

Faculty Senate Minutes
November 6, 2013

Senators Present: Lea Ann Alexander, Stephanie Barron, Marck Beggs, 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, Malcolm Rigsby, Richard Schmid, Ingo Schranz, R. C. Smith, Patrick Wempe, Penny Whelchel, Paul Williamson, Fred Worth.

Senators Absent: Kristen Benjamin

Others Present: Victoria Culliver, Coak Matthews, Maile Keeney, Maralyn Sommer.

1. Call to Order: President David Evans 3:15.
2. Approval of October 2013 Minutes by Acclamation.
3. Discussion with Interim Provost/VPAA, Dr. Maralyn Sommer
 - A. Feelings were hurt upon publication of the October Faculty Senate Minutes. Senators were advised to "be careful" in airing grievances in the Senate meetings without first talking with others. As an objective recorder of the meetings, the Executive Secretary noted that she has spoken with two classroom technology personnel, Jennifer Holbrooke and Randy McCauley, about the minutes and general impressions from the October meeting. The hard work of classroom technology personnel was acknowledged.
 - B. Permission was asked for Reddie Swim Team to participate in a very important meet on Friday of Restricted Days. Dr. Sommer provided background and Coach Coak Matthews was present to present his case. Warm sentiment for student athletes resulted in a suspension of the agenda to move to new business so that the matter could be attended immediately. After some supportive discussion, the Senate voted to support the team's participation in this important meet; the football team was included in this allowance, provided the team continues winning and the need arises. Dr. Sommer suggested that current policy be revised to exclude events outside the control of HSU.
 - C. Provost search is down to three people; these individuals should be on campus for interviews during the full week before Thanksgiving break.
4. President's Report
 - A. VP Advancement is on board and assessing. Director of Marketing position has been closed and a new search will commence.
 - B. Technology: Web concerns are being addressed in ongoing manner. It was also observed that multiple users downloading material to classroom computers has been causing some of the problems seen on those computers.
 - C. Director of Hot Springs center is Christy Batts; a site for the center is being researched.
 - D. Student retention is a focal point for President and the administration has begun to identify some problems related to student success / failure.
 - E. Scholarship packages have not been revamped in some time, yet tuition has risen some 20%. Repackaging is imminent.

F. Student housing proposal is still in preliminary stages as funding is addressed.

5. Reports of Committees

A. Executive Committee: Two items.

- i. Concern for providing a voice to faculty below the rank of instructor has been discussed often but good ways of handling delicate situations for people with little to no job security is concern. Solutions may be brought to this committee.
- ii. Last year the Faculty Senate approved a change in the time of promotion from 5 to 6 years is now in handbook; the change took effect with hires starting July 1, 2013. Everyone else was grandfathered.
- iii. Resolution of Good Sportsmanship to Harding University: “WHEREAS, a Henderson State University football player, Robert Jordan, was seriously injured during an encounter on the field with the Harding University Bisons, resulting in a fractured fibula and tibia; and WHEREAS, the Bisons demonstrated thoughtful camaraderie by joining the Reddies on the field to gather around the injured player and express genuine concern for his well-being; and WHEREAS, the actions of the Bison football players and coaches demonstrated the ideal character of gentlemen and good sportsmanship in accordance with Henderson’s motto (“The School with a Heart”); NOW, THEREFORE, BE IT RESOLVED that the entire Henderson State University community offers its gratitude, respect, and appreciation to Dr. Bruce McClarty, all members of the Bison football team, and to the extended Harding University community.” Passed unanimously with little discussion.

B. Academics Committee: The committee had two proposals.

- i. “Allow credit hours to be forgiven; anything over 12 credits will be calculated into the student’s final GPA.” Discussion; friendly amendment was accepted to change “12 credits” to “15 credits” of forgiveness. Research shows other institutions are all over the place; little data exists on whether the current policy is being abused. Page 34 of current catalog contains the clemency policy already in place. One unintended consequence is student repeating the same class for A’s to raise GPA. Why are we doing this? Question was answered that we are trying to maintain academic integrity and that the GPA should “mean something.” Students who have been poorly advised or self registered could be a problem. After lengthy discussion, the question was finally called; a vote resulted in 19 in favor, 3 opposed, and 3 abstentions.
- ii. “Remove the designation of “WP/WF” to the designation of “W.” Students may drop a course with a “W” up to the completion of the 10th week.” Discussion: Benefit of changing policies? Effect on students who have “life happens” events? Evaluation methods, timing, etc. Encourages students to commit themselves to a course of action and follow through. After much discussion, the question was called; vote counted 23 in favor, 1 opposed, 1 abstention.
- iii. It was noted that these resolutions must be presented and passed through UAC and up the chain before being formally adopted into policy by HSU.

C. Buildings and Grounds Committee: Nothing. One comment was made that general inattention to recycling across campus is disturbing.

D. Finance Committee: The committee reported that “Salary Compression refers to internal salary differentials generally caused by cyclic market forces in the hiring of new faculty. Unless monitored and periodically rectified, it often results in newer faculty earning higher salaries than more experienced faculty with similar or stronger academic credentials, performance and rank. It is a not uncommon pitfall in the ongoing process of hiring and retaining a qualified and motivated faculty.” The committee then had the following resolution on salary compression: “WHEREAS, salary inequity due to compression is singularly destructive to faculty morale and retention; it devalues faculty and has the potential to cause friction within departments. WHEREAS, numerous instances of salary inequity due to compression exist campus-wide. WHEREAS, salary compression contributes to the overall depression of HSU faculty compensation which already lags behind many peer institutions according to AAUP. WHEREAS, HSU’s administration has failed to establish a fair, consistent and **ongoing** process supported by budgetary allocations to address salary compression in a timely fashion. The historical *ad hoc* approach to compression by administration has resulted in a cumulative inequity that will require a significant and intentional commitment of resources to correct. WHEREAS, the most recent committee created by the administration was given a limited charge to determine a process to address salary inequity and merit awards through the distribution of a patently inadequate amount of funding. THEREFORE, BE IT RESOLVED that the Faculty Senate requests in the strongest terms that the HSU administration direct the focus of the salary committee to determine a fair method to identify and resolve instances of compression at HSU and postpone consideration of merit awards. BE IT FURTHER RESOLVED that the Senate also requests that adequate funding be allocated in the budget to rectify current salary inequities due to compression and support an ongoing practice of addressing inequity on a regular basis. that the new budget “attempts to direct funds to emerging priorities” that include personnel, planning, and academic excellence.” Discussion noted that merit pay will compound the problem and that the ad hoc nature of the committee is a problem; Senate will be involved in future. Passed unanimously.

E. Operations Committee: Nothing new.

F. Procedures Committee: Three items, the first two related as one.

- i. Departmental elections were reported. The online voting process has been demonstrated as anonymous. Some discussion ensued, and the process of voting and tallying ballots, separating email addresses from actual votes, was described, as demonstrated by Wrenette Tedder. Senators were assured that the voting process is anonymous, though some reservations remain, and the committee agreed to continue monitoring the matter.
- ii. Proposed amendment to Article IV of the Faculty Senate Constitution passed with unanimous approval; 2/3 vote of entire faculty required for change to be made. The change: “1. Eligibility of membership in the Faculty Senate is extended to every member of the faculty and the student body (Article II, Purposes of the Faculty Senate, paragraphs 1, 2, and 6) and with the exception of elected faculty members who are concluding one full term of two official years (except as provided for in Article V paragraph 4), **faculty who hold a rank below instructor**, and faculty who hold an administrative position above departmental chair. The Faculty Senate shall be the sole judge of interpreting the criteria of membership and eligibility of any given individual as set forth in the Constitution

of the Faculty Senate. The Faculty Senate shall interpret faculty to mean those who hold academic rank. Special cases shall be reviewed by the Procedures Committee.”

6. Old Business: None.
7. New Business: New academic reporting forms are viewed by some faculty as burdensome. One person noted that student athletes come to see their professors only when forced; faculty should not be doing the job of coaches if the coaches do not keep track of their student athletes’ academic progress—one faculty member was told that the new forms were instituted because some coaches do not keep up with player grades. Discussion ensued, and some faculty stated that they liked the new forms and found them helpful. An observation was made that football, softball, and swim coaches keep track of their players. Maile Keeney was present to explain the rationale and to let faculty know that if the forms are not returned that the student athletes are required to come to their professors. She also noted that she is new to campus and is still learning but sees her job as being part of a support system for all 300+ student athletes. The matter was not acted upon.
8. Adjourn 4:44

Respectfully submitted,

Beth Maxfield