

Faculty Senate  
Minutes of February 6, 2004

Call to Order: The meeting was called to order by President Rowe at 3:01 p.m.

**FACULTY ASSOCIATION OFFICERS**

	Proxy
Bill Rowe – President (Fine Arts)	P
John Hall – Secretary / Treasurer (Education)	P
Bob Bennett – Immediate Past-President (Science & Mathematics)	
Debra Walden- Vice-Chair of the Senate	P
Bill Humphrey – Secretary of Senate	P
Dennis White- Parliamentarian	absent

**AGRICULTURE (1)**

Bill Humphrey	P
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**BUSINESS (3)**

Dan Marburger	P
Jim Washam	absent
Gauri Guha	P

**COMMUNICATIONS (2)**

Jack Zibluk	P
Marlin Shipman	P

**EDUCATION (5)**

Cindy Albright	P
Kris Biondolillo	absent
Dan Cline	absent
Charlotte Skinner	P
Amy Saleh	P

**ENGINEERING (1)**

Tom Parsons	absent
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**FINE ARTS (3)**

Allyson Gill	P
Ken Hatch	P
Bert Juhrend	absent

**University College (1)**

Margaret McClain	P
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**HUMANITIES & SOCIAL SCIENCES (6)**

Ernesto Lombeida	absent
William Maynard	P
Mary Donaghy	P
Joe Sartorelli	P
Richard Wang	P
Win Bridges	P

**LIBRARY (1)**

Myron Flugstad

absent

**MILITARY SCIENCE (1)****NURSING AND HEALTH PROFESSIONS (3)**

Judith Pfriemer

P

Troy Thomas

absent

Debra Walden

P

**SCIENCE & MATHEMATICS (4)**

William Burns

P

David Gilmore

P

Jie Miao

P

Jeff Jenness

P

Minutes: The minutes of the February 6, 2004 meeting were approved as distributed without corrections.

**Old Business:**

Rowe said that he had been contacted by numerous faculty concerning the new policies for the University pharmacy. The following are concerns:

What hours are they open?

Do you still have a co-pay?

Do you have to see your primary care physician before you see the physician at the health center to get a prescription?

Who can use the pharmacy? Can dependents get prescriptions filled?

What input did faculty have in deciding if this plan is something they want or need?

The consensus was that, faculty were not allowed input or were they informed about how the policy will work. They learned of the pharmacy plan, which is supposed to be a benefit through the newspaper. The administration failed to communicate.

Gibson a local pharmacist reported on a meeting between a representative from the state pharmacy board, some local pharmacists, Dr. Wyatt, J. Burton, R. Stripling, C. Byrd and R. Winters. He said it was his understanding that faculty will have to see a doctor at the First Care facility on campus before a prescription can be filled, that there will be some reduction in co-pay, that there will be a formulary list of drugs available (the selection of drugs available will be limited) and that the university will be able to buy drugs at a significantly lower price than local pharmacist including Walmart and Walgreens. The pharmacists are concerned that this is unfair competition. J. Pfriemer said that it was her

understanding that only the two doctors or the nurse practitioner at the center could write prescriptions that can be filled at the university pharmacy. Rowe made the observation that employees on the low end of the pay scale would probably use the facility but that most faculty will remain loyal to their current doctor and pharmacy. Maynard asked if there is a conflict of interest Dr. Wyatt and Dr. Jones serving on the St. Bernards board and Wyatt serving on the Blue cross board. J. Pfriemer said that the student health center and the pharmacy are not the same thing, the pharmacy is a separate entity. D. Walden said that it appears that we are being forced to use a physician that rents space, this is a frightening trend that makes one wonder if the university is moving to a ASU managed care plan with no choice. The executive committee will meet with R. Stripling Monday to get some answers and report back.

Rowe reported that the ASU, State University may be eliminated as a US post office. A history of the campus post office that was printed in the Herald several years ago was handed out. The State University Post Office is a more important part of the tradition at ASU than the 'tribe'. The people who work at the PO do not leave the campus, this post office is one of the most economically efficient as they have no vehicles and can pass on these cost savings to students, faculty and departments. This post office has been in existence and a part of this university for 58 years. Maynard stated that it appears that once again a decision has been made with no faculty or student input or discussion. It appears that someone sees a chance to make money by privatizing. R. Wang will write a resolution to recommend that every effort be made to retain the State University address and zip code so that it can be voted on at the next senate meeting.

W. Maynard reminded the senate that R. McDaniel at a senate meeting last fall explained that the policy on faculty housing was not being followed as written in the faculty handbook, they are following an amended policy (where it can from is unknown). Some administrators (with high salaries) and some non-ASU employees are currently renting faculty houses. These should be only for new faculty (low pay), this is a faculty recruiting tool. The waiting list of new faculty wanting to rent is long. Rowe and the executive committee will make a recommendation in writing to the administration that they need to follow the policy as written in the handbook.

Rowe reported on emails he has received from faculty concerning Equity pay. Several faculty reported that the administrative types in their college received a 4% equity raise and the faculty got none. From the emails it appears that equity raises to faculty did occur in some colleges but not all, some departments within a college received equity raises while others in the same college did not. J. Hall reminded the senate that equity is a policy in the Faculty Handbook and it is unfair if faculty qualify but do not receive an equity adjustment while others in the department get it. Rowe stated that these faculty need to file a grievance. M. Shipman said that he would like for Dr. Allen to define what unusual means in

relation to the equity and extraordinary/unusual performance fund. The executive committee will raise this issue with Dr. Allen and report back.

Maynard reported that the NCAA review team will apparently be on campus next week. It is important that the senate be represented in their discussions. The mascot issue apparently will not be included in their review. Shipman reported that two prominent coaches are now calling for change in the NCAA policy. Maynard reported that Bob Eno with the Coalition on Intercollegiate Athletics (COIA) is trying to line up faculty senate support across the country to push for change in NCAA policy. Rowe read the email from the steering committee (see attached ).

Rowe reported that the senate finance committee is made up of L. Moore, D. Marbuger, B. Bennett and R. Wang.

The ad hoc committee (M. Flugstad, M. McClain, M. Patton, J. Tichgelaar, W. Maynard) to study the issue of tenure & academic freedom for selected museum and library faculty will meet and report soon.

Need more volunteers to serve on a committee to study commencement. Dr. Allen said that the committee needs student involvement as this is really a student event. It would also be good to have alumni on the committee. Rowe will talk to Dr. Cooksey about getting this committee set up and working.

B. Bennett read the draft of the letter Mixon has prepared dealing with the class grievance. Bennett reported that the University Hearing Committee meet last night and voted unanimously that the UHC determines what grievances merit hearing. The president (Dr. Wyatt) does not serve as the gatekeeper. Maynard said that the AAUP supports this and many Universities have been censored for not following this policy. Bennett said failure to follow this policy is a grievable issue on its own, therefore there could be a grievance on top of a grievance.

J Hall reported on the results of the outside review team that looked at our graduate school. The university paid this team of consultants to review the graduate school and produce a report. Dr. Allen is comfortable with this report being posted so faculty can review and discuss it. The report makes some good recommendations.

Graduate Council Proposal-Draft 6 was discussed. Maynard said that this sets a minimum standard and leaves it up to the department to determine who meets the standard so he supports it. It will be referred to as senate draft 1 and posted, the senate will vote on it at the next meeting. It is included in the minutes of Jan. 16, 04.

Humphrey made a motion to support the following proposed change to the PRT policy in the handbook, Wang seconded. Motion passed unanimously.

**Proposed Addition to Section 5 of the Faculty Handbook:**

Pre-tenure faculty will be evaluated for tenure and promotion based on the departmental PRT documents and UPRTC guidelines in place during their third year of employment on a pre-tenure appointment.

**New Business:**

Discussion on what qualifications should be required to teach gen. ed. Courses and intro courses was initiated by Rowe. Hall said we should review section 2-4 of the handbook. Bennett said that he felt it is not sound policy to give release time to qualified faculty so they do not have to teach gen. ed or intro courses and then hire temporary personal to teach these classes. This is not fair to students. When faculty receive release time it should be for an upper level course.

Rowe asked Dr. Allen who will pay the utility costs and other overhead on the ABI facility. She said that ABI will cover these costs. This is in contrast to the new student union which the university will have to fund.

It was asked if anyone had ever seen the final written report from the consultant (Dan Hoyt) on fringe benefits. The university apparently paid him \$10,000 and he said at the senate he would provide a copy of the written report when he finished to the senate. Rowe will ask J. Burton about this.

There being no further business, the meeting was adjourned by President Rowe at 4:45 p.m.

**Bill Humphrey – Secretary, Faculty Senate**

From: Bob Eno <eno@indiana.edu>  
Date: Tue, 30 Dec 2003 16:33:54 -0500 (EST)  
To: "Bill Rowe (Arkansas State)" <wrowe@astate.edu>  
Subject: Athletics Update Request

Dear Bill,

I'm following up earlier messages to learn how the Coalition on Intercollegiate Athletics request for endorsement may have fared in the Arkansas State faculty senate. To date, twelve senates have voted endorsements and we know of many others where endorsement proposals are making their way through committee. It's difficult to tell from the ASU faculty senate website at what stage discussion on this issue may be, so I thought I'd write you to ask.

In the period since the Coalition's participation in the October AAUP national meeting we have been working on drafting policy proposals on athletics governance issues and in arranging meetings with a number of groups, including two days of discussions at the NCAA in late January. We expect some significant developments to emerge in the Spring, through the growth in faculty support, and our networking with other national groups.

I hope that you're enjoying a good holiday season, and I don't want this note to intrude on it. I'm writing now because I'll be away for a week in early January - if you could drop me a brief note about the status of our request at ASU once the term begins, I'd appreciate it very much.

With best wishes for the New Year,

Bob Eno  
Indiana University  
Co-Chair, Coalition on Intercollegiate Athletics [www.coia.umd.edu](http://www.coia.umd.edu)