

Minutes of
THE FACULTY SENATE
OF
ARKANSAS TECH UNIVERSITY

The Faculty Senate met Monday, November 8, 2010, at 4 p.m. in Room 325 of the Ross Pendergraft Library and Technology Center. The following members were present:

Dr. Jennifer Helms	Mr. Ken Futterer
Dr. Dan Bullock	Dr. V. Carole Smith
Dr. Eric Lovely	Dr. Susan Underwood
Dr. James Walton	Dr. Michael Garner
Dr. Linda Bean	Dr. Penny Willmering
Dr. Cathi McMahan	Dr. Robin Lasey
Dr. David Eshelman	Ms. Annette Stuckey
Mr. David Mudrinich	

Dr. Alex Mirkovic, Dr. Gill Richards, and Dr. Tom Limperis were absent. Dr. John Watson, Dr. Beth Giroir, Dr. Joe Stoeckel, Dr. Pat Buford, Mr. Ron Robison, Dr. Micheal Tarver, Dr. William Hoefler, Ms. Jamie Earls, Dr. Mary Ann Rollans, Ms. Linda Clarke, Dr. Charles Gagen, and Dr. Jeff Woods were visitors.

CALL TO ORDER
APPROVAL OF
MINUTES

President Bean called the meeting to order and asked for a motion to approve the minutes of the October 11, 2010, meeting. Motion by Dr. Smith, seconded by Ms. Stuckey, to approve the minutes as distributed. Motion carried.

ADDRESS BY VICE
PRESIDENT

Dr. Watson stated he would present information concerning the institution's progress towards SREB 3 status, the position equity survey, and the fisheries and wildlife program, all interwoven. Using a powerpoint presentation, Dr. Watson outlined the current level of institutional support for the fisheries and wildlife program (e.g., faculty releases, summer research contracts, a director, graduate assistantships at \$13,000 each) and stated that he believes the program is excellent.

To achieve SREB 3 status and a higher level of funding by the State, Arkansas Tech must produce 100 graduates total (master's level or higher) from at least ten different CIP codes each year for three consecutive years. The institution achieved this goal for the first time in 2009-10. However, he noted that six master's degree programs are below ADHE's viability standards, including the master's program in fisheries and wildlife. The institution successfully appealed to ADHE, asking for additional time to increase the level of graduates to an average of four per year within these programs. The six programs now have until 2013 to meet the viability standards or face elimination from the institution's approved program inventory at the state level, effectively killing any program not meeting the standards. Four of the six programs also have distinct CIP codes; losing any of the four programs would jeopardize the goal of achieving SREB 3 status.

Dr. Watson then presented information concerning the position equity survey run each spring in Academic Affairs. He reported that ATU had asked the National Center for Higher Education Management Systems (NCHEMS) in 2004-05 to identify a peer group of institutions for use in a comparison study. NCHEMS developed the comparison group, all institutions within the southeastern part of the U.S. and all either SREB 3 or 4 institutions.

Dr. Hamm had added Arkansas State University, the University of Arkansas at Little Rock, and the University of Central Arkansas (all SREB 3 institutions) to the list. Using this comparison group, the university has applied a total of \$533,233 to date in equity funding. Emphasizing that the equity survey is focused on positions by rank and discipline and not on individuals, he noted that it has been the decision of the administration each year to actually pay the individuals in the affected positions the equity pay. Dr. Watson reported that funding the survey at 85 percent of median salaries (by rank and discipline) for 2010-11 would have cost \$303,449. Due to budget constraints, he found funding for \$104,247 using 80 percent of the medians; those funds are still sitting in the positions due to the Governor's request that state institutions not give raises for 2010-11. He stated his hope that those funds would eventually be paid out as salaries.

Dr. Watson observed that he was aware of questions last year concerning the fairness of the equity study, particularly relating to fisheries and wildlife faculty. He stated that he had run the survey last spring using the traditional comparison group and also using a national peer group (AAUP IIB) encompassing approximately 500 institutions. He noted that, using the second comparison group, fisheries and wildlife and math faculty fared better and the computer science and electrical engineering faculty fared worse. Stating that this was just a few of the resulting differences, Dr. Watson observed that changing the comparison group would just change which departments would be pleased and which would not. He reported he had shared this information with Dr. Genie Black, chair of the 2009-10 Faculty Salary, Benefits, and Awards Committee, and Dr. Glen Bishop, chair of the 2009-10 Faculty Senate, during the spring semester.

Dr. Stoeckel questioned how to address the salary disparity for the fisheries and wildlife faculty if the comparison group cannot be changed. Dr. Watson responded with his concern that the survey will become meaningless if the comparison group changes each time a department is concerned with the outcomes. He reminded the group that the peer group is not arbitrary, but one selected for the institution by an outside entity.

Dr. Watson noted that the Senate had a full agenda and expressed his appreciation for being allowed to speak.

Dr. Bean asked for a motion to amend the order of the agenda to allow Item III. A. Curricular Items, to be discussed at this time. Motion to amend the order of the agenda by Dr. Lasey, seconded by Dr. Eshelman. Motion carried.

**NEW BUSINESS:
CURRICULAR
ITEMS**

Motion by Dr. Eshelman, seconded by Dr. Willmering, to approve the following proposals:

Department of Computer and Information Science

- (a) add COMS 3913, Advanced Discrete Structures, to the course descriptions; and
- (b) modify the curriculum in Computer Sciences as follows: add COMS 3913, Advanced Discrete Structures; and delete technical elective.

Motion carried.

Motion by Dr. Walton, seconded by Dr. Helms, to approve the following proposals:

Department of Art

- (a) add ART 4231, Graphic Design Exhibition, to the course descriptions;
- (b) change the course number for ART 3233, Production Techniques, to 3232, and

- delete the prerequisite ART 2213, Digital Skills for the Graphic Designer; modify the course description; and
- (c) modify the Curriculum in Art Graphic Design as follows: change the course number for ART 3233, Production Techniques, to 3232; and add ART 4231, Graphic Design Exhibition.

Motion carried.

Motion by Dr. Willmering, seconded by Dr. Eshelman, to approve the following proposals:

Department of History and Political Science

- (a) add the following courses to the course descriptions:
 - HIST 4093, American Culture since 1800;
 - POLS 3024, Judicial Politics;
 - POLS 3423, Problems in International Affairs; and
 - POLS 4163, Formal Theory, to the course descriptions;
- (b) change the course number for POLS 3403, Comparative Government, to POLS 2403, and modify the course description;
- (c) change the course number for POLS 3413, International Relations, to POLS 2413, and modify the course description; and
- (d) modify the Curriculum in Political Science as follows: change the course number for POLS 3403, Comparative Government, to POLS 2403; and change the course number for POLS 3413, International Relations, to POLS 2413.

Motion carried.

Motion by Dr. Lasey, seconded by Dr. Underwood, to approve the following proposals:

Department of Biological Sciences

- (a) add FW 2013, Natural Resources Communication, to the course descriptions;
- (b) delete FW 3001, Junior Seminar in Fisheries and Wildlife Biology;
- (c) change the course number for BIOL/FW 3163, Biodiversity and Conservation Biology, to BIOL/FW 4163, and change the Prerequisites: FW(BIOL) 3114 and one of the following: BIOL 3004, FW(BIOL) 3084, BIOL 3094, BIOL 3134, FW(BIOL) 3144, FW(BIOL) 3154, BIOL(FW) 3224, BIOL 4044, or permission of instructor, to Prerequisite: a course in ecology or permission of instructor;
- (d) modify the course description for FW 4034, Geographic Information Systems in Natural Resources; redistribute the hours between lecture and lab; and change the Prerequisites: PSY(SOC) 2053 or MATH 2163 and Computer Science elective or GEOG 4833, to Prerequisites: a course in GIS or permission of instructor;
- (e) modify the course description for FW 4064, Wetland Ecology and Management, redistribute the hours between lecture and lab; and change the Prerequisites: BIOL/FW 3114, to Prerequisite: a course in ecology or permission of instructor; and

- (f) modify the Curriculum in Fisheries and Wildlife as follows:
- (1) require ECON 2003, Principles of Economics I, as one of the general education social sciences (footnote 1);
 - (2) replace the requirement for speech and technical writing with speech or technical writing;
 - (3) delete FW 3001, Junior Seminar in Fisheries and Wildlife Biology; and add FW 2013, Natural Resources Communications;
 - (4) delete computer science requirement and add course in GIS;
 - (5) add FW 4103, Human Dimensions of Fisheries and Wildlife Management, and delete BIOL 3004, Plant Taxonomy, or BIOL 4044, Dendrology; and add any physical science class (CHEM, GEOL, PHSC, or PHYS); and
 - (6) delete BIOL 3124, General Physiology, or BIOL 3174, Physiological Ecology, and PHYS 1114, Applied Physics; and add 8 hours of science suitable to each discipline.

Motion carried.

Motion by Dr. Lasey, seconded by Dr. Willmering, to approve the following proposals:

Department of Physical Sciences

- (a) add CHEM 1111, A Survey of Chemistry Laboratory, to the course descriptions; and
- (b) change the course number for CHEM 1114, A Survey of Chemistry, to 1113; add the co-requisite: CHEM 1111, A Survey of Chemistry Laboratory, to the existing prerequisites; modify the course description; and move the \$10 lab fee to CHEM 1111, A Survey of Chemistry Laboratory.

Motion carried.

Motion by Ms. Stuckey, seconded by Dr. Willmering, to approve the following proposals:

Department of Professional Studies

- (a) combine ECE 2112, Basic Child Growth and Development I, and ECE 2212, Basic Child Growth and Development II, to ECE 2113, Basic Child Growth and Development, and modify the course description and remove prerequisites;
- (b) change the course number for ECE 2312, Foundations and Theories in Early Childhood Education, to ECE 2313; modify the course description; remove prerequisite; and
- (c) modify the Curriculum in Early Childhood Education (Associate of Science) as follows: replace ECE 2312, Foundations and Theories in Early Childhood Education, with ECE 2313; and replace ECE 2112, Basic Child Growth and Development I, and 2212, Basic Child Growth and Development II, with ECE 2113, Basic Child Growth and Development.

Motion carried.

Motion by Dr. Underwood, seconded by Dr. Walton, to approve the following proposals:

Miscellaneous proposals

(a) add the following courses to the course descriptions:

TECH 1022, Discovering the Arts;
TECH 1032, Discovering the Humanities;
TECH 1042, Discovering Social Sciences; and
TECH 1052, Discovering Applied Sciences.

Motion fails. Motion by Mr. Futterer, seconded by Dr. Eshelman, to return the proposals to the authors and ask that deficiencies noted during discussion be addressed with any subsequent proposals going back through the Curriculum Committee. Motion carried.

At this time, the order of the agenda was resumed.

OLD BUSINESS:
CHARGE TO CHAIR
OF FACULTY
SALARY, BENEFITS
AND AWARDS
COMMITTEE

President Bean noted that Dr. Buford, chair of the Faculty Salary, Benefits, and Awards Committee, was present to hear the charge. After review of the charge on page 5 of the October 11, 2010, minutes, consensus was that Dr. Watson had addressed the issues relating to the charge. Mr. Futterer noted that, upon review of the standing committees and their functions, no standing committee exists to address issues of salary and equity other than the Budget Advisory Committee. President Bean informed Dr. Buford that a charge from the Senate would not be forthcoming.

Dr. Stoeckel asked to address the Senate and questioned whether the Senate could propose an equitable method or alternative to that used in Academic Affairs for determining position salary equity. Mr. Futterer noted his belief that the only action for the Senate at this time would be a motion of support for the fisheries and wildlife faculty. Motion by Dr. Lasey, seconded by Dr. Lovely, that the Senate supports the fisheries and wildlife faculty in their efforts to obtain national equity in terms of salary. Motion carried.

SUBCOMMITTEE
REPORT ON
EVALUATION,
PROMOTION AND
TENURE POLICY

President Bean reported that she and Dr. Bishop had not had a chance to speak since the last meeting and she would have a report for the December meeting.

SUBCOMMITTEE
REPORT ON HIRING
PROCESS AND
FACULTY'S ROLE

President Bean asked Dr. Lovely for a report. Dr. Lovely distributed draft questions for an online survey document to be sent to all faculty. After discussion including amendments to the document, motion by Mr. Futterer, seconded by Dr. Lasey, to accept the survey document as amended and poll the faculty electronically. Motion carried. Dr. Lovely noted he is still considering how best to administer the survey.

SUBCOMMITTEE
REPORT ON
REVIEW OF
STANDING
COMMITTEE
MEMBERSHIPS

President Bean asked Mr. Futterer for a report. Mr. Futterer distributed a draft of changes to standing committees and stated most of the changes related to inclusion of the supernumerary group in the committee memberships. However, he noted two committees, the Curriculum Committee and the General Education Committee, where the student members would be changed to ex officio. He also advocated deletion of the Convocations and Programs Committee as it is inactive and movement of the Graduate Council to the elected standing committees section of the *Faculty Handbook*. He asked that the Senate consider the item for action in December.

- NEW BUSINESS:
INSTRUCTIONAL
TECHNOLOGY
ISSUES** President Bean asked Dr. Helms for comments. Dr. Helms noted that she believes several issues relating to technology exist but she had recently learned that a distance education taskforce has been formed which will address many of the issues. She stated she is willing to wait for this taskforce to work on issues first.
- PARKING** President Bean asked Dr. Helms for discussion. Dr. Helms reported issues relating to parking, particularly with Dean Hall and with McEver. She stated that she has not been able to speak with Steve Lawrence in Public Safety concerning the issue. After discussion, President Bean stated she would invite both Dr. Biller and Mr. Lawrence to the next meeting to discuss parking.
- LOW ENROLLMENT
CLASSES** President Bean asked Dr. Lovely to address this issue. Dr. Lovely noted discussion among faculty of pressure to justify classes with less than ten in enrollment. He asked if there was any input from faculty on this issue. Dr. Underwood noted her understanding that undergraduate classes need a minimum enrollment of ten students and graduate classes a minimum of five. She stated that justification for running classes with less than the minimum enrollments is required but the courses are not necessarily cancelled.
- EMERGENCY
PROCEDURES** President Bean reported that an emergency procedure to address a person with a gun is not yet in place but is currently being reviewed by Student Services and Public Safety. She stated that the procedure will eventually be reviewed by the Senate.
- President Bean also reported that Public Safety had recently sent an emergency text message (test) to 4,000 individuals in less than four minutes, and Student Services has recently organized workshops with students concerning texting and driving.
- Dr. Lasey suggested that practice text messages be sent between classes. Dr. Willmering noted that training for faculty on what to do in case of a shooting is needed. Dr. Underwood questioned what to do with a student who has behavioral issues. President Bean stated that all of these are good issues to discuss with Dr. Biller.
- AGENDA COPY** President Bean suggested sending the agenda and minutes for each meeting electronically, eliminating the hard copies currently being sent through the campus mail. There was consensus for this change. After discussion, it was decided that President Bean will display the agenda and minutes each meeting in an electronic format for easy reference and to eliminate the need for the senators to print hard copies of the materials.
- OPEN FORUM** President Bean asked for items for discussion at this time. No items were presented.
- ANNOUNCEMENTS/
INFORMATION
ITEMS** President Bean announced that the next meeting of the Faculty Senate will be December 7, 2010, at 1 p.m. The spring meetings will be held at 3 p.m. on the second Tuesday of the month.
- President Bean noted that the luncheon meeting concerning FERPA with Mr. Pennington is set for Monday, November 15, in the Private Dining Room at 12 noon.
- ADJOURNMENT** The meeting adjourned at 6:00 p.m.

Respectfully submitted,



Linda C. Bean, Ed.D., President