

ASU FACULTY SENATE MINUTES
April 19, 2002

FACULTY ASSOCIATION

Bob Bennett, President (AS)
Jeff Bailey, Past President (LIB)
Bill Rowe, Sec/Treasurer (FA)

FACULTY SENATE

Bob Bennett, Chair
Bill Humphrey, Vice-chair
Debra Walden, Secretary
Michael Morrell, Parliamentarian

COLLEGE OF AGRICULTURE

Bill Humphrey

COLLEGE OF ARTS AND SCIENCES

Roger Abernathy
Jim Bednarz proxy – Martin Huss
Joe Sartorelli
Dick Freer
David Jimerson absent
Ernesto Lombeida
Bill Maynard
Victoria Spaniol
Richard Wang

COLLEGE OF BUSINESS

Dan Marburger
Clint Relyea
Jim Washam
Chris Brown

COLLEGE OF COMMUNICATIONS

Jo Anna Grant
Lillie M. Fears

COLLEGE OF EDUCATION

Cindy Albright
Kris Biondolillo proxy – David Saarnio
Joe Justen absent
John Ponder
Karen Yanowitz

COLLEGE OF ENGINEERING

Charles Coleman absent

COLLEGE OF FINE ARTS

Bill Rowe

John O'Connell

Ken Hatch

COLLEGE OF Nursing & Health Professions

Terry Baggs proxy – Troy Thomas

Steve Guffey

Debra Walden proxy – Deborah Gilbert-Palmer

UNIVERSITY COLLEGE

Polly Green

LIBRARY

Myron Flugstad

MILITARY SCIENCE

Daniel Tiscareno absent

COUNCIL OF ACADEMIC DEANS

Jan Duggar absent

VISITORS

Dr. Lynita Cooksey

Warren Johnson, Arts & Sciences

Kim Hester, Business

CALL TO ORDER

Senate Chair Bennett called the meeting to order at 3:03 p.m.

APPROVAL OF THE MINUTES

Minutes from the April 5, 2002 Faculty Senate meeting were reviewed. The minutes were approved without corrections.

REMARKS

Panel Discussion

Chair Bob Bennett congratulated the ad hoc committee that organized and implemented the panel discussion entitled "Athletics vs. Academics: A Zero Sum Game". The senate recognized Senator Maynard, committee chair, and Senators Grant, Rowe and Wang with a round of applause. Bennett also recognized the student leaders who participated in organizing the panel discussion as well as the contributions of John Hall and Jim Greenwald. Bennett stated that he was proud that the senate was able to be part of providing an opportunity for a timely discussion of these issues. He informed the faculty that he had received a phone call from Trustee Col. Dallas Wood who shared the interest of the board in learning about faculty concerns. Bennett stated that he would be meeting with Col. Wood before the next board of trustees meeting which is scheduled for May 10th. Bennett asked for senators to submit concerns and possible solutions that he will communicate to Col. Wood who will then share them with the board of trustees.

Bennett voiced his optimism regarding the progress the senate has made toward being "heard" by the board.

A discussion followed regarding suggestions for further interaction with the board. Bennett stressed the need for thoughtful consideration of faculty concerns. Senator Freer expressed his concerns that "solutions" not be offered until faculty are privy to the same information regarding the current budgetary situation that has been reviewed by the board. Senator Spaniol expressed her concern that opinions submitted in writing might be "individual" opinions and not reflect the aggregate position of the senate. Bennett stated that he was trying to assess a sense of the senate. Senator Marburger noted that he had recently reviewed data on NCAA programs similar to ours, which would suggest that the outlook for Division 1 status is bleak. Senator Brown stated that the senate should express concern regarding trends in budgetary allocation...specifically, increasing expenditures for athletics and administration and decreasing expenditures accounted for by academics. He recommended a study of these trends. Further discussion followed.

Senator Maynard made a motion to suspend the rules to bring the resolution tabled April 5, 2002 back for discussion. The motion was seconded and passed.

Chair Bennett read the proposed resolution into the minutes:

*Whereas Arkansas State University is facing budgetary shortfalls, and
Whereas, the University administration has required that such shortfalls be made up by budget cuts in academic affairs, student affairs and administration, and in addition, committed to increasing the cost of student tuition by 6.9 percent, and
Whereas, decreasing faculty and staff salaries contributes to low faculty and staff morale, the inability to attract quality professionals to the university, and the out-migration of current faculty and staff to other universities, all of which hampers the ability of the university to provide students with a quality education, and
Whereas, the university administration has made its intentions clear to increase the athletic department budget and, at the very least, partially cover the increase with a loan of unspecified terms from education and general funds, despite the fact that the university currently charges the highest athletic fee to students in the state of Arkansas, and
Whereas, we believe that such a loan not only degrades the ability of the university to provide its students with a quality education, but that it also violates the Arkansas Code,
We the Faculty Senate of Arkansas State University stand resolved that:
The university should ensure that budget cuts due to any present or future fiscal crisis be distributed as equitably as possible across all university areas with a goal of ensuring the highest quality education for students.
The university, especially in light of current fiscal concerns should not transfer education and general funds, where in the form of direct transfer of loan, to the athletic department beyond the \$750,000 allowed by state law.
The university, by its proposed actions, violates its own mission that: We pursue and share knowledge with a caring community that prepares students in diverse and challenging ways to become more productive global citizens.*

Bennett informed the senate that the executive committee had talked about this issue with President Wyatt April 18th, 2002. He noted that the most recent plan to cover the budget deficit was developed by Lu Harding from DHE and was not developed by the administration or Dr. Wyatt. Bennett stated that President Wyatt had communicated the fact that there were no other options at this time for solving this budgetary problem.

Discussion followed regarding the wording of the resolution in relation to the new plan to deal the with budget deficit. Proxy Thomas suggested that perhaps one way to insure that the administration attend to academic concerns is to have the university consumers, both students and their parents, verbalize their discontent with increases in tuition and fees. Senator Grant noted that she too was concerned about the precedent being set by current plans to manage the deficit. She also noted her concern about the faculty being "kept in the dark" about budgetary issues.

After discussion, the senate voted to support the resolution with one vote against.

Faculty/Staff Survey

Copies of the survey were provided members of the senate. Bennett sent a letter to Dr. Wyatt communicating his support of the survey pending approval by faculty senate. A copy of the survey was provided Hope Phillips, chair of the staff senate. The staff senate considered the survey yesterday. All faculty, staff and administrators employed within the ASU system will use this survey. Dr. Wyatt asked for a refinement of the data. He was uncomfortable with the purpose of data collection without being able to identify the groups where particular problems existed. Dr. Wyatt will share the survey with the board before it is mailed out.

Select senators expressed concerns about some of the terms used to define administrative positions in the survey. Bennett noted that the style of the survey was a sound design, which would permit statistical analysis and that he had suggested some of the terms that were being used. Senator Guffey suggested that the terms may defeat the purpose of the survey and that if the desire was to learn about perceptions of administration, then the explicit term indicating administrative officers should be used.

Dr. Kim Hester, author of the survey, gave the senate background as to the development of the tool. She noted that the tool was designed to determine perceptions of "how management treats you" whoever one's manager in the organization is. It is not designed to determine employee perceptions of one particular person. Hester also noted that the tool was part of a larger study and that standardization of the tool and scales was essential for the integrity of the data and study. Parliamentarian Morrell asked questions about the reliability and validity of the survey. Senator Grant inquired as to the procedure for informed consent. Hester noted that the instrument has been approved by the IRB. Issues were raised about the actual research purpose of the survey. Proxy Thomas noted some confusion of data might occur depending upon whom one evaluated as manager. Hester agreed to construct an instrument that would be suitable for a faculty survey, but only as a paid consultant. She noted that the offer to use her current tool was a trade off for the right to use any data collected in her research.

Chair Bennett stated that his motivation for this survey was to provide a means to take the pulse of the entire university system...not just that of the faculty. The purpose of real

data that comes from the system as a whole is to provide substantive information about the employees of ASU to present to the administration. Senator Wang verbalized his support of this process. Bennett noted that a purpose was to assess perceptions of the employees regarding every sphere of relation and function at the university. Discussion regarding the construct of the survey followed. Hester noted that that this survey has been used in other organizations and universities. She stated that the literature suggests that these surveys should hold in different organizational settings. Bennett expressed his concern that previous surveys permitted no statistical analysis. He stated that he would be happy to accept the volunteer help of any senator interested in developing another survey. Senator Grant encouraged the senators to reflect on the rest of the instrument. She noted that after page 1 of the survey, the rest of the questions would be very meaningful to the senate. Several senators agreed that the first page was the one that concerned them. Dr. Hester stated that she could be flexible in survey construct.

Following discussion, Chair Bennett asked for an opinion from the senate concerning the administration of this survey system wide. A motion was made and seconded to use this instrument as distributed but changing the first page to a subsequent page and adding to the end of the survey and optional question regarding a respondent's college or campus.

Discussion followed. Bennett stated that he was interested in survey results given the current academic concerns on campus. Morrell asked who would have access to the data and Bennett noted that it would be members of the research team headed by Dr. Hester. Senator Brown had several questions regarding the survey and access to any data collected in relation a potential impact on IRB approval.

Following a call for the question, the motion as previously stated to use the survey, passed with a show of hands 8 for and 7 against.

Faculty Handbook

The executive council met with Dr. Wyatt about the status of the faculty handbook. Senator Humphrey, handbook chair, is in the process of splitting the handbook apart and highlighting the parts that have been changed to differentiate from those parts left unchanged. President Wyatt has agreed to get all the constituent groups on campus to review the handbook before the fall semester. It will then be resubmitted to the senate. It is hoped that the handbook will be ready for the board of trustee meeting to be held in the fall.

Report of the Search Committee

Jeff Bailey reported that the search committee (Bailey, Biondolillo, Walden) has identified one candidate to run for the position of president-elect of the faculty senate. According to the bylaws of the association, the additional nominations can be made by signed petition of 20 members of the association and filed with the president at least one week before the election date. A special election will have to be held soon, as early as Friday May 3rd. However, the election could be held at the fall meeting of the association. Any decision on this matter will have to be made by the senate. Bailey announced that on behalf search committee, he was placing the name of Bill Rowe, professor of art in the college of Fine Arts, into nomination as a candidate for the office of president-elect of that Faculty Association of ASU and then moved that the nomination be accepted. The motion was seconded. The motion passed unanimously.

Bailey noted that the election must be confidential and that there has been a tradition of accepting nominations from the floor or by petition. Chair Bennett asked the senate's pleasure regarding when the special election would be held. Bailey stated that holding the election in the fall would permit notification of the faculty and would insure a good response at the association meeting. Senator Humphrey made a motion to hold the special election in the fall. Following a second, the motion passed.

NEW BUSINESS

Chair Bennett recognized Parliamentarian Morrell to explicate proposed amendments to the constitution and bylaws concerning proposed action when an officer of the association resigns from a position. Proposed changes to the bylaws would have to be voted on at the fall meeting of the association. A suggestion was made to table any discussion until the next regularly scheduled meeting of the senate.

Bennett announced that he had received a shared governance document regarding recommendations from the Financial Aid and Scholarships Committee. A proposed policy change recommends that an applicant must graduate from an Arkansas high school and be an Arkansas resident who meets the university's in-state residency requirements. Action recommendation: The above change would be added to the institutional scholarship guidelines. This would align the scholarship guidelines with university residency requirements for in-state residency consideration. This would impact President's Scholars and Trustee's Scholars.

Senator Maynard expressed his concern regarding the impact on non-resident and foreign students. Discussion followed. Bennett informed the senate that no action will be required until May 9th and that this issue will be brought forward on the next agenda.

There being no further business the meeting was adjourned at 5:00 p.m.

Respectfully submitted,

Debra Walden, Secretary
Deborah Gilbert-Palmer, acting recorder