

Faculty Senate Minutes for May 6, 2011

The meeting was called to order by President Jack Zibluk at 3:04pm.

Interim Chancellor G. Dan Howard presented a list of possible solutions to rectify the issue with faculty salaries being below the SREB average. He had also presented the same list of possible solutions to the Board of Trustees that morning. See Appendix A.

Senators Bill Humphrey and Andy Mooneyham (M/S) the approval of the minutes. Without objection the minutes were approved.

President Jack Zibluk has been in communication with University President Charles Welch via email regarding faculty issues. President Welch did make a commitment to visit with the Faculty Senate at his earliest convenience.

BOARD OF TRUSTEES MEETING

President Jack Zibluk reported that faculty salaries are not just an issue for ASUJ, but are concern for the entire system. It was pointed out that in many cases faculty are paid about the same as secondary education teachers, making recruiting qualified faculty a difficult task. Chancellor Ed Coulter, ASUMH, indicated that unlike public school teachers, who are employees of their school districts, faculty are state employees and, therefore, when there are salary freezes for all state employees it becomes an issue for faculty. However, state salary freezes do not affect public school teachers because they are not state employees. Because of the recently passed teacher salary equalization program by the state there is substantially more flexibility in teacher salaries than ASU faculty salaries. This could be something for our lobbyists to explore.

President Jack Zibluk reported that ASUMH had issues with accreditation from the North Central Accreditation (NCA) agency for their Academic Partnerships programs. ASUMH was denied accreditation from the NCA. The decision was appealed and the NCA awarded a partial accreditation to ASUMH for two of the four programs they had originally requested. Because of these difficulties, Academic Partnerships withdrew from the partnership with ASUMH. According to Dr. Les Wyatt, who is working with ASUMH, this is a pause rather than a true disassociation with ASUMH. President Zibluk asked Chancellor Howard how this would affect ASUJ's Academic Partnership relationship. Chancellor Howard indicated this has no effect on our relationship with Academic Partnership because we have a different accreditation agency and we are continuing to move ahead with our offerings. President Zibluk speculates the offerings ASUMH were going to make available through Academic Partnerships, the entire general education program, will be moved to ASUJ. Zibluk feels like this will be a Shared Governance issue.

President Jack Zibluk also reported UPC budget planning committee did not have the necessary information as of May 5, 2011 to create an operating budget for the next fiscal year. There will be a UPC meeting on May 24, 2011 to discuss this issue.

Senator Richard Wang suggested that the Faculty Senate should have a dedicated slot on the Board of Trustees agenda. President Zibluk indicated we should wait on this as the Board of Trustees is transitioning into a new culture under a new systems president.

NEW BUSINESS

Shared Governance Oversight Committee Election:

Monday, May 2, 2011, the SGOC held an election for chair of the committee. The Chairs Council representative was late for the meeting leaving the faculty one vote short. Prior to the election Dr. Mike McDainel, the chair of the SGOC at the time of the election, stated he would only vote to break a tie or to create a tie, which was his right under Roberts Rules of Order. When the vote was held, the count was 5 to 4 in favor of Angelia Daniels, a staff member from Student Affairs. Dr. McDaniel tried to tie the vote, however, the non-faculty members of the committee adamantly refused to allow his vote. Therefore, Angelia Daniels is the new chair of the SGOC.

After consultation with several faculty members, President Jack Zibluk sent forth two requests by email to the current chair of the SGOC asking for a revote. No response was received from either email.

President Jack Zibluk submitted the following resolution for consideration by the Senate:

WHEREAS, the Shared Governance Oversight Committee election procedures on May 1, 2011 erroneously applied Roberts Rules of Order;

WHEREAS, the outgoing committee chair of the SGOC recognized the problem and he has expressed his wish to rectify the error;

WHEREAS, continued operation of this important committee under erroneous circumstances subverts its legitimacy, particularly at a time when shared governance is an issue under scrutiny by the Higher Learning Committee;

THEREFORE BE IT RESOLVED, that the Faculty Senate formally requests the current SGOC chairman hold a special re-election vote as the first order of business at its next meeting.

Senators Bill Humphrey and Andy Mooneyham (M/S) to consider the resolution put forth by President Jack Zibluk. The motion carried unanimously. Discussion followed with Interim Executive Vice Chancellor and Provost Glen Jones suggesting instead of pushing the resolution forward, an attempt should be made to meet in order to resolve this issue. It was stated that attempts had been made to resolve this issue with no avail. Senator Bill Humphrey stated that the Senate needed someone to encourage the current chair of the SGOC to set down for a meeting. Interim Executive Vice Chancellor and Provost Glen Jones stated he would encourage the current chair of the SGOC to have this meeting.

Senators Bill Humphrey and Andy Mooneyham (M/S) to table the resolution until the above mentioned meeting could be held. The motion passed unanimously.

Faculty Senate Officers Election

Senator Bill Humphrey and Past-President Beverly Gilbert (M/S) to elect Senator Andy Mooneyham as Vice-chair and Senator Tracy Farmer as Secretary. The motion passed unanimously.

New Senators Workshop

The workshop for new Senators will be held on Friday, September 2, 2011, with the complete Senate meeting on Friday, September, 16, 2011.

Faculty Fall Conference

Possible Keynote speakers:

- Muriel Howard the Executive Director of the American Association of State Colleges and Universities. She would speak on HLC, accreditation and assessment.
- Shane Broadway

To help lighten the mood the fall conference there could be a theme this year.

Senator Bill Humphrey suggested having University President Charles Welch speak at the conference. President Jack Zibluk supports this as well. There was discussion on topics he could speak.

Website Upgrade

Terry Sue Smith informed President Jack Zibluk that the Faculty Senate website will be upgraded to add more functionality. President Jack Zibluk would like to have a blog on the site. Additional functionality would include a calendar and possibly linking the site to a Facebook page. Lastly, a faculty survey to determine the priorities of the faculty. President Jack Zibluk would like to develop this survey and test it using the Faculty Senate before making it live.

President Jack Zibluk will meet with Terry Sue Smith during the week of May 9, 2011 about the website upgrade.

Summer Projects

No response

Academic Partnership Issue

Dr. Mike McDaniel reported that a colleague has a daughter enrolled in a Master's degree in Academic Partnership. The colleague inquired about his daughter receiving a tuition discount. The colleague was told that the tuition discount does not apply to Academic Partnership courses because they are already discounted. According to the Faculty Handbook (p. 56), a dependent of a full-time faculty member may enroll in undergraduate courses with the tuition rate being 25% of the current cost per credit hour or enroll in graduate-level courses with the tuition rate being 50% of the current cost per credit hour. Not allowing a tuition discount for Academic Partnership courses is a direct conflict of the Faculty Handbook.

Dr. Mike McDaniel would like to see the Faculty Senate take up this issue. President Jack Zibluk stated this is a Handbook Committee and SGOC issue.

Without objection the meeting was adjourned at 3:55pm on the motion and second of Senators Bill Humphrey and Andy Mooneyham.

Attendees:

Association Officers:

President Jack Zibluk

Past-president Beverly Boals Gilbert

Agriculture:

Bill Humphrey

Business:

Faye K. Cocchiara

Richard Segall

J. K. Sinclair

Education:

Andy Mooneyham

Joe Nichols

Fine Arts:

Marika Kyriakos

Claire D. Garrard

Humanities and Social Sciences:

Warren Johnson

Larry Salinger

Richard Wang

Library:

F. Tracy Farmer

Nursing and Health Professions:

Bill Payne

Brenda Anderson

Deanna Barymon

Dean's Council Representative:

Andrew J. Novobilski

Appendix A

Arkansas State University–Jonesboro

Inadequate Faculty Salaries

Possible Solutions¹

May 6, 2011

- I. **Seek, through all legitimate means, to cause ASUJ to be funded at 75% of the Arkansas Department of Higher Education (ADHE) funding formula for institutions of higher education.**
 - A. ASUJ currently is funded at only 66% of ADHE funding formula
 - B. If ASUJ was funded at 75% of ADHE funding formula it would receive \$6,804,780 in additional funding (i.e., more than enough to address increasing faculty salaries to the SREB average).
 - C. ASUJ's leadership needs to engage actively and effectively all of its constituencies (e.g., trustees, other alumni, major donors of record, and others with influence) to encourage persuasively the Governor, the legislature, and ADHE to cause this funding to occur (probably phased-in over a 3- to 5-year period).

- II. **Offer (through Continuing Studies and Community Outreach) considerably more continuing education courses, especially those offering CEU's needed to meet professional licensing/credentialing requirements, which generate a positive revenue stream.**
 - A. Meet expenses and current general budgetary obligations (currently ≈ \$4.3 million).
 - B. Set aside a reserve account for revenue above expenses and current budget obligations.
 - C. Commit an amount equal to the reserve account for faculty salaries in the following year.

- III. **Raise additional levels of philanthropic and corporate support for scholarship endowments that will enable ASUJ to cover a greater share of scholarships to release operating funds that could be used to support faculty salaries.**

¹ N.B.: It will probably require employing a number of these possible solutions (and others that may arise) simultaneously and over a period of years to cause faculty salaries to reach SREB averages.

- A. ASUJ currently awards approximately \$10.1 million in scholarships funded by tuition.
 - B. To offset this total amount of scholarships funded by tuition it would take \$252.5 million in scholarship endowment paying out at 4%.
 - C. The current amount needed to raise faculty salaries to the SREB average is approximately \$3.5 million.
 - D. To offset this total amount it would take \$87.5 million in scholarship endowments paying out at 4%.
 - E. See the attached schedule of scholarship endowments needed meet the 5-year and 10-year faculty salary catch-up.
- IV. Raise additional levels of philanthropic and corporate support for endowed chairs and professorships (for which that portion used as salary supplement will count to improving average faculty salaries).**
- V. Increase international student enrollment.**
- A. Conservatively, each international student (after netting out any scholarships, fellowships, or exchange students) contributes \$10,000 in tuition annually.
 - B. Therefore, each 100 international students equates to \$1 million
 - C. Tuition and fee revenue from all international students now enrolled is budgeted currently
 - D. First call against tuition from new international students (above current enrollment) has been projected to be used to meet revenue lost by increasing undergraduate admission standards and in meeting other operating expenses for the next two fiscal years.
 - E. A portion of international student tuition growth after the next two fiscal years are over may be considered to help raise faculty salaries.
- VI. Consider charging a dedicated tuition increase annually for faculty salaries (currently a 1% tuition increase generates ≈ \$ 362,000).**
- VII. Increase the number of academic programs offered by distance learning in which Academic Partnerships (AP) provides non-academic support services and otherwise, and dedicate some of the net revenue for faculty salaries.**

Arkansas State University
Average Salaries Including 2% COLA & Equity Adjustments Effective 01/01/11
2010-11

	Professor	Associate Professor	Assistant Professor	Instructor	Average
SREB III	\$ 87,035	\$ 70,040	\$ 59,431	\$ 44,900	\$ 63,304
ASUJ	\$ 75,433		\$ 56,353	\$ 36,751	\$ 55,872

Fiscal Year	SRE@2%	Annual Cost Salary + Fringe @ 28%		Annual Endowment Increases @ 4% Payout Needed to Offset Cost			
		10 years ASU @ 3.282%	5 years ASU @ 4.58%	10 Years	5 Years	10 Years	5 Years
11	\$ 63,304	\$ 55,872	\$ 55,872				
12	\$ 64,570	\$ 57,706	\$ 58,431	\$ 1,206,440	\$ 1,683,576	\$ 30,161,007	\$ 42,089,400
13	\$ 65,861	\$ 59,600	\$ 61,107	\$ 1,257,122	\$ 1,782,274	\$ 31,428,058	\$ 44,556,849
14	\$ 67,179	\$ 61,556	\$ 63,906	\$ 1,309,934	\$ 1,886,758	\$ 32,748,339	\$ 47,168,949
15	\$ 68,522	\$ 63,576	\$ 66,833	\$ 1,364,963	\$ 1,997,367	\$ 34,124,083	\$ 49,934,182
16	\$ 69,893	\$ 65,662	\$ 69,894	\$ 1,422,305	\$ 2,114,461	\$ 35,557,622	\$ 52,861,523
17	\$ 71,291	\$ 67,818		\$ 1,482,055		\$ 37,051,384	
18	\$ 72,716	\$ 70,043		\$ 1,544,316		\$ 38,607,898	
19	\$ 74,171	\$ 72,342		\$ 1,609,192		\$ 40,229,800	
20	\$ 75,654	\$ 74,716		\$ 1,676,794		\$ 41,919,838	
21	\$ 77,167	\$ 77,169		\$ 1,747,235		\$ 43,680,873	
				\$ 14,620,356	\$ 9,464,436	\$ 365,508,901	\$ 236,610,903