

As Amended 10/9/2012

Minutes of
THE FACULTY SENATE
OF
ARKANSAS TECH UNIVERSITY

The Faculty Senate met Tuesday, September 11, 2012, at 3:00 p.m. in Room 325 of the Ross Pendergraft Library and Technology Center. The following members were present:

Dr. Carey Bosold	Mr. Ken Futterer
Dr. Dan Bullock	Dr. Sherman Alexander
Dr. Eric Lovely	Dr. Susan Underwood
Dr. Annette Holeyfield	Dr. Marcel Finan
Dr. Sean Huss	Dr. David Ward
Dr. Michael Rogers	Dr. Robin Lasey
Mr. Neal Harrington	Ms. Annette Stuckey
Dr. Johnette Moody	Dr. Cathi McMahan
Dr. Molly Brant	Dr. Ernest Enchelmayer
Dr. Chris Kellner	

Dr. Kevin Mason was absent. Dr. Carl Greco, Dr. Jeff Mitchell, and Dr. Robert Allen were visitors.

CALL TO ORDER

President Futterer called the meeting to order and asked for a motion to approve the minutes of the August 20, 2012, meeting.

APPROVAL OF
MINUTES

Motion by Dr. Moody, seconded by Dr. Bosold, to approve the minutes as distributed.
Motion carried.

OLD BUSINESS:
UPDATE ON
POLICY ON
RETIREMENT
FUNDS

President Futterer asked for an update. Dr. Bullock stated he believed the next step in the process is to ask Mr. Moseley, Vice President for Administration and Finance, to attend the next meeting and discuss the policy. President Futterer stated he will invite Mr. Moseley to the October meeting.

REPORT ON
FACULTY HIRING
PRACTICES AND
FACULTY'S ROLE

President Futterer asked Dr. Huss for a report. Dr. Huss distributed the draft survey and asked the senators to review the document once more and let him know of any changes or additions. He stated he would need approximately one week to ready the survey for distribution. To bring the new senators up to date, President Futterer noted that this process started last fall as the faculty hiring practices and the faculty's role in those practices does not appear to be consistent across campus. The purpose of the survey is to begin discussion. President Futterer stated this item would be tabled to September to give the senators time to review the questions and suggest any modifications.

Dr. Lovely asked to discuss a related issue on faculty hires at this time. He stated that, due to a policy change, several faculty were going to lose their visas and indicated the guests present were here to speak to this issue. President Futterer recognized Dr. Carl Greco. Dr. Greco advised that an H1b visa, a work authorization visa issued for most international faculty, is requested by the employer for an employee, with the paperwork being initiated by the employer. The reported cost is \$5,000 to \$6,000 per visa, which the university has been paying. The visa is not transferable to another institution. He reported that Dr. Julius Marpaung, a new faculty member this fall, signed a contract for 2012-13 in February, 2012,

and corresponded in the interim with Dr. David Underwood concerning his visa status. Dr. Marpaung is currently working on an OPT or optional practical training status on his student visa. This allows him to teach in his chosen field for a year after his graduation and gives him time to apply for his initial H1b visa. Dr. Greco stated that a green card for permanent residency cannot be requested until the employee has applied for and been granted at least one H1b visa.

Dr. Greco reported that the institution has changed its policy and will no longer sponsor or pay for the faculty member to apply for the H1b visa or green card. As a consequence, Dr. Marpaung will not be supported in his application for an H1b visa and will only be able to serve his appointment through May, 2013. Dr. Greco stated that Dr. Marpaung was not told of the policy change until he came to campus in August; Dr. Greco also reported that he understood others were hired and also not told of the policy change until August. He stated Dr. Marpaung had been offered a position with an institution which would have supported him in his H1b application, but had chosen to come to Tech not knowing of the policy change. Additionally, Dr. Greco advised that as many as 20* faculty were in the same position as Dr. Marpaung and could also lose their work authorization status. Dr. Greco encouraged the Senate to recommend that these faculty be supported in their applications for an H1b visa since they were hired believing this would occur. He asked that Dr. Underwood supply the Senate with a list of the affected faculty.

- October 9, 2012 meeting. Motion to amend September 11, 2012 minutes to include the following statement, “Dr. John Watson, Vice President for Academic Affairs, clarified that only two (2) tenure track faculty are directly affected by the change in policy.” Motion carried.
- (NOTE: Dr. Watson’s above clarification is within the Minutes of the October 9, 2012 Senate meeting; however, in order to prevent undue concern by the current international faculty, the Faculty Senate voted to include this clarification within the September 11, 2012 minutes.)

Dr. Kellner stated it seemed counterproductive to lose faculty because of a visa issue. Dr. Lovely asked if the existing subcommittee could also look at this issue. Dr. Rogers emphasized the short term issue is the loss of 20 faculty members, but the long term issue is whether the institution is following the “best practices” of the industry.

President Futterer charged the subcommittee to look at this issue also. Current subcommittee members are Dr. Lovely and Dr. Huss. Dr. Kellner also volunteered to serve. President Futterer stated he would talk with Dr. Underwood to get the list of names and asked that the subcommittee be prepared to report at the next meeting.

REPORT ON ISSUES WITH ONLINE STUDENT EVALUATIONS

President Futterer asked for a report. Ms. Stuckey stated several of the members of the subcommittee were no longer on the Senate and asked for volunteers to serve. Dr. Moody and Dr. McMahan volunteered. Ms. Stuckey stated that several issues relating to the online student evaluations had been discussed in the spring (e.g., students allowed to evaluate faculty after withdrawing, the time factor on presenting the surveys to the students, etc.) and she would convene the subcommittee and have a report for the next meeting.

REPORT ON MOTION ON EVALUATION OF ADMINISTRATORS

President Futterer distributed and then read the motion he made originally at the February 14, 2012, meeting:

The Faculty Senate of Arkansas Tech University respectfully requests that beginning Fall, 2012, faculty participate in yearly evaluations of all Program Directors, Department Heads, Deans, the Registrar, all Vice Presidents, and the President of

the University, with those evaluations being forwarded to the appropriate oversight individual(s) or body.

President Futterer noted the motion was seconded and then was tabled to allow time for research into evaluation practices of comparable institutions. He stated his research indicated that institutions are encouraged to evaluate the university president, its provost, and its governing board. McNeese State University has such a comprehensive evaluation system, one which was designed based on recommendations by Penson-Strawbridge, the consulting firm which helped ATU with the evaluation, promotion, and tenure policy adopted in the mid-90's. He suggested that the institution invite Penson-Strawbridge back to campus to lead discussion on this issue.

Motion by President Futterer, seconded by Dr. Lovely, to request that Penson-Strawbridge be hired as a consultant to lead discussion on the evaluation of the administration to include Program Directors, Department Heads, Deans, Vice Presidents, the President, and the Board of Trustees. Motion carried.

President Futterer stated he would send this motion to Dr. Watson and await a response.

NEW BUSINESS:
APPOINT
SUBCOMMITTEE
TO REVIEW ISSUES
ON PROMOTION
AND TENURE AND
DEPARTMENTAL
FEEDBACK

President Futterer stated that, to his knowledge, faculty do not vote as a bloc on promotion and tenure issues within their departments. Dr. Huss noted a disconnect between recommendations made by the department head and dean and those made by the university committee and the administration. Dr. Rogers stated faculty receiving a negative recommendation are not given an explanation and must show a flaw in the process in order to appeal. Dr. Ward recommended the formation of the subcommittee to review the issues. President Futterer asked for volunteers. Dr. Ward, Dr. Rogers, Mr. Harrington, Dr. Lasey, and Dr. Lovely volunteered.

FORM A
SUBCOMMITTEE
TO REVIEW THE
FACULTY SENATE
MEMBERSHIP

President Futterer asked Dr. Lovely for comments. Dr. Lovely offered the opinion that the appointment of members to the Senate initially was probably to fill in "gaps" in the elected membership. However, he stated that the Senate has grown to the point that he no longer sees a point to this practice. Dr. Lovely observed also that the Senate should be a committee comprised of only elected individuals. President Futterer stated these issues do need more discussion and asked for volunteers for a subcommittee. Dr. Underwood, Dr. Enchelmayer, Dr. Kellner, Dr. Bullock, and Dr. Holeyfield volunteered.

REVIEW OF PEER
REVIEW PROCESS

President Futterer asked for any comments. Dr. Huss stated that this discussion came up last spring as part of the tenure and promotion discussion and suggested folding this item into the promotion and tenure review.

Dr. Lasey questioned what happened to the reformat of the evaluation, promotion and tenure policy proposed by the Senate two years ago. President Futterer stated that he and Dr. Lovely still need to meet with Dr. Watson on that recommendation. Dr. Lasey asked if the promotion and tenure review should take place first and any changes be incorporated into the recommended policy reformat. President Futterer agreed and stated he would also participate as needed on the promotion and tenure subcommittee.

ATTRACTING
FACULTY TO
CAMPUS FOR
INTERVIEWS

President Futterer stated that this item could be incorporated into the discussion on faculty hiring practices.

FACULTY
RESEARCH
GRANTS AND
PAYMENT OF
SALARY

President Futterer stated that the *Faculty Handbook's* policy on Faculty Research Grants makes very clear that salaries are prohibited by design. He indicated he does want to speak with Dr. Watson on this issue and see if a change could be made to the process.

RETIRED FACULTY
TEACHING AS
ADJUNCTS

President Futterer stated this discussion concerned Dr. Robert Allen, one of today's guests. He asked Dr. Allen to explain the situation.

Dr. Allen advised that he retired at the end of spring, 2012, as a professor of chemistry. Last spring the dean and department head had spoken with him concerning two specialized chemistry courses for which they did not currently have faculty qualified to teach for the coming academic year. They asked if he would consider teaching, and he stated he would teach one course per year. The courses were placed on the schedule and students enrolled. During the summer, Dr. Allen stated he was notified that funding was not allowed for him to teach the course and the course was to be cancelled. Dr. Allen stated he had attended today's meeting for the discussion on visas and had not realized this item was on the agenda until today. He also stated he was not present to prevail on the Senate to intercede for him in any way. Dr. Allen noted that the course cancelled was an elective course used by both chemistry and biology majors.

President Futterer asked for discussion. Dr. Lovely commented he had presented this as an item of information only and does not know what the Senate can do as this is a personnel issue. President Futterer stated he is troubled by the implications of the refusal to allow Dr. Allen to teach, noting that Dr. Allen was a member of the AAUP. Mr. Harrington noted difficulties with finding qualified adjuncts to teach classes. Dr. Kellner expressed the opinion that, when decisions appear to go against the welfare of students, faculty should question what is the underlying motivation. President Futterer asked the senators to consider what, if any, future action they would like to take, including perhaps passing a resolution concerning the issue. He indicated the issue would be discussed again at the next meeting.

President Futterer distributed the rest of his committee appointments.

Motion by President Futterer, seconded by Ms. Stuckey, to approve the appointments as presented. Motion carried.

Appointments are as follows:

Academic Appeals Committee: Stan Apple (Applied Sciences), Dr. Sean Reed (Arts and Humanities), Dr. Rockie Pederson (Education), Dr. Debra Hunter (Business), Dr. Julia Gist (Natural and Health Sciences), and Dr. Beth Giroir (Professional Studies).

Committee on Adjunct Support: Dr. David Eshelman, chair; Dr. Regina Thomason; Dr. Jay Hudkins; and Neal Harrington.

University Promotion and Tenure Committee: Karen Futterer (Arts and Humanities).

OPEN FORUM

President Futterer asked for items for discussion. Dr. Lovely advised the senators that he is serving as a member of a taskforce looking at the issue of access codes and the recent decisions to not require students to purchase the codes for fall nor allow grading of online assignments accessed through the codes. He stated the taskforce is first considering what to do for the remainder of this semester and will then look at policy for future semesters. The

initial recommendation made by the taskforce to allow faculty to continue using the access codes for the fall semester as long as alternative assignments were made for the students who did not have the access code had been rejected by the Executive Council. Dr. Lovely stated some exemptions to the prohibition of access codes for fall had been made. He stated he would like any information and feedback from the senators they wished to provide and he will make periodic reports.

Dr. Lovely stated that two faculty had spoken with him concerning the issue of legal liability for faculty members who serve as advisors for a registered student organization. An orientation session had been held for the advisors, which had included information concerning the legal liability of the faculty member in his/her role as the organization advisor. Because of this, these faculty are now reluctant to serve as advisors. Dr. Lovely asked if Mr. Pennington could speak with the Senate on this issue at the next meeting. President Futterer stated he would invite the university counsel to the next meeting.

ANNOUNCEMENTS/
INFORMATION
ITEMS No announcements or information items were presented.

ADJOURNMENT The meeting adjourned at 4:25 p.m.

Respectfully submitted,



Ken Futterer, M.M., President



Sean Huss, Ph.D., Secretary