

### **October 3, 2012 Faculty Senate Minutes**

**Present:** Brett Serviss, Catherine Leach, Beth Maxfield, David Evans, Kathie Buckman, Ingo Schranz, Marck Beggs, Tommy Finley, Allison Harris, Allison Vetter, Stephanie Barron, John Long, Megan Hickerson, Richard Miller, Nathan Campbell, Connie Phelps, Jana Jones, Patricia Loy, R. C. Smith, Julia Correia, Steven Carter, Lynn Stanley, Kerri Hendrix-Jackson

**Absent:** Beverly Buys, Teresa Holsclaw, Shannon Clardy, Richard Schmid, Paul Williamson, Carolyn McClure

**Others present:** Maralyn Sommer, Wayne McGinnis

#### **1. Call to Order – President Brett Serviss 3:17**

#### **2. Discussion with Interim Provost/VPAA, Dr. Maralyn Sommer**

- a. No impact on faculty (HSU) insurance from Obama Health Care legislation is expected in the immediate future. This issue is on hold until after the general election in November.
- b. The general consensus of the Compensation Committee is to postpone meeting until a provost is in place.
- c. Each dean will receive money for faculty development, copy machine leases, and paper. Dr. Sommer is currently looking at where to put the money that is left.
- d. Emergency blue lights and phones for around campus and distant parking lots have been purchased. Poles on which to mount these have been ordered and these emergency phones will be installed as soon as possible.

#### **3. Approval of September 2012 Minutes**

A motion was put forth to amend the September Minutes to remove a senator that has left the university from the absentee list. The motion passed. A motion was put forth to amend the September Minutes to change the word “principle” to “principal” in the president’s report. The motion passed and the amended September Minutes were approved.

#### **4. President’s Report**

President Dr. Glen Jones was asked several questions regarding the current and future state of faculty salaries at Henderson State University. Dr. Jones stated that faculty salaries are a major priority of his administration and that he will strive to increase faculty salaries at Henderson. Dr. Jones stated that the present salary state experienced by Henderson faculty was not incurred over the short-term and that rectification of the problem must be a multi-faceted and continual approach over a period of time, and that ultimately, the university must grow in order to provide a significant and positive, long-term solution to low faculty salaries. Dr. Jones subsequently outlined six principal categories of direction and strategy that will grow the university, and as a result of that growth, comprehensively address faculty salaries.

#### **Recruitment, Retention, and Enrollment Management**

Dr. Jones stated that as a university we must focus intensely on student recruitment and retention, and that the implementation of an effective enrollment management program that involves cooperation between all university constituents is essential. Additionally, Dr. Jones mentioned that the university must build a comprehensive system of support

for our students that will work effectively to increase the likelihood of their retention and subsequent graduation, but must also function without sacrificing the integrity or excellence of our academic programs. Dr. Jones also stated that effective recruiting measures to bring students to Henderson must be determined and implemented.

### **Academic Programs**

Implementation of new academic programs, along with the increase and enhancement of existing academic programs must occur in order to attract new students to the university. Additionally, proper advertisement, presentation, and delivery of academic programs to the appropriate external constituencies will be critical.

### **University Advancement**

Intense focus on university advancement in order to identify and subsequently acquire additional sources of revenue aside from tuition and state appropriations is essential for improvement and growth of the university. Specifically, there must be a strong emphasis on private donor support and the university must also reconnect with alumni to reestablish and strengthen old relationships and move forward to create new ones. Additionally, establishment of multiple endowed chairships and professorships will be pursued as an important sustainable source of external funding.

### **External Partnerships and Distance Learning**

Development, expansion, and refinement of external partnerships and distance learning programs will provide the university with multiple opportunities to increase enrollment and revenue for the university. The university must continue to build and develop partnerships with external constituencies, where substantial focus will be centered on partnerships with select regional, two-year institutions with an initial emphasis on Hot Springs. Concurrently, the university must continue development, enhancement, and expansion of distance learning programs, including increasing the number of online course offerings and online programs. With regard to distance learning programs and online courses, Dr. Jones emphatically stated that the same rigor and quality provided and demonstrated in campus classrooms must be applied and maintained in our distance learning programs. Additionally, the new provost will work closely with the faculty to develop a strong, academically sound set of guidelines for our distance learning programs, including the online curriculum.

### **Strategic Plan**

Dr. Jones mentioned that the university must develop and implement a logical, focused, and strong strategic plan, and once implemented, the plan must be followed. Faculty salaries must be an integral component of the strategic plan. Essential to development of a strong strategic plan is the understanding that the university must recognize the limitations, difficulties, and challenges of its current position, but must also have a definitive and clearly outlined direction it will pursue in order to meet the goals and objectives outlined in the strategic plan. The goals and objectives of the strategic plan must be adequate to address and remedy the difficulties and challenges currently faced by the university, and provide the correct direction(s) for future improvement and growth of the university. The strategic plan must address three major questions: 1. how do we take care of our students; 2. how do we take care of our faculty; and 3. how do we maintain and strengthen our current physical infrastructure?

Dr. Jones stated that the budgeting process is being carefully examined to determine what the priorities for the university should be based on our current needs and future direction; and that ultimately the budgeting process must be tied to and integrated with the strategic plan. Additionally, Dr. Jones mentioned that another compensation study will be conducted, but we must take an “apples to apples” approach as we investigate faculty compensation, that the compensation study must also be aligned with the strategic plan, and that the provost must be intimately involved with the compensation study.

Dr. Jones also mentioned that every area of the university is being evaluated in order to determine if the university can become more effective and efficient in some of its operations. He also stated that outsourcing in some areas will be considered in order to save money, and that the university must build a stronger reserve for unexpected financial needs given the age of its facilities. The university must also substantially increase its endowment.

### **University Identity**

Henderson must define who and what we are, and effectively communicating our role, mission, and academic programs to students, both present and potential, potential donors, and other pertinent external constituencies. Dr. Jones is in the process of meeting with each department on campus in order to determine causes of frustration, immediate and future departmental wants and needs, and to solicit and subsequently discuss potential solutions to the current needs and challenges faced by the university. Additionally, he mentioned that collaboratively, the various university constituents must discuss and assist in planning the university’s future, along with identifying the specific pathways and processes that must be implemented in order to arrive at that desired position. Dr. Jones also stated that the university must try some new approaches in order to determine what avenues work best for Henderson, to the effect of increasing the resources and quality of the university.

### **Meeting with the Vice President for Finance**

Mr. Bobby Jones stated that he is still evaluating tuition, fees, and expenditures in order to insure a balanced budget for the current 2012/2013 budget cycle. He also mentioned that summer school revenues (from both 2012 summer sessions) were less than anticipated, and because the summer school budget was not met, the difference (\$100,000+) must be accounted for from the (current) 2012/2013 budget. Mr. Jones indicated that the inability of students to receive Pell grant assistance for summer school tuition was probably a significant factor in the decreased summer school enrollment. Mr. Jones also stated that enrollment for the fall 2012 semester is slightly down from last fall (fall 2011) and student semester credit hours (SSCH) will also be equal to or slightly lower than last fall. Housing requests and meal plans are also down compared to fall 2011 numbers. Mr. Jones also mentioned that there will be no new state appropriations this year.

Mr. Jones stated that construction of the new dining facility is still on schedule for completion sometime in May 2013. He also mentioned that repair and restoration work is continuing to be conducted on Mooney Hall and is estimated to be completed in about two weeks (around the middle of October), and that the renovations (remodeling and repair work) to Newberry Hall and Smith Hall dormitories have been completed.

Mr. Jones stated that the two new 25-passenger vans are temporarily no longer available because of irreparable manufacture's defects inherent to a portion of the their power trains, but that a new set of 25-passenger vans will be available for use in the near future.

**5. Reports of Committees**

- a. Executive Committee-The recommendation of the Faculty Subcommittee of the Compensation Committee was discussed. A decision was made to share these data with colleagues over the next month and address at the next Faculty Senate meeting.
- b. Academics Committee-The committee plans to recommend changes to the promotion and tenure section of the Faculty Handbook to improve clarity and ensure that the entire section is a cohesive unit. Additionally, the committee plans to address the following promotion and tenure issues: 1. the pre-tenure process, 2. the timing of promotion and tenure, and 3. service to the academic community and the community at large.
- c. Buildings and Grounds-No report.
- d. Finance Committee-No report.
- e. Operations Committee-No report.
- f. Procedures Committee-Ballots are out for departmental positions in the Faculty Senate.

**6. Old Business**

- a. See report of the Academics Committee.

**7. New Business**

- a. Implementation of a four-day week instead of a five-day week was discussed. No decisions were made.

**8. Adjourn-President Brett Serviss 4:52**