

**Faculty Senate Minutes**  
**December 4, 2013**

Senators Present: Lea Ann Alexander, Marck Beggs, Kristen Benjamin, Brandie Benton, Beverly Buys, Steven Carter, Carolyn Eoff, David Evans, Daniel Fitzroy, John Greene, Megan Hickerson, Jana Jones, Patricia Loy, Beth Maxfield, Carolyn McClure, Rick McDaniel, Lonnie McDonald, Richard Miller, Janice O'Donnell, Ingo Schranz, Patrick Wempe, Penny Whelchel, Paul Williamson, Fred Worth.

Senators Absent: Stephanie Barron, Malcolm Rigsby, Richard Schmid, R. C. Smith.

Others Present: Mitzi Bass, Troy Bray, Randy Duncan, Wayne McGinnis, Lewis Shepherd, Maralyn Sommer.

1. Call to Order: President David Evans 3:15.
2. Approval of November 2013 Minutes by Acclamation.
3. Discussion with Interim Provost/VPAA, Dr. Maralyn Sommer.
  - A. Expression of views on reasons the Faculty Senate and the Administration do not work together well; suggestions for working together. Primary suggestion was that the two bodies communicate privately before bringing items to committees or the floor. Much discussion ensued, including the Finance Committee's assurance that last month's resolution was not meant "to inflame." Note was made that the related issue of \$45,000 is a "baby step" toward addressing salary compression and other salary matters of concern.
  - B. The small pot of money designated for faculty raises has been the matter of much discussion. Dr. Sommer noted that she had been advised to select faculty members to recommend criteria for raises, now and future, for these types of monies. This committee has not been charged with selecting individual faculty members for raises.
  - C. Restricted day policy is violated by academics, not only athletics. We cannot control scheduling conflicts caused by conferences or post-season play.
  - D. Provost search should result in an announcement "soon."
4. Discussion with Vice President Lewis Shepherd.
  - A. Scholarships have been repackaged to assist University competitiveness and to adjust for the four tuition increases in the last few years. We have had more scholarships denied, and this reconfiguration should ameliorate our being outpaced by other state schools.
  - B. Questions were asked about offering scholarship monies to teachers in graduate school; Dr. Shepherd suggested that a proposal be brought forth addressing this matter.
  - C. Other matters included the value of scholarships (top tier goes to top 10% of classes); monies have not been moved to enhance salaries as they resulted from rejected scholarships; lowest level scholarship will be awarded in part to lowest level ACT (19). Acknowledgement that we are moving forward but it "will take years to get there."
  - D. Board of Trustees has approved \$33 million to fund housing, which will raise our campus capacity to 1800; these are expenditures that will pay for themselves. Purchase of

Whispering Oaks (to be renamed) should be completed in March or April, and one of the new dorms should be ready by Fall 2015. Newberry is online for implosion afterward.

5. Discussion with Equity Committee.
  - A. The committee had no prepared statement but invited questions from the Senators. They reiterated that they are not charged with making faculty decisions but rather making criteria recommendations. Emphasis on difficulty of the charge.
  - B. Discussion included the following items: Decisions are to be made in early Spring 2014 so that awards may be made with the May paycheck; committee is working on quantifiable ways to measure merit; departments chairs' decisions (most don't want this decision, and problems inherent with this process); mathematical equation versus qualitative measures; merit versus compression; President Jones has indicated that he would like to see merit as a component of this award process; adjuncts? Different matter altogether; this raise does go into base pay; P & T process; will faculty be asked to apply?
6. President's Report
  - A. The Resolution on Salary Compression was at first perceived as a direct attack on the committee charged with making the recommendations; that matter was resolved as above.
  - B. Provost search should be concluded soon; final reference calls are being made.
  - C. Strategic Plan was reviewed with President Jones and the highlights of the Town Hall meeting were summarized by President Evans. He included handouts from that meeting.
  - D. Since funding has been approved for new housing, feasibility study is underway to assure Higher Ed Coordinating Board approval. Underwriter will be chosen (from applicants) and bonds packaged. After that, an architect and contractor will be selected.
  - E. Proctor Hall is designated for a new roof, first floor of Huie Library has been recarpeted, new paint and lighting are being installed in Garrison Lecture Hall, Harwood Recital Hall will get new lighting, and leaks in Reynolds are being repaired.
  - F. End of Year Report summarized the accomplishments of the 2013 Faculty Senate.
7. Reports of Committees
  - A. Executive Committee: Nothing.
  - B. Academics Committee: Nothing.
  - C. Buildings and Grounds Committee: Nothing.
  - D. Finance Committee: A resolution had been brought forth and was withdrawn.
  - E. Operations Committee: 2014 Senators announced; approved change to Constitution.
  - F. Procedures Committee: Nothing new.
8. Old Business: None.
9. New Business: None.
10. Adjourn 4:45

Respectfully submitted,

Beth Maxfield