

A-State Faculty Senate  
Friday, October 20, 2017  
Minutes

Present:

**Steering Committee**

- Mike McDaniel - Chair/President Present
- Loretta McGregor – President Elect Present
- Vice Chair – Claire Abernathy Present
- Secretary – April Sheppard Present
- Joanna Grymes - Secretary/Treasurer Faculty Association Present

**Agriculture and Engineering (2)**

- Greg Phillips Present
- Shivan Haran Absent

**Business (3)**

- Sharon James Absent
- Richard Segall Present
- Philip Tew Absent

**Education & Behavioral Science (6)**

- Jeonghee Choi Present
- Amanda Wheeler Absent
- David Holman Present
- Sharon Davis Present
- Gwen Neal Absent
- Amy Pearce Present

**Fine Arts (3), Humanities & Social Sciences (6), and Media & Communications (2)**

**Fine Arts (3),**

- Claire Abernathy Present
- Matthew Carey Present
- Bill Rowe Present

**Humanities & Social Sciences (5)**

- Win Bridges Present
- Richard Burns Absent

- Mary Donaghy Present
- William Maynard Present
- Rollin Tusalem Present

**Media & Communications (2)**

- Manu Bhandari Present
- Pradeep Mishra Absent

**Library & Information Resources (1)**

- April Sheppard Present

**Military Science (1)**

- Major Brian Mason Present

**Nursing & Health Professions (6)**

- Annette Bednar Present
- Jody Long Present
- Stacy Walz Present
- Donna Caldwell Present
- Jessie Camp Absent
- Mollie Manning Present

**Science & Mathematics (5)**

- Travis Marsico Present
- Ross Carroll Present
- William Paulsen Present
- Suzanne Melescue Present
- Jeff Jenness Absent

**University College (1)**

- Nikesha Nesbit Present

Proxies:

Chair McDaniel called the meeting to order at 3:01 pm. He noted that he had received a few minor suggestions to the October 6<sup>th</sup> minutes and asked the Senate if there were any other changes. The minutes were approved as amended.

Chancellor Kelly Damphousse addressed the Senate. He told the Senate that he would try to be at every meeting and was happy to talk any time. He then gave updates on several campus issues, starting with a budget update:

- Budget situation is the number one issue on campus.
  - A-State receives 27% of our budget from the state, rest from students.
  - Revenue is down while expenses have increased.
  - Using reserves to cover costs.
  - All Vice-Chancellors will have budget cuts this semester and possible smaller ones next semester.
  - Mexico campus will help once we start receiving money from them.
- A-State had record enrollment due to AP program, but traditional students are down.
  - Incoming class lower than previous years.
  - Have not been recruiting successfully.
  - Traditional students affect the bottom line.
- We also saw an overall loss in retention.
  - 27% of first year students did not continue to second year.
- A soft hiring freeze has gone into effect.
  - May hold back on faculty searches.
  - Cannot cut staff anymore.
  - No intentions of layoffs.
- We will need to grow our way out through increased enrollment.
  - Need to increase transfers and new students.
  - Holding recruiting event in Craighead County in November.
    - Chair McDaniel added that we used to never recruit locally, but Craighead, Greene, and Pulaski Counties did not meet expectations this year.
  - New student admissions already up 300 from same time last year.
  - Everyone has a role to play and he will come and talk to any faculty group about retention.

Questions posed to Chancellor Damphousse included:

- Will the hiring freeze affect visiting professors; make a case that the position is vital and if it is, then will hire.
- Is the freeze across the board; yes, entire university.
- Do we know the size of the future student pool; Jonesboro is likely to grow 20% in the next ten years.
- Do we know how many future college students; number varies by region, some areas have dwindling numbers of college age students. Number of college students down 3% nationwide. Expect increase in 2027, especially with Hispanic students.

Chancellor Damphousse then informed the Senate that he had added Shane Hunt to the Completion Committee. He also shared information about his meeting with the Graduate Student Council, including:

- Graduates concern that their stipends are too small; need increased enrollment in order to increase stipends.
- Looking at the possibility of reinstating the Graduate College.
  - Need a Graduate Dean and/or a Vice Chancellor in charge of research.
- Will seek advice from Graduate Council.

Comments and questions posed to Chancellor Damphousse included:

- The ability to recruit new out-of-state graduate students depends on stipends; need to look at where we're granting in-state tuition, maybe offer waivers to smaller programs rather than largely successful programs that would attract students regardless.
- We can't attract graduates using adjuncts; agreed, but need more money for more tenure track professors.
- Expectations for waivers and stipends differs across disciplines; agreed, a one-size approach does not fit all.
- One solution to waiver problem is to fund Research and Technology Transfer with hard money and not soft money. This would allow more grant money; indirect costs coming into university is low. If moved RTT to hard money, the money would have to be taken from somewhere else on campus.

Chancellor Damphousse then addressed concerns from the Senate regarding the recent health insurance survey:

- What were the results of the health insurance survey; third option that included least increase but possible mid-year review had the most support.
- Other campuses also supported the third option.
- Possibility of pay based tier? Increases to insurance are unfair for lowered paid; too complicated to look at now.

Finally, Chancellor Damphousse provided information about the Academic Partnership program, including:

- Majority of AP students do not live in Arkansas.
- Most students are 35-45 years old.
- AP does receive half of tuition through their programs, but these are students A-State wouldn't have been able to recruit on our own.
- A-State does not have the marketing to recruit to our own online programs like AP has.
- Growth in AP programs does help budget situation.

One question posed to Chancellor Damphousse was:

- How many local students taking online classes through AP; most students from out of state. Traditional students are barred from taking AP courses.

Chair McDaniel provided information about Red Wolves for Red Wolves led by Tom Risch in Biology. Possibility of bring real red wolves to A-State. Risch is set to be a speaker at the November 3<sup>rd</sup> meeting.

Chair McDaniel stated that the Efficiency and Transformation Study would begin on campus in a week or two. He expects they will be on campus 20 or so weeks. He has asked a representative to be on the next agenda. President Elect McGregor asked if A-State had already done an efficiency study. Provost Cooksey explained that the previous efficiencies study was more about lightbulbs and facilities than structure of the university.

Chair McDaniel stated that it appears that the 8<sup>th</sup> floor of the library will become faculty space with key swipe access. Faculty Association Secretary Grymes asked if the 8<sup>th</sup> floor conference room was originally planned as faculty space when the library tower was built. Provost Cooksey did confirm, but that the room did get used for other purposes.

Chair McDaniel reported on sharing the issue of overwhelmed staff with Executive Committee. He added that campus appears unkempt unlike previous years. Senator Pearce asked how was A-State to recruit if we can't get flyers printers or play centers built.

Chair McDaniel then provided information about continuing education credits, stating that the credit must come from accrediting body, not us. President Elect McGregor added that we could apply to become a CE granting institution. Provost Cooksey added that the Continuing Education College was not cost efficient to the university as it was not able to pay for itself. As more thing went online, the need for a location went away.

Provost Cooksey then took additional questions from the Senate:

- Are there surveys being done with incoming students to see why they come here; yes, through the Recruitment Office. We also do surveys to see why they do not return, usually has to do with the economy.
- Are we looking at a more proactive approach to lessen future budget impacts, seems like every 4-5 years there is a budget crisis; don't believe can fully plan that far in advance due to changing policies and laws. We do know that when we lost students, it has a six year effect.

Senator Maynard stated that the budget crisis was a situation that we created ourselves, that money goes elsewhere on campus including \$5 million received for naming rights.

Chair McDaniel then led discussion of departments having access to alumni information. He encouraged departments to leave the fundraising to the fundraisers and make sure not to bother alumni asking for money. Senator Rowe added that we should not think of alumni as banks. Instead, focus on sending surveys needed for accreditation. Senator Maynard asked if Jason Penry was the only person who has access to alumni names or if individual departments can contact their alumni.

Provost Cooksey then addressed the Senate about Proctor U, stating that the Education and Technology Committee was looking at alternatives to Proctor U. She hopes that something less costly, less frustrating, and less invasive would be in place by January. She added that there were on-campus students having to use Proctor U. If on-campus students needed proctoring, maybe we should look at a set place on campus for them to go to. A-State may also need to look at the number of online classes on-campus students take and maybe require a set number to be face-to-face.

The Senate then discussed several student issues with Proctor U. Senator Caldwell stated that one student was made to take her test in bed and a male student was made to wear a tank top. Senator Pearce stated that one student was forced to take their test outside. She added that several students complained of proctors partying and playing table tennis during their exams. Provost Cooksey asked for more information to be sent to her so that she could look into these issues.

Chair McDaniel asked if A-State is going to have another early retirement incentive. Provost Cooksey stated that it was likely, but that it would need to go in front of the board. Details she gave included:

- She stated that they were hoping to have it approved at the December board meeting so that employees could discuss their options over the holiday.
- Looking at 60 years of age with 15 years of service.
- Same set up as last night, including two year limit on refilling the positions.
- Departments will be able to replace essential positions with temps, but may need to redistribute duties during the soft freeze.

Chair McDaniel then spoke about Faculty Senate sponsoring a program on agricultural burning. He asked the Senate if there was interest in hearing from a doctor. President Elect McGregor asked what the

context would be. Chair McDaniel stated that the context was collective health and that the goal was to work with farmers, not talk about them. He suggested having a university forum. Senator Maynard suggested that we pair the doctor with someone from Agriculture. Senator Carroll suggested a panel discussion would be more appropriate. Chair McDaniel stated that he would put something together by the end of the semester and that the program would be sponsored by either the Faculty Senator or the Faculty Association.

Senator Phillips shared concerns over the new funding formula being misdirecting. He stated that we should not pat some students on the back and not others and that we should not discourage students from changing majors and finding their passions. Chair McDaniel said that it was not something we could decide as the funding formula was state law.

Senator Maynard shared concerns that the completion committee still did not have enough faculty representation. Chair McDaniel stated that he and Provost Cooksey tried to speak with Chancellor Damphousse about receiving names but the Chancellor had already selected someone. He then asked if more names were needed. Senator Maynard stated that names should come from Faculty Senate. President Elect McGregor then asked Maynard and McDaniel if they would work on a resolution. Senator Pearce asked if Chancellor Damphousse understood that more than one full faculty member was needed. Senator Maynard stated that the process of nominations is important and that we should not get in the habit of accepting top-down processes. Senator Rowe added that nominations were in the spirit of shared governance.

President Elect McGregor then thanked Chair McDaniel for responding to the Senate's feedback to hold a meeting and not cancel it. She stated that this meeting was one of the most productive Faculty Senate meetings in a long time.

Senator Maynard made a motion to adjourn and President Elect McGregor seconded. Motion approved by acclamation.

The meeting was adjourned approximately 4:55 pm.

Respectfully submitted,

April Sheppard  
Faculty Senate Secretary