Faculty Senate
Minutes of December 3, 2004

FACULTY ASSOCIATION OFFICERS		**Proxy**
Bill Rowe – President (Fine Arts)	P	
Debra Walden- Vice-Chair of the Senate	Absent	
John D. Hall – Secretary-Treasurer of the Faculty Association	P	
Bill Humphrey –President Elect	Absent	
Margaret McClain – Secretary of the Senate	P	
Dennis White- Parliamentarian	P	
AGRICULTURE (1)		
Bert Greenwalt	Absent	
BUSINESS (3)		
Gauri Guha	Absent	
Dan Marburger	Absent	
Jim Washam	Absent	
COMMUNICATIONS (2)		
Osa Amienyi	P &	Pradeep Mishra
Jack Zibluk	P	
EDUCATION (5)		
Cindy Albright	Absent	
Kris Biondolillo	P	
Dan Cline	P	
Amany Saleh	P	
Charlotte Skinner	P	
ENGINEERING (1)		
Shivan Haran	P	
FINE ARTS (3)		
Tim Crist	P	
Allyson Gill	Absent	
Kelly Schaefer	Absent	
HUMANITIES & SOCIAL SCIENCES (6)		
Win Bridges	P	
Mary Donaghy	P	
Ernesto Lombeida	P	
William Maynard	P	
Joe Sartorelli	P	
Richard Wang	P	

LIBRARY (1)

Myron Flugstad	Absent

MILITARY SCIENCE (1)

LTC Larry P. Aikman	Absent

NURSING AND HEALTH PROFESSIONS (3)

Dick Freer	P
Troy Thomas	Absent
Debra Walden	Absent

SCIENCE & MATHEMATICS (4)

William Burns	P
David Gilmore	P
Jeff Jenness	P
Jie Miao	P

UNIVERSITY COLLEGE (1)

Margaret McClain	P

I. Minutes: The minutes of the November 19, 2004, meeting were approved as submitted.

II. New Business: Closing of Teaching and Learning Center (presented out of order)

(A) Dr. David Harding, Director, Teaching and Learning Center

To accommodate Dr. Harding, his presentation was moved to the head of the agenda. Dr. Harding explained that since there would not be another Faculty Senate meeting in 2004, he requested to address this session. His purpose was to inform the Faculty Senate of the closing of the Teaching and Learning Center and to enlist the members' support.

Dr. Harding stated that on August 15, 2004, Dr. McDaniel's office had requested productivity reports for the Center for the past three years. Then on December 3 he was informed that the Teaching and Learning Center would lose its funding. Dr. Harding would return full time to his duties in the Department of Political Science. The administration cited the budget crisis as the reason for the Center's closing.

Harding spoke at length about the history of the Center, noting that it was established in 2001 at the behest of the Faculty Senate. The Faculty Senate had been involved in the establishment of the TLC since 1997, when a Senate Committee began researching similar centers at other universities.

Harding has raised this issue for two main reasons: (1) the closing of the TLC is in violation of the Strategic Planning Committee mission statement; and (2) the Faculty Senate was not consulted on the TLC's closing.

David Harding opened the floor for questions and comments.

The first question came from Dr. Maynard, who wanted to know about budgetary matters—What was the Center's budget? How much money could the administration hope to save by closing the Center? Harding explained that the budget included half his salary for the year and $5000 in supplies and services. He continued by explaining that he shared an office with Dr.

William Allen of the CLT, and both directors shared a secretary. Chairman Rowe commented that the Center's budget appeared to be very small compared to the valuable services it provided to the University's faculty and staff.

Dennis White gave further background on the TLC, in which he was involved from the outset. He said that he, Gil Fowler, and their Senate Committee spent untold hours researching learning centers at some 50 other universities. They conducted on-site visits at several universities in the years leading up to the establishment of ASU's Teaching and Learning Center.

Amany Saleh added that the work of the TLC coincided with the current emphasis on the General Education Assessment and the conclusions of the General Education Committee. She opined that ASU should provide more, rather than fewer, of the services the TLC provides.

Harding noted that he has spent the last several years with shared responsibilities in the TLC and on the General Education Committee. In addition, said Harding, he has worked closely with Dr. Kent Johnson on assessment issues since the latter arrived on campus. He added that most of these duties will be assumed by the Center for Learning Technologies (CLT). Historically, Harding and Dr. William Allen have worked in concert; while Allen taught users **how** to use the technology, Harding dealt with its pedagogical implementation. He cited the TLC's role in assisting instructors with classroom issues, such as plagiarism.

Harding reiterated that by closing the TLC, not much of a savings will be realized -- perhaps $6,000-7,000 for the summer.

Jack Zibluk contributed his opinion that the TLC is an excellent resource for retention efforts. Pursuant to his discussions with Jim Black, retention consultant, Zibluk and the Recruitment and Retention Committee have been working hard on the retention of non-traditional students. Zibluk believes that the TLC could and should act as clearinghouse for all retention efforts.

Osa Amienyi gave more perspective on the historical background of the TLC. He reminded the Senate that Dr. Sydorenko had originally set up the committee to study the feasibility of setting up the TLC. Amienyi had advocated vigorously for the establishment of the TLC as he took office in the Faculty Senate and had then asked for the committee's report to be sent on to Dr. McDaniel's office.

Harding presented examples of software, such as the Enterprise software package, which would have helped faculty members improve their teaching tremendously. Harding wondered why some of the software training was never even offered to faculty, but only to administrative personnel.

Chairman Rowe indicated that cutting an office and its personnel was a clear indication of a "crisis" on the ASU Jonesboro campus. He emphasized that cutting services or personnel was contraindicated in the mission of Strategic Planning, in particular, Strategic Directive 8.

Dennis White added that closing essential offices also ignored directives clearly stated in the Higher Learning Commission's report.

Chairman Rowe said that the Crisis Committee should investigate the TLC issue.

Dr. Amany Saleh noted that in one of her classes, her students, two-thirds of whom were ASU faculty, determined that teaching was **the** main factor in retention. Any service that helped improve teaching on this campus, like the TLC, should thus not be closed down.

Dr. McDaniel was asked to respond to faculty concerns. He began by noting that one or more other centers were also slated for closing. In summarizing the history of the TLC, McDaniel noted that it was he who had allocated resources -- release time, instructional funds, materials, and secretarial help -- at the Center's inception. He added that in the original schema for the TLC, Harding's position would have rotated among departments. He mentioned that the Political Science Department needed Dr. Harding to return to full-time teaching. Dr. McDaniel concluded that the TLC's budget has really been too inadequate to ensure success. He and Dr. Susan Allen envision that the CLT will assume some of the duties of the Teaching and Learning Center.

III. Old Business:

A. Committee Reports

i. **Recruitment and Retention—**Dr. Zibluk reported some of the findings of consultant Jim Black. Zibluk noted that much of the consultant's report was based on ASU's own statistics--for example, that the base of high school graduates, available scholarships, and ACT scores have all been on the decline for the past ten years. Arkansas State now finds itself in the position of teaching students with community college needs. Among the conclusions reached by the Recruitment and Retention Committee, with input from Consultant Black, was that ASU must offer more summer, night, and weekend classes to accommodate the new demographic profile; that changes in parking spaces and regulations should cater to a larger number of visitors and commuters; and that summer new student orientations be limited to one day.

Dr. Maynard noted that the new profile of the typical college student had changed statewide. Because UCA is catering to the new demographics better than ASU is, UCA is not experiencing an enrollment crisis. In Maynard's words, "UCA is eating our lunch."

Bill Rowe expressed concern about the practice of awarding academic scholarships to athletes in a time when scholarship monies for other students are drying up.

Dr. Wang took issue with the *Jonesboro Sun* article on ASU's recruitment and retention crisis. He opined that some of the reporter's claims were irresponsible and undocumented and that the article would further discourage prospective students from applying to ASU.

There was a brief discussion about the costs of Consultant Black's work. From various sources, it was estimated that ASU's total expenditure would be from $90,000-150,000, an amount that some faculty felt could have been better spent to continue funding the TLC.

ii. **Computer and Technology Committee—**Dr. Joe Sartorelli reported on the Voice Mail Policy approved by the President's Council. He said he would send an email containing the highlights of the policy. In essence, stated Sartorelli, the policy would require faculty to change voice messages to reflect daily changes in status—e.g., illness, vacation, leave, and so forth.

Dennis White commented that perhaps Department Chairs should be in charge of deciding their Voice Mail policies.

B. CLT Comment/Resolution

Dr. Sartorelli suggested a change of wording, to which there was no objection from the Resolution's author, Dr. Win Bridges, or the Senate as a whole. There was a call to question, then a vote on the Resolution. The Sartorelli Amendment of the CLT Resolution was passed unanimously.

The conclusion now reads as follows:

> **"BE IT THEREFORE RESOLVED that the Faculty Senate of Arkansas State University go on record as expressing full support for the CLT department, our complete confidence in Dr. William Allen as Director of CLT, and our support for his faithful assistant, Bryan Ulmer."**

C. FOI for Board Meetings

Bill Rowe reported that the Board of Trustees has agreed to notify the Faculty Senate of the dates, times, and locations of all telephone conferences and informal, unofficial, or impromptu meetings.

D. Summer School Position Statement

Bill Rowe will place this information on the Faculty Listserv.

E. Faculty Mission Statement

William Maynard reported that after receiving input from Joe Sartorelli and William Burns, he has finalized the 2004 proposed version of the Faculty Senate Mission Statement. Maynard supplied copies of the revision for everyone in attendance. This latest proposal is here included verbatim.

> "The Faculty Association of Arkansas State University, Jonesboro, comprises the faculty of Arkansas State University, Jonesboro—tenured, tenure track and non-tenured faculty, including adjunct faculty and instructors, visiting faculty regardless of rank, and professional librarians employed on the Jonesboro campus.
>
> The Faculty Senate of Arkansas State University, Jonesboro, is the representative body of the Faculty Association of Arkansas State University, Jonesboro. The Faculty Senate comprises members (Senators) elected by the faculty of the university through their respective colleges, the number of representatives from each college being apportioned according to an approved formula based on the number of full-time tenured and tenure-track faculty within the University's respective colleges. The responsibility of the faculty Senate is to carry out the functions, fulfill the responsibilities, and address the concerns of the Faculty Association, including, but not limited to, a shared responsibility with the University Administration to insure the best practices in the governance of the institution through shared governance, to uphold and defend academic freedom, including freedom of speech, to support the university mission of teaching, service and research, and to defend and advance the professional values and standards that define higher education."

Chair Rowe reported that he had been asked for copies of the Faculty Senate's Mission Statement and emphasized the need for completing and approving the final product as soon as possible.

Richard Wang opined that the Mission Statement ought to be part of our Constitution. Bill Maynard reminded the meeting that a Mission Statement already existed, which had presumably been voted on and approved at some point. The new version, he stressed, is a rewrite of the existing Mission Statement.

Osa Amienyi felt that (1) the new Mission Statement ought to state the Faculty Senate's goals more clearly; and (2) since the Faculty Senate represents the Faculty Association, the latter should be tasking the Faculty Senate to voice its mission.

Dr. Maynard expressed his opinion that the revision clearly and succinctly stated the Faculty Senate's goals. On the question of whether the Faculty Association is responsible for tasking the Faculty Senate to formulate a mission statement, Dennis White said he had not researched whether Faculty Association approval is required.

Dr. Bridges moved, and Dr. Maynard seconded, that the Faculty Senate accept the revised Mission Statement as its "operational statement" for the time being, with the proviso that any changes could be voted on, with a two-thirds majority required to pass. The operational statement would stand pending the spring meeting of the Faculty Association.

Win Bridges' resolution passed with one opposed and one abstention.

John Hall stressed that there was a need for the Handbook Committee and the Faculty Association to revisit the bylaws in the spring of 2005.

F. Repeated Violations of the Handbook at All Levels

Bill Rowe expressed some concern about the administration's possible violation of the Faculty Handbook. He cited the unauthorized checking of personnel files.

G. Town Hall Meeting

Chairman Rowe asked for at least one more volunteer to assist with the planning of the Town Hall meeting.

H. Faculty Senate Budget

Bill Rowe said he planned to work on a Faculty Senate budget over the Christmas break. He stated that the system whereby the SGA members pay themselves and then vote on a tuition increase is counterproductive. Rowe plans to request a substantial increase in the Faculty Senate's budget.

I. Recruitment and Retention Consultant

At issue were the large expenses incurred by the administration in a time of crisis for the services of outside consultants. Dr. Zibluk said that the university was paying these consultants tens and even hundreds of thousands of dollars to repeat what ASU faculty members have been telling the administration for quite some time.

Dr. Maynard thought that filing a FOIA request to discover how much has been spent on consultants over the last ten years by the ASU administration could prove very revealing.

IV. New Business, continued

A. David Harding and TLC (moved to beginning of agenda)

B. December 17, 2004, Faculty Senate Meeting
The cancellation of the December 17 meeting was unanimously approved.

C. Marshals for Graduation
Bill Rowe announced that anyone wishing to volunteer as marshal for the December 17 graduation ceremonies should contact him or Irene Martz.

D. Senate Appointment to Safety Committee
C.D. Davis of the University Safety Committee has requested that one Faculty Senator join his committee. A hazardous materials expert would be the ideal candidate. Rowe asked for volunteers.

E. Future Faculty Productivity Report
Bill Rowe reminded the members that faculty productivity reports would soon be due. He recommended that faculty make note on their PRT documents of every denial of funding, travel, materials, etc., that prevented them from logging accomplishments or completing goals.

Dr. Cline noted that in many departments nothing was actually done with these productivity reports.

Dr. Maynard concurred that the general climate on campus these days was against travel. He was concerned that faculty seeking tenure or promotion could be negatively affected when travel was denied. Thus, he agreed that any such denials should be a factor in determining faculty productivity. He went on to say that the administration's travel policy was a corrupt one, since it was being implemented by administrators who have not done research or published.

Dr. Zibluk volunteered to share his own experience with the "corrupt" travel policy. In fact, he said he was missing a very important meeting because the appeal process had taken too long.

Bill Maynard said that junior faculty would be most severely penalized because the denial of travel funds could derail them from the tenure track.

Dick Freer agreed that junior faculty would be especially victimized by the new travel policy that has taken academic decision-making out of the hands of the departments and moved it into the realm of the money-men. Freer opined that it was the Faculty Senate's responsibility to play a pivotal role in righting this wrong.

Maynard stressed that in the current climate, in which the administration does not protect the faculty, a faculty member's livelihood and his/her chance for promotion are put at risk due to the inability to travel and/or do research.

John Hall brought up a very cogent argument against the new travel ban. While priority is given to presenters, many faculty are required to attend meetings and conferences just to meet their CEU requirements (e.g., for Nursing faculty to keep their licenses current). These people are thus unfairly targeted by the policy.

Maynard added that sabbaticals have also been negatively affected in some instances.

Dr. Amienyi suggested that we send a strongly worded letter regarding the travel policy to the President and other administrators to make the Faculty Senate's disapproval known.

Maynard agreed that the Faculty Senate must react whenever the administration takes actions that are counterproductive.

Rowe opined that this erosion of authority at the college and departmental levels has also resulted in an erosion of confidence in the deans and chairs.

Dr. Wang stated that even though the departments have lost control over their travel budgets, one positive result of the faculty's outcry has been that the protocol for submitting travel requests has at least changed for the better. Instead of sending requests to Finance first, faculty now submit them to Academic Affairs.

In the midst of the travel ban, Maynard informed the Senate, the administration was conducting a search for a $36,000 wellness officer. He questioned why the Fringe Benefits Committee was neither involved nor consulted. Maynard posed the question: "Should we be concerned?"

Joe Sartorelli replied that he was indeed concerned about this further display of the administration's violation of shared governance. Instead of paying a wellness officer, according to Sartorelli, the administration should be providing better health insurance coverage from the $2 million excess in the insurance fund.

Mary Donaghy, while agreeing with the sentiments expressed, stated that her constituents wanted to know what the Faculty Senate was going to *do* about the abuses of power. She said that the general attitude across campus was that the Faculty Senate had no power to effect positive change.

Bill Rowe said that in the current climate of suspicion, faculty members were afraid to file grievances against chairs.

Bill Maynard mentioned that Baylor and the University of Virginia faculties have issued votes of no confidence against their respective administrations.

Dennis White stated that the Faculty Senate should choose only 2 to 3 of the top priorities to fight for; taking the issues to the Faculty Association; taking a united stand; doing intensive research on each issue; and mobilizing the faculty.

There were calls by some other faculty members to replace the VP of Administration.

Joe Sartorelli argued strongly for issuing a vote of no confidence against the administration.

F. Administrative Travel Budgets

There was a short discussion about the possibility of inflated travel budgets for administrators. Chairman Rowe suggested making a FOIA request regarding travel budgets of administrative offices, ENG, grants received by individual administrators, foundation contributions, salaries of those traveling, and so forth. He cited examples of deans attending, not presenting at, global conferences while faculty are rejected for presentations.

G. Other

Chairman Rowe reported receiving emails urging the Faculty Senate to issue a vote of no confidence in the present university administration. He stated that this administration came in ten years ago when ASU was thriving; today, UCA is in the enviable position that ASU enjoyed a decade ago. Furthermore, ASU athletics is a deficit to recruitment efforts here.

Richard Freer expressed the opinion that the Faculty Senate has been marginalized to such an extent that the faculty as a whole has given up on the Faculty Senate. He suggested that the Faculty Senate engage in some strategic planning of its own. He recommended holding a strategic planning session, in which we prioritize our concerns.

Some universities where the Faculty Senate has been seen as ineffective have voted not to have a faculty senate. Purdue was cited as a case in point.

Jack Zibluk stressed the need for doing more outreach to the faculty. In addition, he said that Faculty Association meetings must be held with no administration involvement in future.

Jeff Jenness suggested holding a closed-door meeting of the Faculty Association to air grievances without fear of reprisals from the administration. He suggested mandatory attendance at such a meeting.

Bill Rowe said that a letter was being sent to the Board of Trustees asking for the removal of the administration of ASU, Jonesboro.

Dan Cline theorized that without the full mobilization of all faculty, the Board would not take steps to remove the administration.

It was noted that in the past the President has backed down when challenged, for example, on a grievance procedure. However, one problem is that President Wyatt has had a record of "packing" hearing committees with members favorable to his point of view. Dr. Sartorelli mentioned another problem with the Hearing Committee—that it has been lagging in the performance of its duties by missing the 20-day deadline and filing for an extension.

Dr. Hall reminded Chairman Rowe that he would have to call a Faculty Association meeting. Rowe said he would do so after the beginning of the year. Dr. Hall recommended a very specific, well-thought-out agenda for the meeting. While some saw the Faculty Association meeting as a kind of social event to introduce new faculty and set new goals for the year, others disagreed. Dr. Freer opined that while the Faculty Association meeting has traditionally been more of a get-together, the next meeting should be different. Freer said that a crisis called for some extraordinary measures; he believed that if the meeting was to be another get-together, then there should be a vote to that effect. Freer expressed his outrage that the faculty has been reduced to communicating with the administration through lawyers.

V. Announcements

Osa Amienyi announced that he would be on Fulbright assignment in Spring 2005. Pradeep (Printing Department) or Journalism will represent the College of Communications next semester. The Faculty Senate welcomed Pradeep.

VI. Adjournment:

In the absence of any further business, Chairman Rowe adjourned the meeting at 4:55 PM