

ASU FACULTY SENATE MINUTES

March 7, 2003

COLLEGE OF AGRICULTURE

Bill Humphrey, Vice-Chair

COLLEGE OF ARTS AND SCIENCES

Bob Bennett, Chair and President of Faculty Association

Jim Bednarz (proxy – Roger Buchanan)

William Burns (proxy – Mike Panigot)

Dick Freer (absent)

Ernesto Lombeida

Bill Maynard

Jie Miao

Joe Sartorelli

Norman Stafford

Richard Wang

COLLEGE OF BUSINESS

Chris Brown

Dan Marburger

Terry Roach (absent)

Jim Washam

COLLEGE OF COMMUNICATIONS

Lillie M. Fears (proxy – Marlin Shipman)

Jo Anna Grant

COLLEGE OF EDUCATION

Cindy Albright

Kris Biondolillo

Dan Cline

John D. Hall – Secretary/Treasurer of the Faculty Association

John Ponder

Karen Yanowitz

COLLEGE OF ENGINEERING

Thomas Parsons (proxy – Paul Mixon)

COLLEGE OF FINE ARTS

Bill Rowe, President-Elect of the Faculty Association

Alyson Gill

Ken Hatch

John O'Connell (proxy – Molly Simpson)

COLLEGE OF NURSING & HEALTH PROFESSIONS

Troy Thomas, Secretary

Terry Baggs

Debra Walden

UNIVERSITY COLLEGE

Polly Green (proxy – Lisa Ferrell)

LIBRARY

Myron Flugstad

MILITARY SCIENCE

LTC Michael Loftis (absent)

COUNCIL OF ACADEMIC DEANS

Jan Duggar (absent)

VISITORS

Dr. Lynita Cooksey – Academic Affairs

Dave Truncellito – Philosophy

B. Ulmer – CLT

Jeff Bailey – Library

Curtis Steele

Bradley George – communication student

Sherry Pruitt – Jonesboro Sun

Phillip Stuly – ASU Herald

Grover Welch

Trent Parker – reporting student

Courtney Rowe – reporting student

Kyle Riley – reporting student

Robin Carver – reporting student

CALL TO ORDER

Meeting was called to order at 3:00 p.m.

APPROVAL OF THE MINUTES

Minutes from 2/21/03 were approved without change. Humphrey (1st), Stafford (2nd), unanimous.

REMARKS

Chair Bennett recognized Dr. Lynita Cooksey from Academic Affairs.

- HLC Review – Dr. Cooksey thanked those who sacrificed time and effort for the recent HLC visit. She reported that ASU received the maximum accreditation possible. She also commented that she had received notification from the ADHE that they were pleased that the HLC visit went so well. Dr. Cooksey shared verbal feedback given during the HLC team exit interview. ASU will receive a preliminary report soon to check for errors. It will probably be 5 months before we receive a final written report.

- Dr. Cooksey that reported that in order to receive accreditation, ASU had to meet 5 criteria. We did meet each of these 5 criteria. The HLC team did have some concerns so we will have a “focused visit” in 2006.
- Concerns
 - Areas of concern from 1993 visit
 - Library – need additional resources/funding
 - Shared governance
 - Facilities and resources - Wilson Hall was specifically listed as an “embarrassment”
 - Academic status of our graduate programs
 - Assessment of our graduate programs
 - Diversity
 - All areas of institution cited for assessment procedures; we do assessment but don’t use results to make improvements.
 - Strategic Planning – HLC asked that we develop a long-range plan for the ASU system including all branch campuses. Must have strategic enrollment management plan dealing with recruitment and retention.
- Other comments from HLC
 - As a system we need to make sure we keep our mission in sight
 - Felt Indian mascot was a conflict with our diversity initiative
 - Communication on campus (especially on how resources are allocated and distributed)
 - Concerned about increase in tuition and fees
 - With an increase in Hispanic population, ASU needs to work on outreach to this group
 - Concern about a number of interim positions and vacancies

Vice-Chair Humphrey – Did they mention athletics?

Cooksey – Yes with regard to communication on campus.

Chair Bennett – Did they address reconsidering our decision to go Division I?

Cooksey – Yes. HLC recommended we look at this.

Dave Truncellito – What was said about the faculty and the job we are doing?

Cooksey – HLC talked to a lot of students. Students felt faculty members are doing a good job.

Bennett – They said faculty seemed to be devoted to students.

John Hall – I’ve been involved with the Senate since 94-95. I find it interesting that some of the issues that HLC brought out are things that the Senate has been advocating for about 8 years.

Senator Maynard – Dr. Cooksey mentioned that communication was a concern. The Administration does not listen to the faculty when we bring these things up.

Senator Sartorelli – What is the distinction between recommended changes and required changes with regards to the HLC findings?

Cooksey – The concerns mentioned are things we must show progress in. We have to show that we are addressing these issues. Assessment is one area we have to show major improvement in.

Cline – About the beginning of 1996, ASU was divided into a number of subgroups to engage in the strategic planning process out of which come a mission and goals but no strategic plan?

Cooksey – Not a specific plan.

Maynard – So the expenses on campus are being made without a strategic plan.

Cooksey – (Long pause) There are bits and pieces of a plan, but not a complete plan.

President-Elect Rowe – Will we be involved in this plan?

Cooksey – Yes.

Rowe – I know there are some facility issues that we would like to see addressed.

Roger Buchanan – What happens if they (HLC) come back and don't like what they see?

Cooksey – They can come again, request reports, etc.

Senator Wang – We're accredited for 10 years, but they are coming back in 4 years. What does that mean?

Cooksey – We have to address those main issues I mentioned. We have to show we are making progress.

Wang – What happens if we don't make progress?

Cooksey – We met all 5 major criteria that determine accreditation. These other things are things we must make progress in, however.

Maynard – So is football part of the strategic plan?

Cooksey – yes.

Sartorelli – They clearly implied that there are areas where we are spending too much money and other areas where we are not spending enough.

Cooksey/Bennett – the final HLC report will have specific suggestions.

Truncellito – Why have the issues from 1993 not been addressed?

Cooksey – They have but not to the level desired. We began to offer our first doctorate in 1993. Most of their issues have to do with our graduate programs.

Cline – One of the items from the 1993 report was the tenure pool, which was not addressed until last May. It took 10 years for the board to take action.

Maynard – It’s my understanding that the library budget is lower now than it was in 1993.

Cooksey – It is lower because of the budget cuts.

Maynard – What was it before the cuts?

Cooksey – Stable.

Humphrey – And that doesn’t account for inflation.

Sartorelli – So it’s lower than it was.

Senator Stafford – About how long was the HLC exit interview?

Bennett/Cooksey – About 30 minutes.

Maynard – Should we discuss the implications of this?

Bennett – I think we should get some of our other business out of the way and come back to this.

- Diversity Survey – survey has gone out

REPORTS

- President Wyatt Memo to AR Dept. of Higher Ed. – Bennett shared a copy of this memo with the Senate

MEMORANDUM

TO: Linda Beene - Director, Arkansas Department of Higher Education.

FROM: Leslie Wyatt - President, Arkansas State University

DATE: March 3, 2003

This is in response to the Joint Budget Committee request for information regarding critical needs, cost of needs, and assessment of the consequences if those needs are unfunded by the State. This information pertains to ASU-Jonesboro, and separate reports will be submitted by the ASU two-year campuses.

We would note that the current reduction of some \$3.6 million in state support has had these effects: cost transfer for employee benefits, elimination of raises and CLIP bonuses, deterioration of computer support systems, postponement of classroom improvements, reduction of library acquisitions, suspension of faculty and staff replacements, curtailment of deferred maintenance programs, and degradation of library acquisitions.

Unprioritized Critical Needs

Cost of Needs

■ Restoration of Reductions	\$3,600,000
■ Tuition Remission for Graduate Assistants	400,000
■ Computing and Information Technology Support	300,000
■ Deferred Maintenance Needs	500,000
■ New Student Union Operations Costs	680,000
■ Diversity Plan for Students, Faculty, and Staff	850,000
■ Library Accreditation Requirements	500,000
■ Employee Health Insurance Cost Increases	900,000
■ Academic Accreditation Requirements	300,000
■ Preparation Programs for Nurses and Teachers	1,000,000
■ 2.6% Salary Increase for Faculty and Staff	1,600,000

If State support is not forthcoming to address these critical needs, ASU-Jonesboro will consider several strategies to provide funding for the highest priority of needs:

- **Tuition Increases**
- **Fee Increases**
- **Reduction or Elimination of Current Programs**
- **Loss of Accreditation of Some Areas**
- **Reduction of Number of Employees**
- **Consolidation of Units and Programs**

LW:pk

Maynard – I am concerned about the way this presented. Weren't we told that when Dr. Williams came on board that we already had \$1.2 million in deferred facilities costs? This seems like a ploy to get money.

Hall – I notice reduction or elimination of current programs. Does that include athletics?

OLD BUSINESS

- **Commencement resolution** – FSR 2003-01 Resolution to Change the Format of ASU Commencement was brought forward for a vote. Troy Thomas and Dave Truncellito discussed the process and purpose of the resolution.

Hall – Move that we approve proposed amendment.

Walden – 2nd

Discussion

Senator Baggs – People from my college that I talked to felt that the proposal was too prescriptive.

Senator Marburger – Does anyone know why graduation has gotten longer.

Cooksey – Our number of graduates have increased.

Vote – (taken verbally) - Passed with a few nays.

Bennett – Dr. Cooksey, is there a willingness from Administration to make changes in Commencement?

Cooksey – We had a December graduation where finals were still going on after graduation so diplomas were not given out. We had this mass exodus. We have tried several things to make graduation better, but there are some things that we have no control over. I do think people are willing to try new ideas. We are getting new facilities on campus where we can have multiple ceremonies. I think everybody is open to suggestions.

Senator Albright – Just a comment - For some of these folks it is the first time they have been on campus. - They don't know where to go; where to park, traffic is bad.

Bennett will take resolution to President's Council.

- **Invited Speaker Committee**

Marburger – We met. John Hall received a list of potential speakers from the faculty. Problem was people were submitting topics but not potential speakers. We would like to hear names. I talked to Andy Zimbalist. Governor Huckabee was mentioned - he would be free.

Hall – The topic that seems to be most difficult to associate a speaker with is the move from being a teaching institution to a research institution.

- **Budget Reductions**

Bennett – It is unfortunate that athletics does not appear on the list of possible ways to address the budget reductions. Academics and other areas are shouldering the burden.

Wang – Do you think the Senate should go on record as opposing this?

Bennett – If there is sufficient interest I will entertain a motion.

Maynard – It's not just that we are suffering cuts, but we are also suffering the effects of the shift of athletic expenses to E&G expenses.

Stafford – Reduction in the number of employees. Will there be a distinction between employees?

Wang – I think we should go farther and recommend that Dr. Wyatt rethink the budget priorities.

Stafford – We don't know if the list of potential cuts is prioritized.

Wang – requested that Wyatt come to next meeting to discuss/explain.

Roger Buchanan – I would suggest that the audience of the memo has to be considered. It is possible that drastic sounding cuts were used to get ADHE attention.

Vote taken to invite Wyatt - 25 for, 1 against

Cooksey – I think that until we see a final HLC report it may not do much to discuss this topic.

Sartorelli – With due respect, I think that it is the Senate’s business. A member of the Senate has requested a discussion on the budget reductions and I think we should get on with it.

Maynard – The basic theme seems to be that the current Administration is inadequate for the job. An example is the absence of a strategic plan. I think we should feel proud that the issues cited are issues the Senate has been addressing.

Hall – Several of the HLC issues came up in our brainstorming sessions several months ago. Hall cited several of those issues.

Marlin Shipman – Did anything come up about the Faculty HB during the HLC visit?

Bennett – The topic did come up in open forum and in the meeting with the Executive Committee.

Shipman – In what context?

Bennett – They wanted a copy of the new handbook; HLC wanted to know why Administration had not acted on it.

Shipman – Dr. Cooksey, you said we started Shared Governance in 1996.

Cooksey – About then.

Shipman – We had a shared governance document before that but I don’t believe Dr. Wyatt accepted it.

Wang – Dr. Wyatt did not accept our version either.

Bennett – In relation to what you said, I got the impression that HLC thought the Senate was over here and not directly connected to shared governance.

Maynard – Without stating the obvious, we have a shared governance document that was brought in by this Administration but doesn’t work as recognized by HLC.

Stafford – I agree with what is being said, but I don’t know where we can go with it.

NEW BUSINESS

- **Resolution to Abolish the Use of the Indian Mascot**

Maynard – Introduced resolution concerning NCAA mascot (to be entered as FSR 2003-02). Resolution will be voted on next meeting.

Sponsored by the English Department, History Department, Political Science, Fine Arts,

Whereas Arkansas State University's use of a Native American mascot ("Indians") perpetuates negative stereotypes of a minority culture, and

Whereas, such imagery incorporates the inappropriate use of religious symbolism, and

Whereas, the continued use of a Native American mascot is in stark contrast with the goal of diversity espoused by the current university administration, and

Whereas, the use of Native American imagery hinders recruitment of Native American faculty, and

Whereas, at the national level the NCAA's Minority Opportunity and Interests Committee recommends that the use of Native American mascots ought to be retired,

Now, be it resolved that the Faculty Senate of Arkansas State University calls upon the University Board of Trustees to begin immediately the search for a mascot more representative of an academic institution of higher learning, and to abandon the use of a Native American mascot as soon as is practicable.

Be it further resolved that the search for a new mascot shall be open and transparent and that it shall include the entire academic community - faculty, students, administrators and alumni.

Thomas – I think this a good resolution. Good job. I have a comment about the last phrase in the next to last paragraph, "as soon as is practicable". I think it might be better to either give a deadline or leave that part out. What the Administration think "as soon as practicable means" may be a lot longer than we want it to be.

Albright – I am concerned about the cost of changing the mascot.

Stafford – That argument has been used before. We have made such changes before. Money could be used to justify no change in any area.

Maynard – I think that the next meeting will be a more appropriate time to discuss the topic.

- **Salary Equity Adjustments** – Bennett read a response from Dr. Wyatt to an email Bennett sent concerning Salary Equity Adjustments.

Bob, thanks for trying to clarify this issue. There still may be equity adjustments, but not those which are based upon external market comparisons. This point of distinction is recognized in the draft revision to the Faculty Handbook, on pages D-92 and D-97. What I reported to UPC is that, because of the budget shortfalls we see, we should not assume that we will have a pool of funds available for market based, or external equity comparisons. I am hopeful that we will identify funds sufficient for salary increases for the faculty and staff, and also to address what the Handbook draft identifies as internal salary inequities. This will require "new" money which must be durable through subsequent budgets. I hope this is responsive to your question, but I will be pleased to expand on this, if necessary.
Leslie Wyatt

----- Original Message -----

From: "BOB BENNETT" <bbennett@mail.astate.edu>

To: <leswyatt@astate.edu>

Sent: Saturday, February 22, 2003 4:39 PM

Subject: Market Equity Adjustments

Dr. Wyatt,

There was some confusion at the Faculty Senate on Friday concerning "Market Equity Adjustments." You said at the University Planning Committee that there would not be any "Market Equity Adjustments" this year. Does "Market Equity Adjustments" include faculty salary equity adjustments? Your help in clarifying this important faculty issue would be greatly appreciated.

**Bob Bennett, Ph.D.
Chair, Faculty Senate
Associate Professor Environmental Biology
Department of Biological Sciences**

Bennett – bottom line - They will be doing faculty MEAs – but the external environment component will not be included.

Chris Brown – I thought there was only 1 method used to calculate MEAs. What I hear is that they are going to modify this formula.

Hall – Chris raises a good question. Can this be done?

Shipman – this has been done before.

Humphrey – My understanding is that the formula in the new HB draft is the original formula.

Roger Buchanan – I know that the current formula does not include a variable for external market adjustment.

Shipman – You can talk to Steve Replogle.

Chris Brown – The original formula did include this. I am concerned that this policy has been unilaterally changed.

Cline – Are you saying that the external variable was in there two years ago because Roger is saying it wasn't.

Roger – It wasn't. Someone should probably contact Chuck Can.

Hall – I know a number of faculty members have filed for MEAs this year. I am confused. We need Burton or Wyatt to clear this up.

Bennett – Chris why don't you check with Chuck Can and see if you can get a copy.

Meeting adjourned at 4:50 p.m.

Respectfully submitted,

Troy Thomas, Secretary