

Faculty Senate Meeting

December 5, 2018, Cabe Room, Garrison Center

Senators present: Peggy Woodall, Janice O'Donnell, Kristen Benjamin, Shannon Clardy, Martin Campbell, Paul Glover, Michael Loos, Beth Wyatt, Beth Maxfield, Lewis Kanyiba, Torri Ellison, Natalie Scrimshire, Catherine Leach, Steven Becraft, Shelley Austin, James Duke, Carolyn Eoff, Fred Worth, Alan Blaylock, Matthew Gross, Ivan Birch.

1. Call to order: Meeting was called to order by President Fred Worth at 3:15 pm, with Natalie Scrimshire taking minutes.

2. Guest Speaker – Dr. Brandie Benton and Dr. Adkison met with the senate. Dr. Benton gave a presentation on enrollment and an admissions update.

A senator asked if we know how likely it is for a student to attend HSU with concurrent credit? Dr. Adkison replied about 40%, and Dr. Benton said the students are also more likely to attend and complete college.

3. Rules were suspended for Dr. Dever Norman and Ms. Torri Ellison to make an announcement that the Teaching and Learning Council is looking for topics from faculty.

4. Approval of minutes: A motion was made by Dr. Shannon Clardy with Ms. Shelley Austin seconding to pass November 7, 2018 minutes as written.

5. President's Report: See Appendix A.

A senator asked for clarification of Dr. Shepherd's comments on the economic development report. Dr. Worth believed the high school average was a national trend.

6. Reports of committees:

A. Executive Committee—

Report from the Executive Committee

It was brought to our attention that the October 2018 meeting of the Faculty Senate was recorded without the knowledge of the senators present. Although it is perfectly legal for a participant in the conversation to record without the knowledge of others, the executive committee requests that out of courtesy for your fellow senators, please make others aware when you are recording.

We discussed the Academic Grievance Committee appointments. The Shared Governance Oversight Committee will address that the Academic Grievance Committee is not currently listed in the committee handbook.

The current wording in HSU Academic Integrity and Academic Conduct Policies and Process does not clarify whether the Academic Grievance Committee is appointed at the beginning of the calendar year or the academic year. In addition, it does not specify that the appointees represent the five academic divisions of the university: the three areas of Ellis College of Arts and Science (Social Science and Humanities, Fine Arts, and Mathematics, Science, and Nursing), The School of Business, and Teacher College

The current wording reads:

The Faculty Senate, at their first meeting of the year, shall appoint faculty members of the Academic Grievance Committee: five faculty members, nominated by Faculty Senate, at least two of whom are tenured, and at least two of whom hold regular graduate faculty status. The vice president of student affairs, at the request of the provost, shall designate the professional staff members from the Office of Judicial Affairs and Student Affairs. The Academic Grievance Committee will elect its chair from among the tenured faculty members of the committee. The Faculty Senate shall nominate three additional faculty representatives who shall be appointed as alternates.

The executive committee proposes the following wording (changes are noted in bold):

*The Faculty Senate, at their first meeting of the **academic** year, shall appoint faculty members of the Academic Grievance Committee: five faculty members **representing the five academic divisions of the university: the three areas of Ellis College of Arts and Science (Social Science and Humanities, Fine Arts, and Mathematics, Science, and Nursing), The School of Business, and Teachers College.** **The five members shall be** nominated by Faculty Senate, at least two of whom are tenured, and at least two of whom hold regular graduate faculty status. The vice president of student affairs, at the request of the provost, shall designate the professional staff members from the Office of Judicial Affairs and Student Affairs. The Academic Grievance Committee will elect its chair from among the tenured faculty members of the committee. The Faculty Senate shall nominate three additional faculty representatives who shall be appointed as alternates.*

In order to address the change in practice from appointing members of the Academic Grievance Committee in January to appointing members at the first meeting of the academic year, the executive committee proposes requesting that currently appointed members of the Academic Grievance Committee serve an extended term until September 1, 2019.

Discussion was opened about the Academic Grievance Committee. A senator stated that a constituent said no more than three staff members should serve; however, it is believe that is only two staff members are on the committee. The executive committee proposal for the Academic Grievance Committee passed unanimously.

B. Academics Committee – No report.

C. Buildings and Grounds Committee—

The Building and Grounds Committee met on Monday Dec 03, 2018.

Members present: Dever Norman (chair), Brett Powell (visiting), Larry Gusan (visiting)

Left over requests from Senate:

1. Determine whether there is to be a recycling plan to be implemented by SSC. Issues which have been brought up are: access to bins, and previous staff allegedly throwing away recycling. SSC has fully agreed that delivering recyclable materials to their appropriate locations is the objective, and that they will consider that to be a standard. However, they will need information about the proper repository to use to transfer it to the city. Brett Powell stated that it is the university's responsibility to ensure recycling bins are accessible, and that can be a separate initiative, although there is no person currently driving that initiative.

2. Determine whether it is fiscally efficient to use the flood lights during the entire week of Battle of the Ravine. The flood lights are expensive, but are considered an insurance policy against vandalism. An example given is that the turf costs several thousand dollars just to replace a small segment. Additionally, a second reason which is not worth the cost in its own right, but can be considered a

bonus to the first is that the bright lights add to the spirit of the week and build fervor in a way that a dark field would not.

Other business:

1. In last month's meeting, Building and Grounds mentioned rumors of the possibility of custodial rotations, Brett Powell confirmed that someone had thought of the idea, but that it was shot down rather rapidly by the administration because they had the same concerns faculty did (security and familiarity), as well as their own.
2. SSC has agreed to, and is interested in, doing a bi-annual walk through with B&G and whomever else wants to attend. B&G would like input about which weeks are best to target for the walk-through (e.g. end of semester, beginning of semester, between semesters, etc.)

During discussion a senator suggested the walk through of the campus be at the beginning of the spring semester for the new committee chair to be present. No vote needed.

D. Finance Committee – Finance Committee met by email to form a resolution that the Salary Committee be reconstituted by the spring. After amendments the resolution reads as follows:

The Senate strongly requests that the Salary Committee be reconstituted at the beginning of the spring 2019 term and that it have majority faculty representation including at least one faculty with a working knowledge on statistics. We request that release time be given to this faculty member who conducts the statistical analysis. The faculty members shall be selected by Faculty Senate from each of the five traditional academic divisions plus the library.

After discussion on the wording and clarification of the resolution to reinstate the Salary Committee, it passed unanimously after friendly amendments.

E. Operations and Handbook Committee –

Proposals ready for Faculty Senate vote

IV. Faculty Responsibilities

**B. Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990

Insert at the beginning of this section:

In addition to the following legal requirements, the University is encouraged to do all it can to help members of the university community. If a supervisor observes a decrease in a faculty member's performance, and suspects an alcohol or substance abuse could be contributing to that, the supervisor is encouraged to make the faculty member aware of help that can be offered, including unpaid leave for the purpose of seeking assistance with the problem. This provision may not be possible if it is in conflict with the profession's regulatory or licensing body.

**F. Other Responsibilities

24. Academic Freedom and Responsibility

Insert in this section after the paragraph that begins "As teachers, faculty members should encourage the free pursuit of learning in students."

Faculty have the right and responsibility to maintain a proper educational environment in their classroom. Behavior from students that is disruptive or disrespectful will not be tolerated. While it is not required, specific statements regarding appropriate behavior, and possible disciplinary actions for violations thereof, may be inserted in course syllabi. Everything in this paragraph applies to all classes, whether traditional classroom, online, or any other form. It also applies to interactions outside the classroom, including, but not limited to, office visits and electronic or telephone interactions.

Social Media

It is recommended that faculty use best judgment in respect to student privacy on any personal and affiliated social media pages. (Facebook, Instagram, Twitter, etc.). For complete recommendations and guidelines please refer to the HSU social media statement found at HSUTODAY.COM (<http://hsu.today/policies/social-media-2/>)

The Senate voted for the three proposals. IV. B. Faculty Responsibilities and Academic Freedom and F. 24. Responsibility passed as written with a unanimous vote.

The Social Media proposal passed unanimously with friendly amendment as follows:

It is recommended that faculty *acts responsibly and ethically* in respect to student privacy on any personal and affiliated social media pages. (Facebook, Instagram, Twitter, etc.). For complete recommendations and guidelines please refer to the HSU social media statement found at HSUTODAY.COM (<http://hsu.today/policies/social-media-2/>)

F. Procedures Committee— Procedures Committee concluded the department and at-large senator elections.

CONFIRMED FACULTY SENATE MEMBERS-ELECT 2018

CONSTITUENCY	SENATOR	ALTERNATE	TERM ENDS
Biology	Brett Serviss	Sally Crain	2020
Communication & Theatre Arts	Darrel Farmer	Steven Listopad	2020
Counselor Education	Michael Loos	Michael Kelly	2020
Curriculum & Instruction	Jessica Allen	Jim Shuff	2020
Family & Consumer Sciences	Cheryl Massey	Connie Phelps	2020
Health, PE, Recreation, & Athletic Training	Bryon Martin	Lewis Kanyiba	2020
Library	David Sesser	Natalie Scrimshire	2020
Mathematics & Computer Sciences	Catherine Leach	Holly Morado	2020
School of Business	Ajay Aggarwal	Alan Blaylock	2020
Sociology, Human Services & Criminal Justice	Ivan Birch	Barbara Hansen	2020
Professor	Megan Hickerson	Ingo Schranz	2020
Associate Professor	Maryjane Dunn-Whitener	TaLisha Givan	2020
Assistant Professor	Lacy Wolfe	Jana Jones	2020
Instructor	Lisa Massey	Eric Bailey	2020

G. Shared Governance Committee—

Shared Governance Policy Review:

Employee Administrative Guide

The Shared Governance Policy Review Committee held email meetings to discuss last month's Employee Administrative Guide, and met by phone with Nikki Laird to find Staff Senate's input.

Nikki Laird agrees that the Guide could use structuring, and that it has the issue that documents to which it refers do not appear to be in existence. However, Staff Senate has aided the process of its creation and is in support of the Guide, presuming its purpose is only to be informative.

SGC made the suggestion that they may want to reword the paragraph on page 6:

"This Handbook is only a summary; a more detailed description is contained in the University Policy and Procedure Manual to which you may refer for further information. While we believe wholeheartedly in the policies, procedures and benefits described in this Handbook, they do not create any employment agreement. Administration has the authority to interpret any statement in this Handbook and reserves the right, from time to time, to modify this Handbook without prior notice to members of the workforce."

If changed, the wording is suggested to reflect that a) there is no such procedure manual to refer to, and b) the guide should not be constituted as legally binding in any way.

I extended our invitation to let Faculty Senate know if we can be assistive in the future.

Non-Academic Department Closure and Outsourcing Procedure

The Shared Governance Policy Review Committee held email meetings to discuss this document. The purpose of the document is to increase communication and public trust in the process of closing non-instructional departments. We believe that overall the document was well-written, reasonable, and respectful, and its suggestions at establishing a timeline to increase public input and transparency and prevent haste are thoroughly thought-out. Our only concern about this policy proposal is that it may not have any power behind it, because the regulatory words used are words such as "feeling" and "reasonable". However, we believe if it were implemented as is, it would achieve much of its goal.

The Faculty Senate suggested that the Employee Administration Guide use stronger language. Faculty Senate did not have sufficient time to review the Non-Academic Department Closure and Outsourcing Procedure to vote.

7. Old Business: Document of Concerns Proposed Resolution. See Appendix B.

A request to address the Document of Concerns prior to the completion of the committee reports was granted.

A motion was made for the Documents of Concern and the preamble to be forwarded to the Board of Trustees. A motion to suspend the rules for discussion and all approved. After discussion a motion to hold a secret ballot was made and all approved. The motion to send The Documents of Concern and the preamble to the Board of Trustees as written failed by a secret ballot with vote of 11-6, 4 abstained by

not voting.

8. New Business: Fall Break Proposed Resolution

Resolution to Change Fall Break to Coincide with Thanksgiving Break

Whereas, on November 20, 2018, at 1:18 pm, faculty were notified that university offices were closing at 3:00 pm for the Thanksgiving holiday, but classes would continue as scheduled.

Whereas, this closing would leave faculty without assistance if needed.

Whereas, many local schools were closed for the entire week, thus causing a hardship on many students with children.

Therefore, the Faculty Senate resolves to move fall break to coincide with the Thanksgiving break so the faculty and students have the entire week with no classes.

A motion was made to pass the resolution. After discussion the motion was withdrawn on the resolution. A new motion was made to survey students, faculty, and staff about Fall and Thanksgiving breaks. It was seconded the motion and passed unanimously. A second motion was made to require administration and support staff during classes and seconded. After discussion the motion withdrawn for Senate to revisit support for classes in the spring.

9. Adjournment: Dr. Clardy made a motion to adjourn with Dr. Maxfield seconding the motion. President Worth adjourned the meeting at 5:23 pm.

Appendix A.

President Jones	
1	"contract" versus "renewal" versus "salary notification" I gave some suggested wording. Dr Jones said they had some similar wording that would address the concerns.
2	COTO - ASU/UA/SAU? They are teaching out of our leadership center at no cost?? What are we doing? Are we being proactive? COTO has had some challenges and desires to be in a system. We are not a system. Additionally, ASU, UA and SAU already offer technical centers, as does COTO, so those are more obvious connections. And COTO was pursuing something due to a desire for some greater stability. COTO does use our facility downtown at no cost due to an old agreement that was viewed, in part, as a service to our community. There will be some changes in the way the facility is used due to our increased needs.
3	SAU and National Park SAU (and possibly other schools) will be offering programs at National Park. We are offering some and we are open to proposals to offer more but those will be faculty-driven. He was not aware of any plans/discussions for SAU to bring National Park "into their system."
4	graduate fee remission for dependents resolution There will be discussion about the proposal from the November senate meeting.
5	Arkansas Faculty Senates We will be included in the agenda of an upcoming Arkansas universities presidents meeting
Provost Adkison	
1	On our annual notice of salary, wording makes it seem like a "contract," even for tenured faculty, which it is not. And it makes it seem like the Board specifically approved my reappointment, which they don't. Human Resources and Dr Powell will check into the wording to make it more accurate.
2	We aren't getting any notification of students dropping classes. This POISE problem was identified and should be fixed now
3	I asked if there were any handbook additions or changes he would like to see. There are a number of typical policies that we should identify in comparison to our peer schools and add them, for instance, he'd like to see a tenure pause, where a tenure-track faculty member could, for whatever reasons, put their six-year tenure period on hold for a year.
Vice-President Powell	
1	Confusion over nine-month vs 10 month employee in administrative handbook. Ms Quattlebaum and Dr Powell have discussed the administrative handbook several times and decided on a path forward late last week. The document that was distributed will be modified to be a staff handbook, removing references to faculty positions. She will then work with faculty senate to develop some of the general employment guidelines that are missing from the current faculty handbook.
2	On our annual notice of salary, wording makes it seem like a "contract," even for tenured faculty, which it is not. And it makes it seem like the Board specifically approved my reappointment, which they don't. They'll check into the wording to make it more accurate
3	Wellness discount, what happens this year? How will it be implemented this year? Next year? Something in writing so I know what I'll be paying next year. Who is the committee going to be, etc. fringe benefits is working on a policy that is helpful but not burdensome

4	<p>Chinese program - where are we? Are our people going to China? 2+2 program - is it happening? Are other areas in planning for similar programs? US/China tensions? Why is this under finance/administration and not academics?</p> <ul style="list-style-type: none"> • Music degree plan is in process • Yes, our people will be going to China. • Same requirements for quality and admissions as any of our students • Should be no difference in student quality (though there will be variation just like students from any town) • 1 + 2 + 1 program, not 2 + 2 because Chinese government wants them to come back • Other programs - Global business (aka "Business English") which will be a BIS program with emphases in business and English, CTA/Graphic Design program they will call "film design" • Chinese/US relations could cause huge problem here. Many Chinese students are now considering Australia or Canada instead of US but that's why working with joint degree programs with Chinese schools so THEY do the recruiting • It doesn't really live in finance/admin, Dr Powell is negotiating with the schools (matchmaker) but the academic aspects all live in academics. He brings back a relationship then gives it to the Provost
5	<p>Budget meetings - when will they resume</p> <p>waiting for information from assessment before we can do anything</p>
6	<p>supplies/services and travel budgets need to be restored and improved</p> <p>cuts will be restored (\$600,000) before anything else happens with budget</p>
7	<p>how is new minimum wage going to affect us</p> <p>SSC and Sodexo will not be affected yet since they were paying more than minimum. There will be some impact in the next two years. Next year the whole classified pay plan goes up.</p>
8	<p>Parking is sometimes blocked off for guests. Can we have campus police notify all faculty/staff so they'll know to make other plans?</p> <p>He'll talk to Chief Campbell. Possibly just add it to the reservation process so the group holding the event will do that.</p>
<p>Vice-President Boyett</p>	
1	<p>foundation housed in university facilities</p> <p>"The negotiated rent is \$319.44 per month. No cash is currently changing hands though because the Foundation offered a below-appraisal price on the Smith-Garner House when it was sold to the University in 2015. As part of the sale, the Foundation and University agreed to 72 months of rental space in lieu of the full appraised price on the house."</p> <p>"I'm attaching the Foundation/University Memorandum of Understanding that I mentioned before which was approved by both the Foundation Board and University Trustees in 2014. I'm also sharing the Foundation's letter with the offer on the Smith-Garner House to help provide the answers being asked."</p>
<p>Credit Union</p>	
1	<p>What is the situation with building near Tiger Mart that the credit union was said to be purchasing</p> <p>The short answer to your question is.... It is still on but it is taking more time than we planned.. I guess it always does take more time. We of course have our fully functional office downtown at the Dawson Coop offices. We appreciate the Faculty Senate and their vote of confidence and your interest in our progress.</p> <p>1. Last year we purchased the property at the corner of 10th & Pine (full city block). We spent many months working with the Arkadelphia City Planning Commission and City Board on rezoning and other issues. We now have the ALL CLEAR to proceed with construction.</p>

2. We are attempting to get a reading from the Arkansas Highway Department on the impact of our intersection at 10th & Pine, because of the widening of Pine Street to 4 lanes. Right of Way work begins in early 2019, which is just around the corner.

3. Constructing a facility takes a lot of planning. We have been quietly working a contractor for construction and crunching the numbers. We have had one of the most successful years financially. It just takes time to do this the right way.

4. At our Annual Meeting (soon) (Feb/Mar 2019), we will be announcing several exciting updates regarding the Henderson Credit Union. I think our announcements will be received in a very positive way.

Henderson is well represented on the Credit Union Board. We meet once a month (and more), plus we communicate regularly. I think you will be proud of the progress your board has made over the past year.

Arkansas Faculty Senates

- We will be meeting next week to organize and discuss issues of interest.
- On either February 11 or 25, we will be meeting with the University Presidents association. Dr Adkison suggested we seek that opportunity. Dr Jones requested that we be included in the agenda. According to Dr Chuck Welch, the members were "enthusiastic" about visiting with us.

Cabinet Meeting

Ms Kneebone - Title IX

- Bobbie Lee started work Monday as the new director (HSU alumna)
- All faculty and staff should be familiar with the policy. It is likely to change some as federal rules/policies are likely to be changing soon but we still need to be aware.
- We are all "responsible employees" and are required to report incidents.
- HSU uses a presumption of innocence but process will be followed and complaints will be investigated.

President Jones

- Encourage students as the semester winds down.
- ADHE and ADE have merged but the Coordinating Board of Higher Education still does the same things. It was more a bureaucratic efficiency change than a functional change.
- Legislative session coming up. Trying to protect higher education funding. Student success is vital.
- We continue to be guided by our strategic plan.
- Communication. We have occasional campus forums and other methods to try to communicate things. We need to do better. What is the best mechanism?

Ms Quattlebaum

- We looked at a new draft of the health care FAQ. Still needs changes.

Dr Patterson

- Our Code of Student Conduct is in place but a revised one is being developed.
- If you have feedback on it, send it to him.
- It will be called Community Standards
- Sanctions are intended as restorative rather than punitive IF that is possible.

Dr Valbuena

- A number of things are being proposed that could use technology to help with student success. Since some of the aspects could require a lot of instructor input of data, this is VERY preliminary and feedback will sought before any implementation.

Cabinet Meeting Roundtable

Mr Reo Cummings

- The staff senate is planning a staff emergency fund to help staff members who find themselves in difficult situations financially. There will be an application process. I suggested contacting faculty since, I know, faculty are supportive of our staff and may want to contribute.

Dean Marc Miller	<ul style="list-style-type: none"> School of Business will be sending out a survey soon. Intent is to develop a mission and vision for the School. He asks for participation. Should take no more than 5 minutes.
Ms Quattlebaum	<ul style="list-style-type: none"> Seeking to get HR more organized. Currently no official mechanism for notifying HR of an employee leaving.
Ms Boyette	<ul style="list-style-type: none"> Big year-end fundraising push. A recent large grant in nursing Reception coming up soon for the 40-year anniversary of the first nursing graduates. Other possible good news in fundraising coming soon Looking for nominees for Distinguished Alumni so if you have anyone you'd like to nominate, let her know
Dr Martin	<ul style="list-style-type: none"> Possible changes upcoming in transcript design. More functional than aesthetic. Input will be sought
Dr Boswell	<ul style="list-style-type: none"> Ellis College strategic planning is in process
Dr Shepherd	<ul style="list-style-type: none"> Sun Bio is still coming. Construction should start next year with production beginning in 2021 Work groups, including campus folks, are meeting regarding Clark County development Clark, Hot Spring, and Garland counties are working together to form a regional economic development group. The economic development is important because in 15 years we will have the smallest high school graduating class in many years
Dr Benton	<ul style="list-style-type: none"> Critical travel time in recruiting has ended Now "conversion" begins They are tracking progress of applicants, trying to get them to do something (application, FAFSA, housing application, etc.) each week Hoping to do freshmen financial aid awards in January Many numbers are up, though unsure exactly what that means since it may be folks who would have applied anyway that may have just applied earlier.
Ms Hall	<ul style="list-style-type: none"> Fall marketing plan ended 11/30 Doing analysis of responses from potential students Now focusing on the updated web site with intent of going live in 5-6 months. Presumably input would be appreciated
Dr Adkison	<ul style="list-style-type: none"> Since "registration" days at the beginnings of semesters are obsolete, they are discussing starting semesters on Monday instead of Tuesday or Wednesday

Report on Senate Effectiveness

January	<ul style="list-style-type: none"> Quoting from the minutes "President Rigsby mentioned need to continue work started last senate on revisions to faculty handbook and get current handbook available online since last one posted is from 2014. Several senators expressed concerns about us having signed contracts agreeing to follow the handbook and not having it available." We have done a lot on this, compiling previous revisions and doing some new ones. They will all be going to the President after this meeting. Still more to do as I'll mention below.
---------	--

February	<ul style="list-style-type: none"> • IRB – The senate helped keep the IRB problems on people’s radar so that is now (I hope) fixed. • Shared Governance – The senate has done a good job in providing input to the Shared Governance Committee. I commend that committee for doing very good work on very difficult topics, often with very little time. Thank you to Dr. Dever Norman, Ms. Holly Morado and Dr. Beth Maxfield.
May	<ul style="list-style-type: none"> • Budget issues were a major concern. The senate organized a meeting for campus discussion. Senate representatives to the Planning and Budget Committee were instrumental in getting the retirement contribution reduction restored. Not all things came out as we wanted and some issues remain. It has brought up a lot of discussion about communication and other issues. I believe the discussions on communication are bearing fruit. • There have been a number of issues with the dining services and facilities management contractor. I believe the senate was a valuable contributor to getting some of those issues resolved. • We requested that academic honors be displayed on graduation programs. I heard today from Dr Martin that such designations will be part of this semester’s program. They’re using a symbol and footnote for doing so, as they’ve done the last few years. I recently related my preference, and that of some colleagues, that we go back to a page where all of the academic honors awardees and honors college scholars are listed as a group, by name.
September	<ul style="list-style-type: none"> • The senate directed a committee to develop a Document of Concerns regarding the Professors’ letter and the results of that.
October	<ul style="list-style-type: none"> • Due largely to the work of Dr Lewis Kanyiba, the senate has initiated a discussion on production standards for graduate theses and dissertations. Those discussions are ongoing.
November	<ul style="list-style-type: none"> • At the request of the senate, I set up a meeting with the President and Vice-Presidents. I asked if our President-Elect could accompany me. The President invited me to bring the full executive committee. We had what I believe was a very frank discussion of the issues addressed in the Document. We asked hard questions, they answered them. I felt like it was very productive and signaled a stronger avenue for communication. I believe it also helped strengthen mutual respect because, though hard questions were asked and answered, the discussion was respectful.
Special guests in 2018	<ul style="list-style-type: none"> • Chief Johnny Campbell • HR Director Mickey Quattlebaum • Provost Steve Adkison • General Counsel Elaine Kneebone • Assistant Provost Brandi Benton • Tina Hall, Director of Marketing • Vice-President Brett Powell • Jeff Thomas, Director of Enterprise Applications

Suggestions for Next Year's Senate

- I've been meeting with chairs, deans, etc. across campus to try to get an understanding of the issues that concern our community. It has been very enlightening. Once I have met with all of them, I'll compile a summary that may help guide some of what the 2019 Senate should consider.
- Handbook
 - Organization needs improvement
 - Dr Adkison has some suggested revisions
 - Process for removing tenured faculty member needs clarification and/or rewriting
- Continuing to work to improve communication throughout campus

Appendix B.

The proposal under consideration is to send the Document of Concerns with Administrative

Responses to the Board of Trustees with the following preamble:

Dear members of the HSU Board of Trustees,

During the past academic year, a serious financial crisis and various other debacles led to an outcry by students, faculty, and staff and ultimately a vote of no confidence in the current administration by a strong majority of the tenured faculty. Nonetheless, most of you elected to essentially ignore these extraordinary signs of dysfunction; to many of the faculty your perceived indifference translated into disdain for their opinion, further eroding confidence that the Board provides honest oversight to the administration.

As trustees, you are ultimately responsible for the well-being of Henderson, as well as personally liable for its financial solvency. The Faculty Senate calls on you to hold the administration of Henderson truly accountable for its decisions. We understand that you have busy professional lives but hope that you will evaluate proposals and explanations presented to you by the administration with the same critical thinking and careful listening that allowed you to achieve your own high levels of success.

Please review the Document of Concerns and the administrative responses with a sharp eye.

Henderson deserves wise and honest leadership. It will not happen without your vigilant oversight and attention to the voices of the faculty.