

Minutes of
**THE FACULTY SENATE OF
ARKANSAS TECH UNIVERSITY**

This meeting of the 2022-2023 Faculty Senate was held at 3:00 p.m. on Tuesday, February 15, 2023, in Rothwell 456 and on Webex. The following members were present:

Mr. Stan Apple
Dr. Michael Bradley
Dr. Breanna Clair
Dr. Rene Couture
Dr. David Cullen
Dr. Melissa Darnell
Dr. Michael Davis
Dr. David Eshelman
Ms. Jasmine Greer
Dr. Newt Hilliard
Dr. Efosa Idemudia
Dr. Masanori Kuroki

Dr. Carey Ellis Laffoon
Dr. Julie Mikles-Schluterman
Dr. Tom Nupp
Dr. Azin Sanjari Pirmahaleh
Dr. Sean Reed
Dr. Jamie Stacy
Dr. Kuldeep Singh
Dr. Bethany Swindell
Dr. Arwen Taylor
Ms. Sherry Tinarella
Dr. Ellen Treadway
Dr. Erica Wondolowski

Absent: Dr. Peter Dykema

Also present: Dr. Jeanine Myers (AVPAA); Mr. Wyatt Watson; Dr. Judy Cezeaux; Ms. Tara Malone; Dr. Gregory Michna; Ms. Gabriele Haulmark; Dr. Emily Hoffman; Ms. Tammy Weaver

- I. **Call to Order:** Dr. Sean Reed called the meeting to order at 3:02 p.m.
 - A. **Approval of the Minutes:** Motion to approve the minutes from the November 8 meeting from Dr. David Eshelman, seconded by Dr. Michael Davis. Motion carried.
- II. **Faculty Workload Policy:** Dr. Cezeaux presented the current draft of the Faculty Workload Policy, which is intended to standardize how workload is determined across departments. The 15 credit hours described in the policy represents teaching, research, and service, with a standard (but not universal) 80/10/10 breakdown for most faculty. No distinction is made between graduate and undergraduate classes. Underfilled classes cannot be prorated for salaried faculty during the school year.

- III. **General Education:** Dr. Greg Michna reviewed work done to restructure Gen Ed under previous leadership, which was an ambitious attempt to re-design General Education as a set of skills and values that persist throughout a student's college career, by awarding students "units" in several categories of Gen Ed for various classes they might take. However, this redesign was envisioned before the last HLC review, or the covid shutdown, and administrators don't see a straightforward way to track units alongside credit hours. The Gen Ed Committee is considering a more modest application of these ideas, and meanwhile continuing to gather qualitative data that will satisfy HLC.
- IV. **Foreign Language Gen Ed Credit:** Dr. Emily Hoffman and Ms. Gabriele Haulmark presented a proposal that first-year foreign language classes count as Fine Arts and Humanities General Education. The Gen Ed Committee has already endorsed this change, as well as Tammy Weaver, who assured the Senate that since humanities Gen Ed classes are rarely under-enrolled or cancelled, this is unlikely to affect enrollment in other areas. Motion to endorse this change and send it to the Board from Dr. David Eshelman and seconded by Dr. Arwen Taylor. Motion carried.
- V. **Items Concerning Adjuncts:** Ms. Tara Malone reported that the adjunct working group had called colleges and universities around the state and found that a substantial number of them do not delay adjuncts' first paycheck for six weeks in the way that Tech does, suggesting this is not an unavoidable consequence of attendance reporting. Members of the group will meet with HR to explore possible solutions to this situation.
- VI. **DEI Speaker:** Dr. Tennille Lasker-Scott spoken on inclusive classrooms, asking faculty to remember that diversity includes more than just race, emphasizing the need for universal design, for classroom structures that offer multiple modes of engagement, and for professors to rely on experts in areas where they lack experience, all of which have good outcomes for recruitment and retention. She cautioned faculty against asking diverse students to speak for an entire category, and encouraged faculty to be open to hearing they've made a mistake and learning from it.
- VII. **Committee Updates**
 - A. **Curricular Items** (<https://www.atu.edu/standingcommittees/curriculum/2023-24CatalogCurriculumProposals.php>) Motion to approve the curricular proposals from Dr. Newt Hilliard and seconded by Dr. Michael Davis. Motion carried

B. Standing Committees

- i. Budget Advisory Committee (Nupp): Meeting coming up on Friday (17 Feb) where details of the 23-24 budget will be presented; senators with questions can send those directly to Dr. Nupp.
- ii. General Education Committee (Tinerella): Nothing to report. : Nothing to report.
- iii. Institutional Aid Committee (Hilliard): Nothing to report.
- iv. Shared Governance Committee (Eshelman): Nothing to report.
- v. Campus Space and Utilization Committee (Singh): Nothing to report.
- vi. Faculty Salary and Benefits Committee (Hilliard): Nothing to report.
- vii. Institutional Scholarship Appeals Committee (Swindell): Nothing to report.
- viii. Professional Development Committee (Dykema): The Committee has spent its funds for the year.
- ix. Technology Prioritization and Impact Committee (Apple): Nothing to report.
- x. Emergency Management and Safety Committee (Laffoon): Nothing to report.

C. Ad Hoc & Senate Committees

- i. Faculty Workload Committee (Eshelman/Darnell): Nothing (else) to report.
- ii. Insurance Benefits Committee (Davis): Several companies are coming to present workplace wellness programs; other senators cautioned these can be problematic.
- iii. Faculty Senate Diversity and Inclusion Action Committee (Wondolowski): Committee is clarifying what actionable items to pursue, in particular adding a required diversity statement to all application materials.
- iv. Exploratory Committee on P & T Salary Increases (Hilliard): The president has suggested using rolling three-year averages from CUPA as a guide for tenure and promotion.
- v. Strategic Planning Steering Committee (Darnell): Nothing to report.
- vi. Hiring Processes (Dykema): Nothing to report.
- vii. Prior Learning Assessment (Swindell): Application deadline is tomorrow (15 Feb).
- viii. Transfer Students Committee (Stacy): The university is working on hiring a transfer advisor.

- ix. Micro-Credentials (Wondolowski): We're developing a plan for non-credit badges on the Russellville campus.
- x. Course evaluations: A professional development has been scheduled for Wednesday April 5 at noon, with a panel of faculty who have high response rates discussing how professors can improve their response rates.
- xi. Handbook Committee on Other Committees: A meeting will be scheduled soon.

VIII. New Business

- A. VPAA Update** (Dr. Jeanine Myers): The search for a VPAA is ongoing; we'll be inviting candidates soon. Dr. Myers reiterated the importance of the coming budget meeting. AA has held one workshop for writing write papers for the undergrad curriculum and will do one for grad programs on Wednesday (15 Feb).

IX. Old Business

- A. Course evaluations** (Wyatt Watson): Both the student and administrative side of the new evaluations system are now live and working well. We're in the process of drawing down reports from EvaluationKit to archive them, so that all evaluations can be stored on one server.
- B. Faculty Senate Choice Awards Nominations** (Eshelman): Three people have been nominated; someone who is probably Dr. Eshelman will set up a poll on WebEx for the Senate to vote.

X. Open Forum

- A constituent of Dr. Wondolowski's was disappointed in the Super Bowl ad.
- Dr. Hilliard reminded senators that Kim Cohen will be at next month's meeting to discuss FMLA, so we should ask constituents for questions or concerns.
- Dr. Taylor raised a concern that although the university has made arrangements with an EAP for sessions of talk therapy, an employee has to call HR in order to find out how to access it, which is a clear privacy concern.
- Dr. Nupp asked whether we have an official inclement weather policy for when classes will be moved to virtual.
- Dr. Davis raised a policy question about students posting their materials to sites like CourseHero. Dr. Myers agreed the Academic Honesty Committee should address this, along with the newer problem of ChatGPT and automated writing.

XI. Announcements

- XII. **Adjournment:** Dr. Efosa Idemudia moved to Adjourn. Seconded by Dr. Michael Davis.
Motion carried.

Respectfully submitted,



Dr. Sean Reed, Chair



Dr. Arwen Taylor, Secretary