

ASU FACULTY SENATE MINUTES
December 7, 2001

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 absent

COLLEGE OF ARTS AND SCIENCES

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

COLLEGE OF BUSINESS

Dan Marburger
Clint Relyea absent
Jim Washam absent
Chris Brown

COLLEGE OF COMMUNICATIONS

Jo Anna Grant
Lillie M. Fears

COLLEGE OF EDUCATION

Cindy Albright
Kris Biondolillo
Joe Justen
John Ponder absent
Karen Yanowitz

COLLEGE OF ENGINEERING

Charles Coleman

COLLEGE OF FINE ARTS

Bill Rowe

John O'Connell absent

Ken Hatch absent

COLLEGE OF Nursing & Health Professions

Terry Baggs absent

Steve Guffey proxy – Troy Thomas

Debra Walden

UNIVERSITY COLLEGE

Polly Green absent

LIBRARY

Myron Flugstad absent

MILITARY SCIENCE

Daniel Tiscareno absent

COUNCIL OF ACADEMIC DEANS

Jan Duggar absent

VISITORS

Malina Tabor

Joseph Price

David Taylor

Natalie Hunter

Keith Robertson

Grover Welch – Herald

CALL TO ORDER

Senate Chair Bennett called the meeting to order at 3:05.

APPROVAL OF THE MINUTES

Minutes from the Nov. 16, 2001 Faculty Senate meeting were reviewed. Dan Marburger noted that he had been present at the meeting and requested that the minutes be corrected. A motion to approve minutes, with corrections, was made by Maynard; seconded by Spaniol. Motion carried.

REMARKS

Budget

Chair Bennett stated that Dr. McDaniel has been invited to address the senate regarding the nature of the budget but that he could not be at today's meeting. Dr. Lynita Cooksey was recognized in his stead. She addressed the 1.4 million-dollar budget deficit in state funding and the cuts in Category B and Category A funding. She stated that the deans have been meeting with chairs and faculty to review budgets and find means to reduce spending. Cooksey noted that the "fair share" for academic units was 1 million dollars of the required budget reduction. She noted that most savings would come in reduced spending in supplies, services and travel. Cooksey noted that a goal was to protect job

security and to protect the learning environment of the students. She noted that in developing the 2003-2004 budget the same limitations would have to be considered. Senator Maynard asked if the 11th day student enrollments and projected loss of revenue had impacted the budget. Cooksey stated that there was no difference in the impact over previous years.

In answer to Chair Bennett's question, Cooksey noted that President Wyatt has asked academic units to prepare 2002-2003 budgets with an anticipated 2-4 % reduction in case this becomes a reality. She noted that there is a hiring freeze. Deans and chairs have been asked to look at positions and prioritize them in relation to need. New hires will be evaluated based on the urgency of the need. Cooksey noted that the academic budget is based 90% on salaries. Savings from filling tenure track lines with non-tenure track people will be utilized to help meet the 1.4 million-dollar deficit. She noted that virtually no new positions would be funded.

Senator Wang suggested that with an austere budget might result in "interdepartmental warfare." He stated that faculty look to the VPAA's office to protect academics. He noted that there was a conspicuous lack of reference to the contribution of athletics to the budget reduction. Cooksey stated that Dr. Wyatt made it clear at the UPC meeting that the athletic program would continue to be supported to promote growth. This is the mission of the Board of Trustees and Dr. Wyatt. She stated that work is being done to protect the "academic turf."

Chair Bennett stated that he has been involved in strategy sessions being held to deal with the budget shortfall. One goal is to make sure that academics does not cut more than its "fair share."

Senator Biondolillo asked for a description of Category A budget items. Cooksey stated that these were funds for the major operating aspects of an institution; for example, salaries. Category B is those items that would be nice to have but that an institution could operate without them.

Senator Rowe noted that a restriction on hiring might affect faculty diversity. He suggested that it would be difficult to insure diversity without national searches. He stated that he believes North Central could evaluate this with concern. Cooksey responded that searches are more likely to be approved, to be viewed as more critical, if diversity is a possibility. She stated that diversity does cost the institution more because those candidates are very competitive.

Senator Brown expressed his concern that chairs would have to tap into foundation accounts in order to pay for supplies. There will be much less money available for travel and faculty development.

Senator Bednarz noted that when the new tuition structure was implemented that students were caught by surprise and that they were very dissatisfied. He asked, now that the "word" about our tuition and fees was out, if we might be anticipating a "hit" in enrollment. Cooksey stated that this was a concern. However, she noted that other institutions in the state were also making changes in fee structure. She stated that we do have much competition especially from smaller campuses that offer beginning courses. Cooksey ended her remarks by stating that Dr. Wyatt has asked us to show the impact of the 2-4 % budget cuts on academic programs. In it is hoped that adjustments might be made on behalf of academics.

Chair Bennett thanked Dr. Cooksey for her remarks.

REPORTS

Bennett reported that the President's Council and academic affairs council have been dealing with the issues Dr. Cooksey related.

Bennett noted that candidates for the Vice-Chancellor of Research and Academic Affairs have been invited to campus. He noted that he was on the committee for this search and that a strong senate/faculty component was present on this committee. Following phone interviews, two persons have been invited to campus. A candidate from the University of Chicago, Dr. James LaFevers, is on campus today. He has an extensive research background and is responsible for marshalling funds to support these activities. A second candidate, Dr. Patrick Flanigan, is due on campus December 11th. Bennett encouraged faculty and senators to meet the candidate on December 12th in the Alumni Lounge of the Reng Center from 11:00 a.m. until 12:00 noon.

Senator Wang expressed his disappointment that the candidate was not scheduled to meet with the faculty senate. Bennett stated that he believed that this candidate was a strong supporter of the mission of the faculty senate. He noted that all faculty had the opportunity to meet with the candidate today.

Bednarz expressed his concern about the “lack of openness” of the search process. Bennett responded by saying that the last such search “failed”. It is difficult to get the caliber of the individual we are looking for to “come out in the open”. This recent process has gone rapidly. Bennett stated that he believes Dr. Wyatt wants to hire someone this year and has even suggested using a consultant to guide the search process. Wang noted that the funds for a consultant have been appropriated by the legislature. Bennett stated that the search committee selected the candidates to be interviewed from the C.V.’s that were provided the committee.

Senator Freer asked about the mechanism for providing feedback to the search committee regarding the candidates. Bennett requested that written feedback be provided to him in order to be forwarded to Dr. Wyatt.

OLD BUSINESS

Faculty Handbook

Chair Bennett opened a discussion related a subcommittee’s work on terminology used to describe categories of employment. Handouts were provided the senators. Bennett announced that at the beginning of next semester he would bring the handbook back before the senate for consideration. He stated that his goal was to submit the handbook to Dr. McDaniel following senate revisions. At that time the administration will offer their considerations.

Biondolillo asked if it might be more efficient to bring back the handbook in sections rather than as an entire document. She suggested that the senate should have a time-line for considering each section. Bennett stated that he would like for senators to consider the process for handbook review between now and the next senate meeting. After the senate agrees on a process for review, then that process will be implemented. Senator Maynard stated that the handout provided the senate was a product of the last senate meeting following a discussion of the rights of non-tenured and pre-tenured faculty. A committee reviewed the amendment and considered the language of the ASU handbook. It appears that on this campus four distinct categories of employment exist:

- Tenured faculty
- Pre-tenure, tenure track
- Line-item academic support
- Temporary fixed-term academic support

The committee suggests a revision of the amendment to recognize these categories. A discussion followed regarding the distinction between the terms “re-hire” vs. “re-appointment.” Maynard suggested that letters of appointment should very clearly

recognize the category of employment. This represents a clarification of elements of Revision VII, Section VI.

Bennett stated that he would entertain a motion to accept Revision VII to Section VI. The motion was made by Senator Justen and seconded by Senator Bednarz. Discussion followed. Senator Spaniol asked to strike the term impermissible from the statement "alleged impermissible discrimination". Friendly amendment was accepted.

Senator Marburger stated that if these definitions are passed and entered into the handbook that it might impact hiring trends of chairs and deans. Senator Freer emphasized the point this revision simply clarifies who fits into what categories. It does not change the intent of the amendment. Maynard stated that these revisions give individuals the right to "ask why" in the case that contracts are not renewed.

Proxy Thomas called the question. The motion to cease discussion was defeated with a vote of 9 in favor, 11 against. The motion failed.

Following further discussion the senate voted to accept Revision VII to Section VI unanimously.

NEW BUSINESS

There was no new business.

With no further business the meeting was adjourned at 4:25 p.m.

Respectfully submitted,

Debra Walden, Secretary