

Draft
Faculty Senate Minutes
October 1, 2003

Members present: Mitzi Bass, Kevin Durand, James Engman, Laura Festa, John Graves, Julia Hall, Wray Jones, Travis Langley, Richard Miller, Jules Mollere, Phillip Schroeder, Bruce Smith, David Stoddard, Cindy Wilson (for Martha Dale Cooley), Carolyn Eoff, William Henshaw, Lynn Leggett, Laura Lockwood, Marielle McFarland, Blair Olson, Connie Roberts, Brett Serviss, Joyce Shepherd, Jim Shuff (for George Ann Stallings), Don Wells, Fred Worth.

Members Absent: Carol Underwood, Glenna Sumner

Others Present: Tiffaney Kelly (Oracle staff member)

The meeting was called to order by President Travis Langley at 3:15 p.m.

Minutes from the September 3, 2003 meeting were approved by a voice vote.

President's Report:

Langley reported that in his visit with Dr. Dunn he asked about whether we were on track for the December bonus that has been suggested and was told "maybe". Langley then distributed a spreadsheet showing the deficit we have experienced and efforts to deal with it.

Langley also reported on his request for further information concerning full professors at other institutions and was reportedly told that the information was already in from those institutions and no further information regarding turnover rates would be requested from them. Langley then distributed a chart comparing the percentage of full professors at ASU, ATU, HSU, SAU and UCA. There was then a discussion about the difficulties of interpreting the data given what we don't know about the data from the other institutions.

In references to questions about bonuses for coaches, Langley reported that it is pretty common for coaches to get raises with winning years and that in recent years bonuses had been used to reward coaches for championship years rather than raises that affect the base pay.

Langley reported that Dr. Houston is concerned about the anonymity of administrative evaluations and that Houston would consider returning to paper evaluations to solve the problem. (Last month Langley reported that Dr. Dunn does not favor a return to paper evaluations for administrators). Langley

reported that last year the evaluations were conducted later than the year before and that may be a reason for the poor returns.

Langley then reported that Dr. Dunn is concerned about base pay for faculty ranks and that the administration was exploring ways to deal with salary compression and pay equity issues.

Langley reported that Dr. Houston has requested that the Senate re-look at the Student Evaluation forms to be sure that we still believe the questions are appropriate.

President Langley then discussed the declining enrollment of first year students this fall and some of the explanations of it.

There was then a discussion of the proposed new nursing building and Langley indicated that nursing was remaining a department and not becoming a school as it was referred to in a recent memo. It is hoped that we will receive a Kresge Foundation grant for approximately half the cost of the building. The proposed building would be to provide appropriate lab facilities for nursing students and to provide more space for Student Services when nursing vacates Foster Hall.

Committee Reports:

Academics Committee:

Phillip Schroeder the chair of the Academics committee reported there were four topics the committee was working on:

1. The committee is attempting to devise a university student advising process and will have a recommendation at a future meeting. He said his committee is requesting information from Student Government, deans, the general faculty, etc.
2. In reference to minimum grade requirements for courses the committee is recommending that it be left up to individual departments.
3. In reference to the Honor Code, he reported that the committee favors some sort of statement that students would sign.
4. In reference to academic integrity for faculty the committee favors a "gentle" reminder for faculty.

Finance Committee:

Julia Hall, chair of the Finance Committee presented the following two resolutions:

Given that the Henderson State University faculty members are irrevocably committed to quality instruction that provides for the best interests and outcomes for Henderson Students:

Resolution 1:

Whereas Henderson State University faculty salaries have lagged behind those of their peer institutions for several years,

The Henderson State University Faculty Senate, fully cognizant of the current budget constraints faced by the university, strongly advocates

1. that while Henderson State University continues to reevaluate budget priorities for this 2003-2004 academic year, top priority should be given to maintaining the proposed 2% (minimum) bonus;
2. that should the proposed bonus become a reality, that the amounts generated become added to each individual faculty member's and staff member's base pay for determining future pay raises; and
3. that the salary bonus/raise be the last item to be cut from the budget.

Respectfully submitted:

Faculty Senate Finance Committee:

Laura Festa; John Graves; Julia Hall, Chairperson; Travis Langley; Fred Worth; Blair Olson (absent from 9/30/03 meeting)

Resolution passed by a voice vote.

Resolution 2:

After careful consideration, the Faculty Senate Finance Committee asks that the Faculty Senate endorse a proposal to increase adjunct pay (including full-time faculty compensation for teaching an overload).

Be it clearly understood that the Faculty Senate is opposed to an over-reliance on adjunct faculty, that the Faculty Senate opposes growth in adjunct numbers, and that the Faculty Senate is aware of the increased cost of instruction ; however, the Faculty Senate asks that Henderson State University recognize the valuable service provided by our adjunct faculty members and strive to compensate them at an acceptable rate of remuneration,

Current Structure:

\$1650 – non HSU with Master's degree and HSU faculty with Master's degree
\$1800 – non HSU with Terminal degree and HSU faculty with terminal degree
\$2000 – retired HSU faculty members, regardless of degree

Recommendation:

\$2000 – non HSU with Master's degree and HSU faculty with Master's degree
\$2250 – retired HSU faculty regardless of degree, and HSU faculty with terminal degree

Faculty Senate Finance Committee:

Laura Festa; John Graves; Julia Hall, Chairperson; Travis Langley; Fred Worth; Blair Olson
(absent from 9/30/03 meeting)

Resolution passed by a voice vote.

Operations Committee:

Mitzi Bass, chair of the Operations Committee presented the following resolutions:

1. Be it resolved that the Faculty Senate recommends that the faculty excellence awards plaques be placed in the Garrison Student Center on either side of the entrance to the Banquet Room in an appropriate fashion.

Resolution passed by a voice vote.

2. The Operations Committee of the Faculty Senate recommends that changes in the Faculty Handbook approved by the Henderson Board of Trustees be included in the online Faculty Handbook by personnel in the Vice President for Academic Affairs' Office within thirty days of approval. The Secretary of the Faculty Senate will be responsible for verifying that the changes have been made.

Resolution passed by a voice vote.

Ms Bass further reported on the activities of the Operations Committee:

1. The committee has looked at the Excellence Awards issue and has requested the president of the Senate discuss possible increases in the award amounts with Dr. Houston. The President of the Senate asked that the committee first return next month with a recommendation for specific increases.
2. The committee is working on the instrument used for student evaluation of faculty with Bruce Smith being in charge of the effort.
3. Ms Bass reported that the committee has been looking into concerns about the administrative evaluations and has contacted Mr. David Epperhart who has agreed to meet and discuss these concerns with the committee.
4. Ms Bass reported that the committee felt that the process of tenure and promotion should remain with the respective colleges or school.
5. In reference to questions on faculty/student personal relationships the Operations Committee recommends that the matter be referred to the campus Human Relations Committee.

There was some discussion following this report concerning a possible University Employees Handbook for matters affecting all employees at Henderson State University.

Building and Grounds Committee:

Ms Connie Robert, chair of the Building and Grounds Committee, reported that while the committee had not met she had contacted Vice President Jones and that progress is being made on campus signage and lighting on campus. The Senate President asked that the Buildings and Grounds chair meet with the other Senate Committee chairs to discuss a redistribution of duties among the Building and Grounds , Academics and Operations Committees.

Procedures Committee:

Don Wells, chair of the Procedures Committee, reported that elections for Excellence Committees and the new Faculty Finance Committee had been completed.

He further reported that the Senate supplies and services budget has a remaining balance of \$310.80 and the travel budge has \$70.00 in it. In reference to a question concerning reduction of budget he reported that the Senate budget for supplies and services had been reduced from \$440 in 2001 to \$409 in 2003 and the travel budget reduced from \$102 in 2001 to the current \$70.00.

Old Business:

There was no old business.

New Business:

- a. Concerns regarding advising and heart start: there was no action.
- b. Concerns reference changes in listing generic courses. President Langley indicated he would look into it.
- c. Request for an ad hoc committee to help interpret data was discussed but no action was taken.

With no further business the Senate adjourned at 4:58 p.m.

Respectfully submitted:

Don Wells
Faculty Senate Secretary