

Faculty Senate *minutes*
September 6, 2017
3:15 PM, Cabe Room, Garrison Center

Senators present: David Bateman, Emilie Beltzer, Don Benton, Carolyn Eoff, Tommy Finley, TaLisha Givan, Megan Hickerson, Lewis Kanyiba, Catherine Leach, Christine McDowell, Holly Morado, Dever Norman, Janice O'Donnell, Malcolm Rigsby, Ingo Schranz, Natalie Scrimshire, Kasten Searles, Laura Storm, Mike Taylor, Tammie Townsend, Mike Watters,

Senators absent: Troy Bray, Suzanne Tartamella, Lisa Massey, Richard Miller, Rochelle Moss, Connie Phelps, Bill Sutley

Guests present: George Finkle, Jennifer Holbrook

1. Meeting was called to order at 3:16 PM by Megan Hickerson, Faculty Senate President.
2. A special election was held for the vacant position of Secretary. Emilie Beltzer, Co-Chair of the Finance Committee, was nominated for the position. The Senate voted to elect Emilie Beltzer as Secretary.
3. The minutes for the May 3, 2017 Faculty Senate meeting were approved after a wording modification in the last statement of section 2.e., replacing "it" with "both" to read "...she could do *both* but...".
4. The President's report to the Faculty Senate (see also Addendum I):
 - Faculty Senate President, Dr. Megan Hickerson, met separately with University President, Glen Jones, University Provost and VP for Academic Affairs, Dr. Steve Adkison, and University VP for Finance and Administration, Dr. Brett Powell on August 29, 2017.
 - Dr. Hickerson met with Ms. Jennifer Holbrook, Director of Instructional Technology, and Mr. George Finkle, Senior Instructional Applications Administrator, on August 24, 2017 regarding the upcoming bids for Learning Management Systems. Ms. Holbrook and Mr. Finkle were in attendance during this September 6, 2017 Faculty Senate meeting to discuss this process and to answer questions from senators. Ms. Holbrook explained that LMS vendors are selected on the basis of points awarded by the selection committee. The top vendors will be invited to present demos to faculty. There are currently six applicant vendors.
5. Dr. Hickerson proposed to create a Shared Governance Committee (SGC) Review Committee within the Faculty Senate to review incoming SGC proposals prior to the review of SGC proposals by the Senate at-large. The function of this SGC Review Committee would be to offer an additional layer of SGC proposal evaluation that would facilitate a more expedited yet more thorough review process. The Senate voted in favor of creating this "trial ad hoc committee" – Senators Holly Morado, Dever Norman, and Tammie Townsend volunteered to serve as members.
6. Reports of the committees:
 - A. Executive Committee – The committee met on August 29, 2017 and attended a luncheon on September 5, 2017 as the guests of Glen and Sharon Jones.
 - B. Academics Committee – No report.
 - C. Buildings and Grounds Committee – No report.

- D. Finance Committee – No report.
 - E. Operations and Handbook Committee – No report.
 - F. Procedures Committee – No report.
7. Unfinished business:
- A. The ‘service transcripts for students’ would document service-orientated activities as part of students’ overall college experience. No updates to report.
 - B. The ‘zero-tolerance drugs policy’ in the Student Code of Conduct is currently being revised and will be submitted to the SGC for review. The current acting policy maintains a zero-tolerance for those students who are caught in possession of illegal substances or associated paraphernalia on campus. The Faculty Senate president saw a draft policy according to which students caught with illegal drugs would have suspensions deferred if they completed educational and community service activities. Senators suggested that counseling services also be offered to those students as a matter of policy. Multiple senators expressed ongoing concerns for students who were recently affected by the unrevised policy (i.e., immediately expelled from school and banned from being on campus) for committing non-violent misdemeanor drug offenses. Senators questioned the fate of those students and whether actions will be taken by the university to provide those students with assistance/compensation.
 - C. Results of the administrator evaluations have not been made available as of this time.
8. New business:
- A. Review of a SGC proposal to revise the current Felony Review Policy and Procedures to include more detailed procedures, to modify the Felony Review Committee makeup, and to clarify standards. Senators expressed concern that the present Felony Review Committee does not include any representative faculty members. A request to include faculty member representation as part of the Felony Review Committee will be proposed by the Senate.
 - B. Review of a SGC proposal to implement a Policy on Assistance Animals, in compliance with current federal law to accommodate students with special needs and disabilities who benefit from assistance animals. Several senators expressed the need for further clarification of this policy, particularly concerning the rights of both faculty members and students in the classroom. Faculty members should be informed as to which actions can and cannot be taken under circumstances involving disruption by a student’s animal in the classroom.
 - C. The (unofficial) terms of the new promotion policy were announced by Dr. Steve Adkison during the 2017 fall faculty conference. During his announcement, Dr. Adkison stated that future promoted faculty will receive salary raises of 10-15%; however, at this time, these quoted increases do not apply to the recently-promoted assistant professors, whose raises follow the existing 5% increase. Questions remain regarding the *process* of creating this new promotion policy. A motion for the Operations and Handbook Committee to review this policy was approved.
 - D. The salary study presents concerns to many members of the Senate. Senators question the integrity of the salary study process and seek clarity in the approach currently used to generate salary indexes from year to year. It is understood that salaries are based on comparison figures from participating institutions’ reported average salaries. However, there is concern that the sample size of participating institutions has varied from year to year (e.g., from n=3 to n=7) and this variability has generated noticeably different

indexed salary figures. The Senate called for the Finance Committee to investigate the integrity of the salary study process – this motion was passed. The Faculty Senate president will invite Dr. Brett Powell, VP for Finance and Administration, to the October meeting.

- E. A motion to defer the ‘Study Skills Boot Camp’ agenda item to next month’s Faculty Senate meeting was approved.
9. Meeting adjourned at 4:54 PM.