

Faculty Senate Minutes
Special Meeting
April 17, 2013

Senators Present: Lea Ann Alexander, Stephanie Barron, Marck Beggs, Kristen Benjamin, Nathan Campbell, Carolyn Eoff, David Evans, Daniel Fitzroy, John Greene, Allison Harris, Daniel Kendie (for Megan Hickerson until she could arrive), Jana Jones, Barbara Landrum (for Patricia Loy), Beth Maxfield, Lonnie McDonald, Richard Miller, Janice O'Donnell, Malcolm Rigsby, Ingo Schranz, Paul Stoddard (for Beverly Buys), Patrick Wempe, Penny Whelchel, Paul Williamson, Fred Worth.

Senators Absent: Beverly Buys, Steve Carter, Carolyn McClure, Richard Schmid, R. C. Smith.

Others Present: Clinton Atchley, Peggy Dunn Bailey, Angela Boswell, Greg Gibson, Wayne McGinnis, Allison Vetter.

1. Call to Order: President David Evans 3:15

2. This meeting was called specifically to address faculty handbook changes as recommended by the Operations Committee; the items for discussion and actions follow:
 - A. Addition to the definition of Instructor:** “The normal teaching load is 15 hours.” After some discussion, this recommendation passed. Further vigorous discussion (regarding confusion, dissent, contradictions within the handbook, “normal” as an escape clause, etc.) ensued at various times during the meeting, and it was decided that matters of consistency within the handbook will be reconsidered at a regular meeting.

 - B. Deletion of a section of current policy defining Assistant Professor:** “. . . have a master’s degree with twenty-four hours credit above the master’s level with four years experience at the instructor level.” Add “. . . meet requirements as provided in III. K. 2. C. (1).” After much discussion, this recommendation was set aside to be revisited by the committee.

 - C. Addition to / clarification of the second master’s degree in the definition of Associate Professor:** “. . . in the appropriate field of study or a closely related field . . .” Some discussion about contradictions and ambiguities that need to be addressed next semester is duly noted here. The recommendation passed.

 - D. Proposal to insert the word *hiring* in Section K. 2. c:** The following practices in promotion will be observed under usual conditions.” Objections and discussion led to this wording being struck from the recommendations.

 - E. Combination and movement of the promotion from Instructor to Assistant Professor:** After discussion, passed.

F. Replacement of the word *Emeritus* with the word *Retired* in the Faculty Benefits, Section V. B (Other Benefits). Passed with no discussion.

G. Addition of Section K. 5. Emeritus Status: Definition. Much discussion about the new language “meritorious service.” Friendly amendment offered to omit the final item of “meritorious service.” Amendment passed with four senators opposing and one abstaining. Questions about “merit” eligibility. Final wording of the new item 5 in Section K. 5: “A person who is retiring is eligible for emeritus status if he/she has been awarded tenure and has taught at Henderson State University for at least 20 years.” As amended, definition passed with two opposing and one abstaining.

H. Addition of Section L. 8. Award of Emeritus Status: Procedure. Given the energetic discussion of the definition, this matter was set aside to be reviewed and returned to Senate at another date. More discussion followed, including the comment that “the less procedure the better.”

I. Insertion of language for Emeritus Faculty in the Faculty Benefits section: The recommendation was struck for now and will be revisited later.

J. Addition of the rank of Lecturer: Definition: This matter engendered a lengthy, spirited discussion. Among the concerns and questions, in summary: promotion? (no); distinction of temporary from permanent line contracts; pressures faculty to provide renewable contract, pathway to appeal; “less procedure is better”; timeline (much discussion); searches? (possible); protection for department, builds in flexibility and a pot of money; benefits; new line item? (no answer); faculty senate/university disenfranchisement; “law of unintended consequences”; turnover; new preferred rank; not enough consideration; reconsider; table; promotion or conversion not guaranteed; attempt to fix the problem and provide pathway to permanent hiring; avoid invoking another problem without solving current one; fairness to employees (faculty); equity issues; clarity issues; governs new hires for Fall 2013. Repeated versions of concerns noted at various points during the meeting, including the definitions of temporary versus renewable contracts. Several senators felt unprepared to vote. Extended, lengthy discussion and several friendly amendments to language.

Original proposed wording of the recommendation reads as follows:

Lecturer. This rank should be given to persons with advanced training who have demonstrated scholarly or creative ability. A lecturer must have knowledge of the particular course materials and a requisite degree of intellectual vision. In some technical fields, professional experience may bear considerable weight; in other areas, teaching experience is essential. A lecturer must hold the master's degree in his/her discipline or in a closely related field and from a regionally accredited college or university. The position of lecturer is a one-year position, which will not be renewed for more than one additional year, and it holds no consideration for promotion or tenure. If, after two years, there is a continuing departmental need, the person may be reappointed to a third year as an instructor, upon recommendation from his/her department. The normal teaching load of a lecturer

is 15 hours. Lecturers are not eligible for membership in the faculty senate and will have no university or college committee assignments.

Friendly amendments, motions, and results follow:

- Motion to table, seconded. More discussion.
- Friendly amendment suggestion to remove the two-year limitation led to rescinding the motion and second to table.
- Friendly amendment to strike several lines evoked lots of discussion. Note was made that striking the time line removes the person's ability to move to instructor, part of the intent of the proposal. Passed with two opposed and one abstention.
- More discussion led to a friendly amendment to restore the definition without "which will not be renewed for more than one additional year"; more discussion Passed with two abstentions.
- New motion to change the time limitations from one to two and two to three years; restore all other language. Much discussion. Passed with two opposed and one abstention.

Final vote adopting new rank of Lecturer: Definition. Much more discussion. Passed with two opposed and two abstentions.

Final text as passed by Senate and sent to administration:

Lecturer. This rank should be given to persons with advanced training who have demonstrated scholarly or creative ability. A lecturer must have knowledge of the particular course materials and a requisite degree of intellectual vision. In some technical fields, professional experience may bear considerable weight; in other areas, teaching experience is essential. A lecturer must hold the master's degree in his/her discipline or in a closely related field and from a regionally accredited college or university. The position of lecturer is a one-year position, which will not be renewed for more than two additional years, and it holds no consideration for promotion or tenure. If, after three years, there is a continuing departmental need, the person may be reappointed as an instructor, upon recommendation from his/her department. The normal teaching load of a lecturer is 15 hours. Lecturers are not eligible for membership in the faculty senate and will have no university or college committee assignments.

K. Instructor Promotion to Assistant Professor: Procedure: Tabled by common consent.

3. Adjourn 5:43

Respectfully submitted,

Beth Maxfield