Minutes of
THE FACULTY SENATE
OF
ARKANSAS TECH UNIVERSITY

The Faculty Senate met Tuesday, February 14, 2017, at 3:00 p.m. in Rothwell 456.
The following members were present:

Dr. Molly Brant	Dr. Jason Patton
Dr. Jon Clements	Dr. Michael Rogers
Dr. Melissa Darnell	Dr. Jeremy Schwehm
Dr. Marcel Finan	Dr. Monty Smith
Mr. Ken Futterer	Dr. James Stobaugh
Dr. Debra Hunter	Dr. Bruce Tedford
Dr. Sean Huss	Dr. Jack Tucci
Dr. Shelia Jackson	Dr. Susan Underwood
Dr. Chris Kellner	Dr. James Walton
Dr. Johnette Moody	Dr. Dana Ward

Dr. V. Carole Smith was absent. Dr. Mohamed Abdelrahman, Ms. Pat Chronister, Mr. Wyatt Watson, Dr. Hanna Norton, Dr. Jeff Aulgur, Mr. Michael Murders, Dr. Bruce Chehroudi and Mr. Wesley Duke were visitors.

CALL TO ORDER

APPROVAL OF MINUTES

President Huss called the meeting to order, and distributed a requested amendment to the December 2016 minutes from Ms. Brooke Southard (Attachment A). President Huss called for a motion in regard to the minutes, given the amendment.

Motion by Dr. Clements, seconded by Dr. Moody, to approve the minutes as amended. Motion carried.

VPAA UPDATE

President Huss invited Dr. Abdelrahman to address the Senate. Dr. Abdelrahman provided an enrollment update, including drop out statistics, and emphasized the importance of faculty engaging students through mentoring, advising, and teaching. He noted the advertisement for a permanent Assistant Vice President for Student Success was now posted. He also announced the implementation of the Ellucian ADVISE software, which will make better use of student data to allow the university to intervene with high risk populations earlier.

Dr. Abdelrahman reported the scholarship pilot resulted in 111 students retaining an academic scholarship that otherwise would have been lost. Statistically, 17 of the 111 students would have dropped out by the spring semester, but only seven were not retained. He clarified that he had originally stated to the Senate the pilot required a 2.0 minimum GPA for the fall semester, and would require a 3.0 *cumulative* GPA by the end of the spring semester, but the pilot was instead implemented with a 3.0 *term* GPA for spring.

Dr. Patton asked Dr. Abdelrahman if there was a policy for Deans and Department Heads to retain a higher salary if returning to nine-month faculty status. Dr. Abdelrahman stated there was not a policy and, in his experience, the nine-month base salary was often negotiated at the time of administrative appointment. President Huss asked if this was currently being considered by a committee. Dr. Abdelrahman responded he had held a discussion with the Deans, but the discussion had not gone beyond that. Dr. Patton asked if his intent was to standardize, rather than individually negotiate such salaries, and Dr. Abdelrahman responded, if a policy was drafted, he would share it with the Senate prior to adoption.

Dr. Tedford asked how the recently announced Campus Security Authority designation, which applied to many faculty members, fit into the faculty load. Dr. Abdelrahman noted the designation and training was based on a federal requirement, similar to the mandatory reporter designation and training already in place. He stated, in terms of service, this was professional development, and each faculty member would need to decide if the time spent constituted service.

President Huss asked for a motion to amend the agenda to add a report from Mr. Wyatt Watson as an item of New Business after the curricular items.

Motion by Dr. Stobaugh, seconded by Dr. Schwehm, to amend the agenda as requested. Motion carried.

NEW BUSINESS: CURRICULAR ITEMS

President Huss called for a motion in regard to the curricular proposals from the College of eTech. He noted the proposals had been revised to address some concerns voiced by the College of Business during the Curriculum Committee meeting.

Motion by Dr. Walton, seconded by Dr. Jackson, to approve the curricular proposals from the College of eTech as presented:

College of eTech
    Department of Professional Studies
1. Add the following courses to the course descriptions:
   a. BAS 4253: Quality Control and Continuous Improvement;
   b. BAS 4353: Applied Project Management;
   c. BAS 4453: Problem Solving and Root Cause Analysis;
   d. BAS 4553: Workplace Health and Safety;
   e. BAS 4653: Production Planning and Scheduling;
   f. BAS 4751: Career Planning and Personal Development; and
   g. PS 4743: Organizational Change; and
2. Add the Bachelor of Applied Science.

Discussion following the motion centered on the lack of emphasis for the Bachelor of Applied Science. Dr. Jeff Aulgur, Department Head for Professional Studies, explained the degree targets Associate of Applied Science students from two-year institutions, and it was broad by design. He stated the student market for the degree consists primarily of those working in industry, looking for upward mobility within their career.

Motion carried.

FACULTY CUPA DATA

Mr. Wyatt Watson, Director of Institutional Research, distributed the 2015-16 CUPA data for both tenure track and non-tenure track faculty positions. He stated this data could be shared internally on campus, but could not be published publically per the university's agreement with CUPA. He explained at least five of the 40 peer institutions must have reported at least five individual salaries of the same discipline and rank for CUPA to return data. Mr. Watson noted the university does not average salaries or report that to CUPA; CUPA does that calculation. He asked for the senators to review the data and email him any questions they would like addressed during the March meeting, so he can come prepared.

Mr. Watson thanked the Senate for their time, and excused himself from the meeting.

CULTURAL CLIMATE SURVEY	Dr. Kellner reported, during the professional development session on the importance of service, faculty were asked if there was a fear to participate, with approximately 20-25% reporting there was a fear to participate. He stated Dr. Bowen and Dr. Abdelrahman were interested to identify the source of the fear, and Dr. Kellner had suggested a survey to gather information. Dr. Moody and Mr. Futterer volunteered to serve, and President Huss stated he would check with the Sociology faculty who were trained in cultural climate surveys for volunteers to serve.
FACULTY SERVICE	Dr. Kellner reported a faculty member had suggested reserving one hour per week, when classes were not scheduled, for faculty committee meetings and miscellaneous events, such as Vice President open forum sessions. The discussion continued, focusing on the scheduling challenge the reserved hour could create.
OZARK FACULTY REPRESENTATIVE ON SENATE	President Huss reported, in discussion with Mr. Mike Murders, Ozark Chief Academic Officer, he would like to invite an Ozark faculty member to attend Russellville Faculty Senate meetings on a regular basis. He stated the faculty member will be Ms. Gwen Faulkenberry for the rest of this academic year.
OLD BUSINESS: FACULTY GRIEVANCE COMMITTEE	President Huss stated there was a tabled motion from the December meeting to approve the changes to the Faculty Grievance Committee, with an amendment to permit the complainant to send materials to the Board of Trustees directly. He noted a provision for forwarding to the Board already exists in the *Faculty Handbook*, so no amendment was necessary.

Motion by Dr. Kellner, seconded by Dr. Jackson, to approve the changes to the Faculty Grievance Committee as presented in December, and allow the previously tabled motion to expire. Motion carried. |
| FINAL EXAM AND GRADE SCHEDULE | Dr. Rogers requested, having been absent at the December meeting, to hear the arguments against adding five minutes to the Monday/Wednesday/Friday class period, noting the Student Government Association was in favor of the change. Dr. Hunter responded adding five minutes does not compensate for the loss of a class day and potential testing period. Dr. Jackson noted the class start times would be unusual.

Dr. Rogers asked how the Senate would like the subcommittee to proceed. The senators agreed they should not make a recommendation without input from faculty and students. After discussion, President Huss stated the Senate would move forward with a survey to all faculty and students on the topic. |
| SECURITY CAMERAS | Dr. Kellner reported Legal Counsel had reviewed the security camera policy. The senators discussed that the language prohibiting cameras in faculty offices could prevent faculty from electing to have a camera, and agreed to modified verbiage in section 2.3.1. Dr. Stobaugh suggested including the Testing Center in the exemptions listed in section 2.3.3. President Huss called for a motion on the security camera policy, with the changes incorporated (Attachment B).

Motion by Dr. Stobaugh, seconded by Dr. Schwehm, to approve the security camera policy as amended. Motion carried. |
| PHISHING/FRAUD | President Huss stated the senators had suggested removing the verbiage "disciplinary action may be taken by the university," and Mr. Thomas Pennington, Legal Counsel, had agreed. It was also noted the name of the office in the last line should be corrected to "Information Systems." President Huss called for a motion on the phishing and fraud policy, with the changes incorporated (Attachment C).

Motion by Dr. Walton, seconded by Dr. Brant, to approve the phishing and fraud policy as amended. Motion carried. |

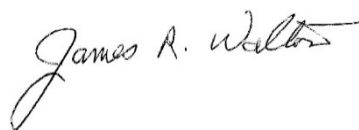|	
EXTERNAL WORK POLICY	Dr. Patton indicated the subcommittee had not met since the fall semester, but was waiting on a revised draft from Mr. Pennington. President Huss stated this topic would be tabled for further discussion at the March meeting.
STUDENT EVALUATION QUESTIONS	Dr. Patton reported the subcommittee, consisting of several undergraduate and graduate students, as well as faculty and some senators, had discussed the overall goal for reviewing and updating the questions for the student evaluation of faculty. He stated they would begin formulating questions during their next meeting. President Huss noted the deadline for updating the spring evaluations had passed, but the questions should be finalized this term to be implemented for summer and fall.
PROMOTION AND TENURE	President Huss distributed a representation of the progression of changes to the evaluation, promotion and tenure process (Attachment D). He noted the departmental promotion and tenure committee (DPTC) would replace the peer review committee, as the DPTC function would include peer review, as well as annually reviewing faculty, particularly on scholarship and service. Dr. Patton indicated the DPTC would make promotion and tenure recommendations during the fall, and the same committee would do annual evaluations in the spring, but it would only be occasionally, when a faculty member in the department is applying for promotion or tenure that the committee would need to convene in the fall.
	Dr. Rogers suggested the college promotion and tenure committee (CPTC) also evaluate for the third year review, noting some departments may be too lenient to their own faculty.
	President Huss stated, for non-tenure track faculty, the "visiting" designation that currently exists in the *Faculty Handbook* would be removed, and the Faculty Senate would recommend a new policy that would move "visiting" into new non-tenure track instructor rank positions, with salary recommendations based on longevity. He indicated non-tenure track faculty have concerns about job security. He reported UAFS uses a system in which, as non-tenure track faculty move up in rank, the contract period extends from annual renewal to as much as a three-year renewal for UAFS, but that the Faculty Senate would recommend an annual contract for Instructors, a three-year contract for Senior Instructors, and a six-year contract for University Instructors.
SHARED GOVERNANCE	Senators reported positive feedback from the Professional Development sessions and workshop in January on shared governance.
OPEN FORUM	Dr. Tucci stated students are still able to evaluate courses/instructors after dropping the course.
	Dr. Brant asked if it would be possible to receive an automated email, confirming successful submission of grades.
	President Huss distributed the anonymous feedback that had been received in recent months from the Faculty Senate website (http://www.atu.edu/facultysenate/) for the senators to review (Attachment E).
	Dr. Tedford indicated the email sent to faculty and staff regarding the Campus Security Authority designation was not well presented, and should have better explained the law prompting the designation. Dr. Rogers asked if Chief Josh McMillian, Director of Public Safety, could be invited to address the Senate on the matter, and President Huss agreed to do so.
	President Huss reported he would be meeting with the Curriculum Committee to discuss the role of each committee in reviewing curriculum.

ANNOUNCEMENTS   President Huss distributed the schedules for the upcoming Vice President for Student Services on campus interviews (Attachment F).

ADJOURNMENT   The meeting adjourned at 5:15 p.m.

Respectfully submitted,

Sean Huss, Ph.D., President

James Walton, Ph.D., Secretary

DRAFT

Attachment A

Sean Huss

From:	Southard, Sarah Brooke
Sent:	Wednesday, January 18, 2017 11:55 AM
To:	Sean Huss
Subject:	Fw: December Faculty Senate minutes draft

Dr. Huss,

Please include my email below disputing my comment in the Faculty Senate December minutes. I have also added an additional sentence to help clarify my original comment.

Thank you,

Brooke Southard, CPA, SHRM-SCP
Director of Payroll and Special Services
Interim Director of Human Resources
479-968-0226

ARKANSAS TECH
UNIVERSITY

From: Southard, Sarah Brooke
Sent: Monday, January 16, 2017 9:16 AM
To: Sean Huss
Subject: December Faculty Senate minutes draft

Dr. Huss,

Would you please give me a call when you have a chance? I was reviewing the December Faculty Senate minutes and would like to dispute the comment it says I made.

What I said was, the committee reviewing the changes did not want the highest paid tier to subsidize the lower tiers. The total difference between the $950 PPO plan and the HSA plan is $104. At one point it was suggested that the higher tiers pay more than the $104 difference. This is where the committee said they were ok with the lower tiers not paying the full $104 difference, but they were not ok with the highest tier subsidizing premiums for the lower paid employees in excess of the $104 difference. The difference between the employee paid premiums in the lower tiers is being covered by the University not by the higher paid employees. The premium difference for an individual employee was $104, but if anything over this amount was charged it would have been used to offset another employees premium.

Please give me a call so we can discuss this in more detail.

Thank you,

Brooke Southard, CPA, SHRM-SCP
Director of Payroll and Special Services

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Attachment B

Security Camera
Acceptable Use Policy

1. Purpose of this policy

To protect individual privacy rights in accordance with state and federal laws, this policy is adopted to formalize procedures for the installation of security cameras on campus and the handling, viewing, retention, dissemination, and destruction of recordings. The purpose of this policy is to regulate the use of camera systems used to observe and record public areas for the purposes of safety and security. The existence of this policy does not imply or guarantee that cameras will be monitored in real time 24 hours a day, seven days a week.

2. Policy

All existing security camera systems on campus will be required to comply with the policy. Nonconforming camera systems will be removed if they don't meet compliance 6 months after this policy is adopted.

2.1 Responsibilities

The Department of Public Safety (DPS), in conjunction with the Office of Information Systems (OIS), is responsible for implementation of this policy. Additionally, OIS and the DPS are responsible for advising departments on appropriate applications of surveillance technologies and for providing technical assistance to departments preparing proposals for the purchase and installation of security cameras.

DPS and OIS will review proposals and recommendations for camera installations and review existing camera locations to determine that the perimeter of view of fixed location cameras conforms to this policy. Proposals for the installation of cameras shall be reviewed by the Chief of Police or designee. Recommendations shall be forwarded to the Campus Security Committee.

An annual evaluation of existing camera locations and incidents will be conducted by the Department of Public Safety. The Department of Public Safety will publish this evaluation to a public domain available to all interested parties.

2.1.1 Responsibilities of the Campus Security Committee (CSC)

The CSC will be responsible for reviewing and approving or denying all proposals for security camera equipment recommended by the Chief of Police and the Director of OIS or designee. The CSC shall be responsible for the review and approval of any requested exceptions to this policy.

The CSC shall be comprised of seven members;

- The Chief of Police (non-voting)
- Director of Information Services (non-voting)
- Vice President for Student Affairs or designee
- Staff Senate member
- Faculty Senate member
- Facilities Management member
- Student Government member

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approved
Faculty Senate
2/14/17

2.2 Scope

This policy applies to all personnel, departments, and colleges of Arkansas Tech in the use of security cameras and their video monitoring and recording systems. Cameras will be limited to uses that do not violate the reasonable expectation of privacy as defined by law including entrances to the counseling center and health center. In no instance will cameras be used under this policy to evaluate faculty in the course of their normal duties. Where appropriate, the cameras may be placed campus-wide, inside and outside buildings. Although the physical cameras may be identical, the functions of these cameras fall into three main categories:

A. **Property Protection:** Where the main intent is to capture video and store it on a remote device so that if property is reported stolen or damaged, the video may show the perpetrator. Examples: an unstaffed computer lab, an unstaffed science lab, or a parking lot.

B. **Personal Safety:** Where the main intent is to capture video and store it on a remote device so that if a person is harmed, the video may show the perpetrator. Examples: building entrances, entrance to campus on a public roadway, a public walkway, or a parking lot.

C. **Extended Responsibility:** Where the main intent is to have the live video stream in one area monitored by a staff member in close proximity. In this case video may or may not be recorded. Example: a computer lab with multiple rooms and only one staff.

D. **Student Misconduct:** cameras may be used to evaluate misconduct such as cheating on exams, vandalism, making false calls at security phones etc…

2.3 General Principles

Information obtained from the cameras shall be used for safety and security purposes and for law and policy enforcement, including, where appropriate, student discipline or other misconduct matters.

Departments requesting security cameras will be required to follow the procedures outlined in this policy.

2.3.1 Placement of Cameras

No audio shall be recorded.

Placement of security cameras in the following locations is prohibited:

- Student dormitory rooms in the residence halls
- Counseling Services
- Health Services
- Bathrooms
- Locker rooms
- Private faculty and staff offices, unless requested by the occupant(s) of the office
- Classrooms not used as a lab
- Faculty Lounges

Signs should be placed in buildings in which cameras are installed. Further, video camera installations should be visible. The installation of "dummy" cameras that do not operate on a regular basis is prohibited.

2.3.2 Appropriate Use and Confidentiality

Personnel are prohibited from using or disseminating information acquired from university security cameras, except for official security purposes, as permitted by this policy, or as otherwise required by law. All information and/or observations made in the use of security cameras are considered confidential and can only be used for official university and law enforcement purposes. In no case will camera systems covered by or video recordings created in accord with this policy be used to evaluate faculty performance.

2.3.3 Exceptions

This policy does not apply to:

1. Cameras used for academic purposes;
2. The use of video equipment for the recording of public performances or events, interviews, or other use for broadcast or educational purposes. Examples of such excluded activities would include videotaping of athletic events for broadcast or post-game review, videotaping of concerts, plays, and lectures, or videotaped interviews of persons;
3. Automated teller machines (ATMs), which utilize cameras;
4. Public Safety "pull stations" are also exempt from this policy.
5. The University Testing Center/Testing Services

3. Procedures

Departments requesting security cameras will be required to follow the procedures outlined in this policy. Departments requesting security cameras will also be required to give all faculty and staff members in the department at least 30 days to comment to the Campus Security Committee on the proposed camera system before said proposal is adopted.

3.1 Installation

Individual colleges, departments, programs, or campus organizations installing video surveillance equipment shall submit a written request to their appropriate dean or vice president describing the proposed location of surveillance devices, justifying the proposed installation, and identifying the funding source or sources for purchase and ongoing maintenance.

- The vice president, dean or designee will review the request and, if appropriate, recommend it to the Chief of Police and the Director of Information Services.

- The Chief of Police or designee and the Director of Information Services will review all proposals from deans and vice presidents. Upon completion of review of the project, the Chief of Police and Director of Information Services will forward the proposal to the CSC with a recommendation.

- The CSC will be responsible for reviewing and approving or denying all proposals for security camera equipment recommended by the Chief of Police and the Director of Information Services.

3.2 Storage and Retention of Recordings

No attempt shall be made to alter any part of any surveillance recording. Surveillance centers and monitors will be configured to prevent camera operators from tampering with or duplicating recorded information.

Surveillance records shall not be stored by individual departments. All surveillance records shall be stored in a secure university centralized location for a period of 28 days and will then promptly be erased or written over, unless retained as part of a criminal investigation, employee grievance, student discipline proceedings, Affirmative Action investigations, pending or anticipated court proceedings (criminal or civil), or other bona fide use as approved by the Chief of Police or designee.

A log shall be maintained of all instances of access to or use of surveillance records. The log shall include the date and identification of the person or persons to whom access was granted. For cases in which an instructor's presentation is to be viewed, that instructor will be notified that the tape is scheduled for viewing and will be allowed to participate in the viewing.

Attachment C

Phishing and Fraud Data Security Policy

Definitions

"Confidential Information" as used in this policy includes confidential employee and student information, information concerning Arkansas Tech University research programs, proprietary information of Arkansas Tech University, and sign-on and password codes for access to Arkansas Tech University computer systems. Confidential Information shall include education records protected by the Family Educational Rights and Privacy Act (FERPA). Confidential Information includes information maintained or transmitted in any form, including verbally, in writing, or in any electronic form.

"Phishing" as used in this policy is the attempt by criminals to acquire sensitive information (such as usernames, and passwords or credit card, social security or bank account numbers) from Internet users by pretending to be a trusted entity or business (such as an Arkansas Tech University department), and then use the information to steal business (such as Arkansas Tech University department), and then use the information to steal business or personal income or data, access financial accounts, or infect computers with viruses or malware.

Policy

Arkansas Tech University is not responsible for employees or students who release their confidential information in response to a phishing scheme delivered through the Arkansas Tech University e-mail system, smart phone text messages, phone calls, or any other technology or from face-to face scam artists. Each individual is responsible for any personal financial loss incurred (including lost wages or salaries earned at Arkansas Tech University) as a result of the individual providing confidential information in response to a phishing scheme. Optional training will be provided by the Arkansas Tech University Office of Information Systems to members of the campus community on an annual basis.
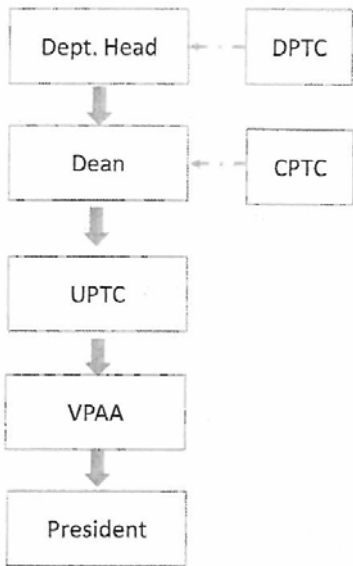
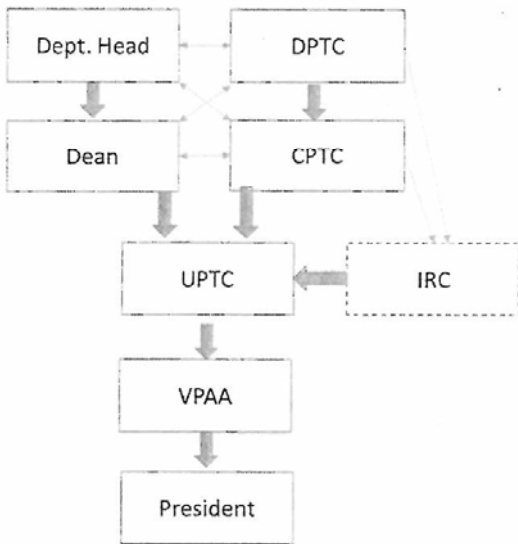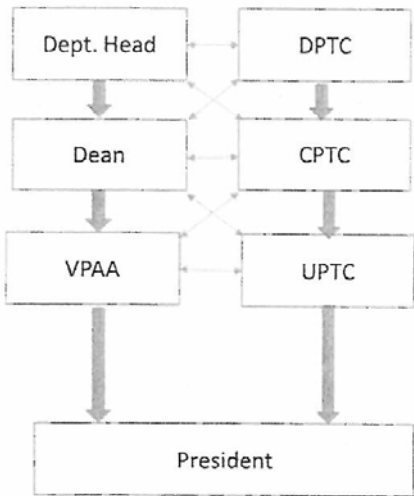*approved Faculty Senate 2/14/17*

Attachment D
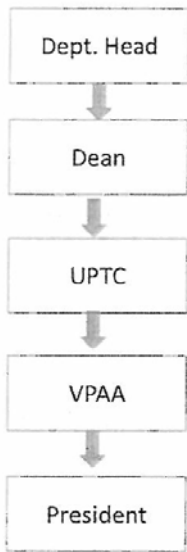
Attachment E

Sean Huss

From:	forms@atu.edu
Sent:	Tuesday, February 14, 2017 12:54 PM
To:	Sean Huss
Subject:	Faculty Senate - Feedback

I am: ['ATU Faculty']

Email:

Comments: Rumor has it that there are discussions pertaining to 'parachutes' for Deans/Dept Heads who are about to be returned to the faculty. Rumor includes discussions of them keeping some level of $ when they return to faculty positions. Really? Do faculty get $ 'parachutes' when their overloads go away? Do faculty get $ 'parachutes' when low enrollment programs go away. Do faculty get $ 'parachutes' when programs stop paying for summer classes? Do faculty get $ 'parachutes' when their grants are not renewed? Do faculty get $ 'parachutes' when they are denied tenure? I don't think so.

Sean Huss

From:	forms@atu.edu
Sent:	Monday, January 16, 2017 5:28 PM
To:	Sean Huss
Subject:	Faculty Senate - Feedback

I am: ['Prefer Not To Disclose']

Email:

Comments: Has anyone other than the admin actually seen the CUPA salary data?

Sean Huss

From:	forms@atu.edu
Sent:	Tuesday, December 20, 2016 12:45 PM
To:	Sean Huss
Subject:	Faculty Senate - Feedback

I am:

Email:

Comments: I would like for the faculty senate to add the following to its agenda:

1) It has become apparent that in at least one case, the text within the body of an email forwarded through a Dept Head has been 'altered' before forwarding. Do we have a policy in place concerning the integrity of email as a form of communication? If not, do we need one?

2) In light of # 1, how do we protect the integrity and trust in communication between faculty, chain of command and administration in our efforts to establish shared governance (i.e. are other forms of communication being altered)? If this has happened once, has it happened in other cases? How do we ensure the integrity of communication up and down the chain of command?

3) A member of the chain of command has now produced a document bearing the faculty members name which the faculty member did not write. This seems to be a somewhat untenable position for both faculty and University. How do we protect faculty from this sort of behavior?

Good luck!

Sean Huss

From:	forms@atu.edu
Sent:	Sunday, December 04, 2016 12:40 PM
To:	Sean Huss
Subject:	Faculty Senate - Feedback

I am: ['ATU Faculty']

Email:

Comments: Recently, my college announced a 'Director of Operations' position and asked for applications. There was no formal search, no faculty input, no nothing. The decision was made solely by the Dean and Dept Heads. This is NOT shared governance. This is cronyism at its best. I want the Senate to investigate!

Sean Huss

From:	forms@atu.edu
Sent:	Monday, November 28, 2016 2:04 PM
To:	Sean Huss
Subject:	Faculty Senate - Feedback

I am: ['ATU Faculty']

Email:

Comments: Dept. heads are now 100% CUPA and 12 month employees. Yes, we checked the 'Open Checkbook' and they are paid the 'stipend' 12 months per year! Supposedly, this is due to a higher workload/responsibilities'. Why then are they allowed to drag in at 9am, leave at 4pm, and skip out anytime there are no classes, etc? This is a special concern when faculty can document that issues/initiatives/etc are NOT being handled in a timely manner.

Sean Huss

From:	forms@atu.edu
Sent:	Friday, November 18, 2016 11:24 AM
To:	Sean Huss
Subject:	Faculty Senate - Feedback

Follow Up Flag:	Follow up
Flag Status:	Flagged

I am: ['ATU Faculty']

Email:

Comments: The largest raise in recent history. A reduction in required office hours. Streamlining of processes that were previous nightmares. Etc., etc., etc. Now we curse, slander and libel them because they make a simple 'raise the bar' request. A request that could potentially place additional resources at our disposal. It even has potential to place more $ in our pockets. Really? This is juvenile and highly unprofessional.

Sean Huss

From:	forms@atu.edu
Sent:	Wednesday, November 16, 2016 6:07 PM
To:	Sean Huss
Subject:	Faculty Senate - Feedback

I am: ['ATU Faculty']

Email:

Comments: We asked for a raise and were brought to the highest level of the CUPA median that we have ever seen. We complained about office hours and they were reduced from 10/week to 6/week. We asked for this and got it. We asked for that and got it.

Now they have asked for us to engage in high-impact student engagement practices and our response has been wholly unprofessional, ranging from ignoring the request, to obfuscation, to work slowdowns, to open rebellion. They gave us quite a bit of what we asked for and this is how we repay? Really?

Sean Huss

From:	forms@atu.edu
Sent:	Wednesday, November 09, 2016 6:06 AM
To:	Sean Huss
Subject:	Faculty Senate - Feedback

I am: ['ATU Faculty']

Email:

Comments: I just learned that several colleges now have 'Director of College Operations' positions (i.e. - new Deanlets) to help the Deans with their workload. Isn't the higher workload why they get the higher paycheck? Are their paychecks being reduced accordingly? When faculty have higher than normal workloads (i.e. facilities renovations, science lab equipment repairs/maintenance, huge advising loads, etc) we don't get 'assistants'. In addition, Dean's have been seen cruising the hallways looking in offices. Mine has confessed and admitted that they are told to 'check and see which faculty are around'. Who is checking to see if the Deans are working?

I would like to see a workload analysis for both mid-level admin and faculty positions. Faculty should be involved in the reporting so that repair/maintenance/renovation/etc workloads do not disappear.

Sean Huss

From:	forms@atu.edu
Sent:	Friday, November 04, 2016 3:21 PM
To:	Sean Huss
Subject:	Faculty Senate - Feedback

I am: ['ATU Faculty']

Email:

Comments: I read with great interest the email on shared governance.
1) Individual colleges/departments are known to restrict election of faculty senate members to tenured faculty.
2) Elected senators in a number of areas show little or no accountability to the faculty they supposedly represent. Instead, they use the 'elected' position to voice their own viewpoints.
Might the 1st order of business be to 'clean up' faculty senate's own shared governance issues?

Attachment F

VP for Student Services Search - Dr. Keegan Nichols

Sunday, Feb. 19	Schedule	Location	Contact
	Arrive in Russellville	Check-In; Lake Point Conference Center	Chris Smith (479)356-6240
Monday, Feb. 20	**Schedule**	**Location**	**Contact**
8:00-9:00	VPSS Search Committee	Doc Bryan Student Services Center, Room 104	Steve Mullins (479)264-0447
9:00-10:00	Associate Deans for Student Services	Doc Bryan Student Services Center, Room 104	
10:00-11:00	Open Forum - Staff	Doc Bryan Student Services Center, Room 242	
11:00-12:00	Executive Council	Ross Pendergraft Library and Technology Center, Board Room	
12:00 - 1:00	Lunch with Executive Council	Ross Pendergraft Library and Technology Center, Board Room	
1:00-2:00	Campus Tour		Amy Pennington (479)264-0250
2:00-3:00	Open Forum - Faculty	Doc Bryan Student Services Center, Room 242	
3:00-4:00	Open Forum - Students	Doc Bryan Student Services Center, Room 242	
4:00-6:00	Break and Travel to Lake Point Conference Center		
6:00-7:30	Dinner with Executive Council	Lake Point Conference Center	
Tuesday, Feb. 21	**Schedule**		
	Tour of Russellville		Steve Mullins (479)264-0447

VP for Student Services Search - Dr. Kathryn Gage

Tuesday, Feb. 21	Schedule	Location	Contact
	Arrive in Russellville	Check-In; Lake Point Conference Center	Chris Smith (479)356-6240
Wednesday, Feb. 22	**Schedule**	**Location**	**Contact**
8:00-9:00	VPSS Search Committee	Doc Bryan Student Services Center, Room 104	Steve Mullins (479)264-0447
9:00-10:00	Associate Deans for Student Services	Doc Bryan Student Services Center, Room 104	
10:00-11:00	Open Forum - Staff	Doc Bryan Student Services Center, Room 242	
11:00-12:00	Executive Council	Ross Pendergraft Library and Technology Center, Board Room	
12:00 - 1:00	Lunch with Executive Council	Ross Pendergraft Library and Technology Center, Board Room	
1:00-2:00	Campus Tour		Amy Pennington (479)264-0250
2:00-3:00	Open Forum - Faculty	Doc Bryan Student Services Center, Room 242	
3:00-4:00	Open Forum - Students	Doc Bryan Student Services Center, Room 242	
4:00-6:00	Break and Travel to Lake Point Conference Center		
6:00-7:30	Dinner with Executive Council	Lake Point Conference Center	
Thursday, Feb. 23	**Schedule**		
	Tour of Russellville		Steve Mullins (479)264-0447