty members to the Academic Grievance Committee: at least two must be tenured; at least two must be members of the Graduate Faculty. These members will serve for a calendar year.

Dr Adkison will provide the Senate with low enrollment guidelines (drafted by the dean and associate dean of Ellis College), and will be reviewed and revised at Deans' Council). We will have this in time for our March meeting.

Headcount is down 2% and SSCH is down 3% from last spring; enrollment remains essentially flat, since we budgeted for a 2.5% decrease in SSCH for this spring.

### Meeting with Dr Powell, 25 January 2017

Faculty and staff salaries are the top priority of the Planning and Budget committee, as directed by President Jones. Dr Powell has developed a plan for funding the compensation plan over the next three years, to be complete in 2019-20 (see accompanying documents A & B). This includes allowance for adjustments up at 2.1% per year in line with approximate faculty increases (2015-16) according to the Chronicle of Higher Education Almanac.

The tuition and fees budget was set at 98.5% of last year, which has helped offset the effects of declining enrollment. The cost to the university budget of health insurance is approximately \$600,000, half of which must be paid this fiscal year (see accompanying documents A & C). The January 1 salary increases must also be included in the current and future budgets.

Maintenance on campus continues to progress. Structural improvements are in progress at Reynolds; equipment for repairs in Arkansas Hall and Russell Fine Arts are on order. Aramark appointed a Manager of Landscape and Grounds, Marty Nuss, in November 2016. In terms of our energy savings contract; all thermostats are set in conformity and we will monitor its terms' operation: i.e., are we in continued conformity and it is good for the university?

The new policies regarding position review (of staff) and salary savings will be on the agenda at the first meeting of the Shared Governance Committee.

The non-instructional budget reprioritization process is in progress; all non-instructional departments and programs will return their questionnaires/assessment documents by March 1, 2017.



Addendum II: Faculty Senate Resolution Regarding House Bill 1249 Concerning the Possession of a Concealed Handgun in a Public University, Public College or Community College Building

**Faculty Senate Resolution Regarding House Bill 1249 Concerning the Possession of a Concealed Handgun in a Public University, Public College or Community College Building.**

Whereas ample evidence shows that there is no public safety justification for forcing Arkansas colleges to allow guns;

Whereas concealed weapons on campus would place unnecessary burdens on campus police;

Whereas all Arkansas university boards of trustees, presidents, and chiefs of campus police oppose this legislation;

Whereas states that have passed similar legislation have faced lawsuits and difficulties with faculty retention; now, therefore, be it

*Resolved*, that the Faculty Senate of Henderson State University:

1. urges the Governor and members of the Arkansas State Legislature to respect the public safety decisions of the colleges in the state; and
2. joins with colleges, campus police, and faculty across the state in rejecting proposals to force colleges to allow guns on campus.