

ASU FACULTY SENATE MINUTES

October 13, 2010

I. Roll Call

- A. **Senators Present:** Russell Wilke (Faculty Senate President), Martha Sleutel (Faculty Senate Vice President), Loree Branham (Agriculture), Mark Crouch (Computer Science), Marilyn Eisenwine (first half of meeting for Donna Gee - Teacher Education) Donna Gee (Teacher Education – second half of meeting), John Glassford (Political Science), Lynne C. Hughes (Physical Therapy), Cathy Johnson (Communication, Mass Media and Theatre), Kim Livengood (Curriculum & Instruction), María de los Santos Onofre-Madrid (Modern Languages), Valerie J. Reid (Aerospace Studies), William E. Renforth (Management & Marketing), Whitney Ruiz (Accounting, Economics, Finance), Scott C. Williams (for Joe Satterfield - Physics), Jeffrey Schonberg (English), Andrew F. Siefker (Mathematics), Sangeeta Singg (Psychology & Sociology), Steven R. Snowden (Kinesiology), José Velásquez (Chemistry & Biochemistry), James Womack (Art & Music)
- B. **Invited Guests:** Dr. Anthony P. Blose, Provost and Vice president for Academic Affairs; Dr. Nancy Allen, Vice Provost for Academic Affairs

II. Comment from Guests:

- A. Dr. Blose addressed the following issues:
- Shared governance – some senators have met with him
 - Merit Raise vs PAA Timeline - He indicated that the faculty at large was his #1 priority, that cost increase was still a question with respect to the PAA controversy and merit increases, and that he wants to be an advocate to faculty, but also to be responsible fiscally. Senator Sleutel commented “salaries need to reflect conditions (she indicated that she was quoting Dr. Rallo); disparity would be addressed.” Dr. Blose replied: “We’ll need to do that... in order to attract (faculty/employees) to areas.”
 - Summer School Salaries - Dr. Blose indicated that “we don’t need to change the way we do it now. If we can keep enrollment like last summer (we made \$40,000), then everyone gets summer money.”
 - Department Chairs Definition – we do not have one. It is a matter of some importance, especially in structuring committees. It is easier to consider them as faculty, unless there’s a conflict of interest. They have treated Department heads as faculty. He can see argument go both ways. He will address the issue when necessary. he recommended to go to the Department Head.
 - Sabbaticals – the president is a proponent of it. Dr. Blose would like to put it in the budget. Dr. Nancy Allen indicated that CITER is in charge of announcing any of these; there are 2 in English, but that they are not budgeted. It’s flawed. John Wegner and she are working on it, not for academic year 2012; they have to go to the Board for FY 2013. OP is near completion, to be taken to deans, and then will be brought here; it will be posted for input and approval. The amount will be identified in the budget. They have to provide faculty to replace an individual at lecture status; about the amount, she can’t say now. An issue is the classification of the faculty member to be on sabbatical.

- Trimesters – Dr. Bose needs to call a committee together since he can see some pitfalls. he would like a committee to see this and to send the president a recommendation with the “why yes” or “why no”.

In other questions Dr. Blose addressed, he indicated that the work on the CUPA study was not complete; the committee is 1 or 2 meetings away from wrapping it up. With reference to some of the questions that had been directed at Mr. Kurtis Neal, Director of the Office of Human Resources, he said: “come to us and we’ll try to help you.”

Senate President Wilke had a question on semester credit hours, and Dr. Bose stated that the CUPA study was not normalized for hours, and that he doesn’t know if the budget can bear it now. He’d have to budget sensibly, maybe a faculty member could teach one extra course in the fall and 1 less in the spring.

Senator Singg expressed concern on teaching overloads, and asked why not offer overload to tenured faculty instead of hiring adjunct faculty. Dr. Blose indicated that he “was not willing to open a can of worms. The faculty already do a lot of other things, committees... and (he) is not in favor of tired faculty, overworked. Tough issue.”

B. Dr. Nancy Allen spoke with reference to the following items:

- The status of OP updates. OP 06.14 (Faculty Responsibilities and Duties) has been sent to the president with request to review. She stated that faculty must comply with the Regents Rules and State Regulations (HB25.04). OP 0619 (Regulations for Performance Evaluation of Tenured Faculty) should be in place by November 20, 1012; there was a need to take care of performance evaluation for the last #? years.
- The Faculty Awards Banquet – an OP needs to be sent to Provost after the committee sets it up.
- Full-time faculty definition vs. full-time “teaching” faculty – this OP (06.23) needs revisions. The determination is to be made by a select committee. There is consternation with college guidelines.

Comments were made by Dr. Blose with respect to the faculty workload definition and referenced an OP. He indicated that overloads are not exemplary with reference to the PAA, and that in the sciences, travel is not reported as an overload, neither is any independent study course.

Dr. Blose made a statement in summary: there are “a lot of controversial issues on campus, but we are going to be better”, as we are “his team and we are going to win because we are going to be civil; anger-fury is not for public consumption...let’s not make a silo; we want to win – fight the fight civilly. We are a team. It is garbage to think in silos. We want to be on top.”

III. Approval of September Minutes: Faculty Senate President Wilke moved to approve the minutes, and Senator Renforth seconded the motion. Motion passed.

IV. Standing Committee Reports:

A. Academic Affairs: Senator Branham announced the tentative date for the awards banquet to be April 28, 2011.

B. By-Laws and Standing Rules: No report.

C. University Affairs: No report.

D. Student Affairs: No report.

E. External Affairs: No report.

V. Unfinished Business:

A. Deans Survey Update – Senator Branham informed us that the results of the survey were due to low response rate, not to the questions themselves, and that to help alleviate the matter, it needed to be budgeted to use the IDEA form. Senator Hughes requested an answer as to what the data gathered and the personal comments were not used. Senator Singg commented that the fact there was no response was important and that nobody was addressing that. She indicated that it was “just an excuse not to do anything with it. We need to keep bugging people until they respond.” Another comment included that “faculty worried about anonymity.” Senator Sleutel recommended that the questions be directed to Dr. Bose from the Academic Affairs Committee, and that specific questions about specific problems be posed due to retaliation concerns.

B. Committee on Committees Update – Senator Ruiz provided the update; she asked for a volunteer for the Student Service Fee Advisory Committee, and Senator Velásquez agreed to serve. The job was done.

C. Bookstore complaints – Faculty Senate President Wilke and Senator Snowden informed us that Greg Pecina had met on September 15th with the representative, and that they had an action plan. They had received it the day before. Senator Snowden commented that “there is a break in communication” and that “the bookstore gives the university \$300,000 each year”. Senator Renforth asked if “we could have a say so on spending/using that money.”

VI. New Business:

A. Operating Procedure Revision – TTU 10.01 vs. ASU 2.04

Faculty Senate President Wilke commented that we should take a proactive approach, and with that in mind, he stated that he was bringing a motion from the executive committee to remove the disclaimer on page 5, section 9 of OP 02.04 (presented as an attachment). The section states: “*Angelo State University reserves the right to interpret, change, modify, amend, or rescind any policy, in whole or in part, at any time without prior notice or consent of employees.*”

Senator Johnson seconded the motion. It passed with unanimous vote.

B. OP 02.04 Policy Addition – add modified wording of TTU 10.04 page 3, section 4c (1) (presented as an attachment). Faculty Senate President Wilke made the motion to add the following:

"The Faculty Senate must be notified whenever the wording of an Operating Procedure or Policy (OP) affecting faculty must be revised or a new OP affecting faculty is created. This includes, but is not limited to, the tenure and promotion policy, the grievance policy, and other OP's. Notification entails presenting wording of the revisions themselves to the Faculty Senate with enough time for their consideration and deliberation. If an OP is to be revised in the summer, then the Faculty Senate President shall be notified of the proposed revisions with enough time to convene an ad hoc committee to consider and deliberate. The Faculty Senate, or a group representing the Faculty Senate, will respond to the revision with an acceptance, a rejection, or suggestions for changes in the revisions before they are finalized and implemented."

Senator Snowden seconded the motion. Senator Hughes amended it by adding *"and allow time for review and comment."* Senator Renforth seconded the motion. Senator Ruiz questioned the wording, and Senator Hughes withdrew the motion. A discussion in which Senators Siefker, Schonberg and Snowden spoke, ensued.

Senator Ruiz made the motion to approve the addition with the friendly amendment, as follows:

"The Faculty Senate must be notified whenever the wording of an Operating Procedure or Policy (OP) affecting faculty must be revised or a new OP affecting faculty is created. This includes, but is not limited to, the tenure and promotion policy, the grievance policy, and other OP's. Notification entails presenting wording of the revisions themselves to the Faculty Senate with enough time for their consideration and deliberation. The Faculty Senate, or a group representing the Faculty Senate, will respond to the revision with an acceptance, a rejection, or suggestions for changes in the revisions before they are finalized and implemented."

Senator Renforth seconded her motion, and the motion passed with a unanimous vote.

VII. Roundtable:

- Senator Hughes announced that she needs an expert in qualitative analysis.
- Senator Siefker commented on the promise of points in PAA not lost; his suggestion was that there be some compensation for those
- Senator Hughes asked if the peer review was done for people who had left the previous year; a comment was made that it was done as a "system/state requirement", and that all faculty have a peer review even if they are gone
- Senator Womack commented on a rumor about being careful if you take leave
- Senator Glassford recommended that you don't count on your job when you return

VIII. Adjournment: Faculty Senate President Wilke moved to adjourn. Senator Womack seconded. Meeting adjourned at 4:42 P.M.

Respectfully Submitted,

María de los Santos Onofre-Madrid
Secretary, Faculty Senate