

Draft
Faculty Senate Minutes
April 2, 2003

Members Present: Mitzi Bass, Vonna Cranston, Kevin Durand, James Engman, Laura Festa, Angela Boswell (for John Graves), Julia Hall, Wray Jones, Travis Langley, Jules Mollere, Phillip Schroeder, Bruce Smith, Martha Dale Cooley, Carolyn Eoff, William Henshaw, Lynn Leggett, Laura Lockwood, Marielle McFarland, Blair Olson, Connie Roberts, Brett Serviss, Joyce Shepherd, George Ann Stallings, Glenna Sumner, Don Wells, Fred Worth.

Members Absent: Richard Miller, David Stoddard

Senate President Travis Langley called the meeting to order at 3:16 p.m. and established a quorum.

Minutes from the March 5, 2003 regular meeting and the special meeting of March 19, 2003 were approved as amended.

President's Reports

President Langley first reported on his meeting with Dr. Houston. Langley reported that they first discussed some issues relative to the salary adjustments for selected members of the School of Business and it was Houston's position that the administration wasn't in a legal position to back off from the earlier decision and that the administration couldn't speak for the board who makes the actual decision.

In reference to promotions Houston was reported to have said that promotions for around 40 staff members (\$65,000 plus benefits) was currently on hold but promotions for twelve faculty (\$28,000 plus benefits) would likely go forward due to considerations relative to the Faculty Handbook process relative to promotions. Houston was reported to have said that we must balance the budget first then justify other expenditures.

Dr. Langley then reported that Dr. Dunn said we would know in a couple of weeks what we would get in appropriations from the legislature and that we had another shot at additional funds in October in the Special Session of the Legislature but that session would be more likely focused on public schools than higher education. Langley reported that Dr. Dunn was not optimistic that we would receive funding this year from the legislature through a proposed tobacco tax.

Langley then completed his report on his visit with Dr. Houston relative to the idea that we do not have plans to pursue accrediting in some areas (like Social Work) because it would be too costly.

Dr. Langley then continued his report on his discussion with Dr. Dunn. In reference to layoffs, eight staff members have been notified so far that their positions were being eliminated. When asked about possibly eight faculty terminations and if these would be in an area like nursing, Dr. Dunn is reported to have responded that it would not be in nursing as they had made improvements in areas identified several years ago and that the possibly up to eight faculty terminations was just an estimate and would likely be one year only positions and those lost through attrition. Apparently there has also be a consideration for early retirement incentives but only to areas where the faculty would not be replaced.

Langley reported that he discussed issues relative to Dr. Dunn's budget and reported that Dr. Dunn feels the car allowance is justified and congruent with the supports commonly in place for university presidents. (His car allowance as reported by Langley is currently \$9600 per annual contract cycle.)

In relation to rumors of retirements in the President's office Dunn reportedly stated that he doesn't anticipate any.

Dr. Langley then made brief remarks relative to the Board of Trustees meeting Monday of this week.

In a related matter, President Langley suggested that the senate should consider whether we would want to broaden the Finance Committee to ensure wider representation to make salary recommendations for the future.

He stated that we should make an effort to insure that all members of our academic community feel that they belong and noted that the feelings of everyone matter.

COMMITTEE REPORTS:

Academic Committee:

Phillip Schroeder, chair of the Academic Committee presented the following as a report on the issue of grade inflation. It was a resolution passed by the senate in the past (See attachment 1)

Schroeder also asked for continued data on advising as a continuing project of the committee.

Finance Committee

There was no report but Dr. Langley asked that the committee consider the possibility of making the committee broader in membership and the chair of the committee, Dr. Julia Hall, asked for suggestions by April 9.

Operations Committee

The Operations Committee chair Mitzi Bass presented the following resolution:

The Faculty Senate requests that the administration establish a website, modeled on fellow COPLAC schools, the University of North Carolina at Asheville www.unca.edu/facstaff/policies.html and the University of Montevallo www.montevallo.edu/faculty/policies/contents.shtm . The website should be reviewed and updated annually.

Motion passed unanimously.

Dr. Langley asked the Operations Committee to examine the operations of the Excellence Committees to see if further changes need to be made.

Building and Grounds Committee

Connie Roberts, chair of the Building and Grounds Committee reported that they had met with VP Bobby Jones and that ashtrays would be provided outside buildings around campus and an effort would be made to provide signage for buildings. More lighting would be provided when funds become available.

Procedures Committee

Don Wells, chair of the Procedures Committee reported that Faculty Hearing Election ballots had been sent out and that it was expected that results would be complete by the deadline in the Faculty Handbook.

He further presented the following resolution:

Be it resolved that the remaining funds in the Faculty Senate accounts this year be utilized for purchase of plaques for the Excellence Awards winners for this year and past years.

The motion passed unanimously.

New Business

Information was provided that we do not have to cancel 11:00 classes for Founder's Day as the lunch has been narrowed in participation. The 1:30 classes are cancelled.

The following resolution was presented for consideration by Dr. Fred Worth.

All prerequisites for courses should be passed with a C or better before the student can take the course for which it is a prerequisite.

The motion passed unanimously.

The issue of additional faculty on the Budget Committee was referred to the Finance Committee for a recommendation.

A reminder was presented that the Faculty Handbook requires that new faculty have a pre-tenure review after three years of employment (see Faculty Handbook for details).

The issue of a review of school/college tenure/promotion committee makeup was referred to the Operations Committee.

The following resolution was then presented:

Be it moved that Faculty Senate recommends that the University Academic Council consider having faculty report all mid-semester grades and that those grades be removed from the system four weeks after they have been posted.

Motion passed with 21 supporting and 2 opposed.

Dr. Laura Festa then presented the following resolution:

Whereas our faculty senate colleagues stood in our stead at the March 31st meeting competently representing all faculty and exercised tact, discretion, wisdom, preparation and diplomacy in asking the Board to reflect about the timeliness and appropriateness of the salary adjustments for the School of Business that would affect the entire Henderson State University learning community.

The Faculty Senate expresses gratitude and appreciation for their presence and effectiveness and accepts responsibility in all areas of our influence, to foster a community of appreciation among all faculty, staff, students and administration at Henderson State University.

Motion passed with 19 voting for, 2 against, 2 abstentions .

Dr Fred Worth then presented the following resolution:

The Faculty Senate recommends the Spam Filter not be purchased and that if computer services has excess funds that they do not need those funds be transferred to the faculty travel account.

Resolution passed unanimously by a voice vote.

With no further business the Senate adjourned at 4:48 p.m.

Attachment 1

FIVE PROPOSED RESOLUTIONS ON ACADEMIC STANDARDS

1. We, the Faculty Senate, encourage course instructors to award students only the grades that they legitimately earn. While we affirm the importance of academic freedom, we recognize that with academic freedom comes academic responsibility.
2. We, the Faculty Senate, encourage course instructors to award A's for outstanding academic performance ("only for superior achievement and to a relatively small number of excellent scholars," as stated in the current catalogue), B's for good performance that is above average, C's for average performance, D's for poor but passing work, and F's for failing work.
3. We, the Faculty Senate, encourage course instructors to provide students with the quality, quantity, and difficulty of course material appropriate for course level and number of credit hours.
4. We, the Faculty Senate, encourage course instructors to avoid regularly dismissing classes too early and canceling classes unnecessarily. We also urge course instructors to dismiss class no later than the scheduled end of the class period because keeping them past that time can impede their ability to arrive on time for their next class.
5. We, the Faculty Senate, encourage the administration to support the integrity of grades as an integral part of Henderson's primary mission to excel in undergraduate education.