

FACULTY SENATE MINUTES
10 October 2016 | 3:15 p.m. | 1103A-B Houston Cole Library

Members Present: Tom Anderson, Scott Beckett, Robbie Boggs, Ben Boozer, Michael Boynton, Danielle Brownsberger, Robert Carter, Cynthia Connor, Pitt Harding, Kay Lang, Bethany Latham, Bill Lester, Tamara Levi (for Paul Beezley), Patrick McGrail, Sarah C. Miles, Andy Nevala, Rebecca Peinhardt, Linda Plotnick, Andrea Porter, Joy Rabold, Lenn Rainwater, Erin Rider, Shannon Robertson, *Jesslan Sharp*, Wendy Stephens, *Hungwei Tseng*, Stephen Tsikalas

Members Absent: *Mike Davis*, Jeff Dodd (for Jaedeok Kim), Stacey Mann, Teje Sult

I. Call to Order: President Pitt Harding called the meeting to order. There were 11 additional attendees who were there to hear Dr. Roy speak. The Senate had extended this invitation to the entire JSU faculty. Therefore, Dr. Harding introduced himself and welcomed everyone to the meeting.

II. Approval of Minutes: Typographical errors were found in the September minutes by Robbie Boggs and a marked up copy of the minutes was given to the Secretary at the close of the meeting. A motion was made to approve the September minutes subject to the typographical corrections. The motion was seconded and approved by majority voice vote.

III. Guest Speaker: Dr. Roy, VP for Finance and Administration; CFO
Dr. Harding introduced Dr. Roy:

Ashok Roy is Vice President for Finance & Administration/ CFO. He is also Professor of Practice in Finance at JSU. Prior to joining the University, Dr. Roy served in senior management positions at 4 other large universities, the private sector, and local government. He holds 6 university degrees and 5 professional certifications. He has authored over **90** publications in academic and trade journals including chapters in two encyclopedias. In 2000, in recognition of his public service, the Governor of Tennessee gave Dr. Roy the titular title of “Colonel” which is the highest award of the state of Tennessee. Dr. Roy’s current Research Gate score is 10.5.

Dr. Roy’s wife, Vicki, does research and development in the pharmaceutical industry. Dr. Roy’s elder daughter, Brittani, teaches middle school in Phoenix and is completing her doctoral degree at Arizona State University. Dr. Roy’s younger daughter, Priya, is an investment banker on Wall Street in New York and holds degrees in finance, mathematics, and international business.

Dr. Roy has made his presentation slides available to the Senate and has given permission for them to be distributed to the JSU community. The notes below are additional comments made by Dr. Roy during his presentation:

Intention of presentation: To give a big picture profile of JSU and then filter down to the micro-level.

Student FTE: Headcount 8514

Impact of JSU on Calhoun and Etowah Counties: \$326.6million

Major Challenges:

- We need to improve revenue from grants and gifts
- 75% of our undergrads are full-time. 75% of our graduate students are part-time
- What to do with the Kitty Stone Property.
 - Property was returned to JSU when Kitty Stone moved to a new building.
 - It is a huge property.
 - Some departments would like to move there but there is a great deal of work to be done (e.g. IT upgrades) before that can happen.
 - Maintenance, upkeep, insurance, etc. are issues.
- Since fall of 2010, JSU enrollment declined each year. This year there was an uptick.
- JSU awards \$17.6million in scholarships each year.
 - Highest in the state. (37.4% vs. the state average of 16%)
 - \$4.2million are athletic scholarships. The remainder are academic scholarships.
- In comparison, Tuscaloosa (University of Alabama) has a new construction every 90 days; Athens State (a 2-year school) has no deferred maintenance; Auburn has raised over \$30 million through their capital campaign.
 - We have \$33 million in deferred maintenance.
 - Our model has not been successful.

Strategic Considerations:

- There are adaptive challenges for higher education.
 - The pace of this change will increase over time.
 - Regional institutions, such as JSU, are under pressure across the nation.
 - We lack the resources and number of students that a flagship school like Auburn has.
- The guiding philosophy in a disruptive environment is to respond to change.
- The essence of the strategy is to know what NOT to do (quote from Porter at Harvard)
- Challenge: Cost/model challenge
 - Tuition has increased faster than the cost of living index.

- Funding model challenge
- Expenditure model challenge:
 - Graduate education is now subsidized by undergraduate tuition.
 - There is a 60% attrition rate nationally in the first two years of undergraduate education.
 - It is imperative to diversify revenue increases.
 - Fixed cost increases will always happen.

Alternatives to current approaches:

- Think outside the box.
 - The presentation slides have examples of other universities' innovative actions and successful results.
- Restructure online education.
 - We have about 4,000 students enrolled online. Surely we can do better.
 - In contrast, Liberty University has over 94,000 online students.
 - Ways of restructuring (e.g. customization) are shown on the slides.
- Privatization.
 - 43% of universities are looking to privatize.
 - E.g. Public-Private-Partnerships (PPP)
 - Harvard outsources accounting courses to Brigham Young University.
 - We have started our first PPP (student rec center).
- We need more out of state students.
 - Out of state students pay about 3 times what an in-state student pays and often has higher test scores.
 - Dr. Roy gave examples of flagship out of state schools where the number of out of state students is greater than the number of in-state students.
 - The local economy benefits with out of state students coming to campus.
- Increase enrollment.
 - The main draw is academic excellence.
 - We need rankings (e.g. U.S. News and World Report).
 - Publications help by giving visibility to our university.
 - The best response to increased competition is increased focus and differentiation.
 - We need to have a value proposition. That is our challenge.
- Tuition increases.
 - Fees will differentiate the tuition for different schools within the university.
- Fundraising/ Philanthropy.
 - For us it is almost 3%. In contrast, Auburn has raised \$3 billion.
 - We have started.
- Miscellaneous.

- Income from patents.
- Outsourcing.
- Responsibility Center Management in budgeting.
 - Decentralized budgets.
 - Extra money that is brought in will stay with the School into which it is brought.
 - If money is not brought in, the school/program will not be bailed out.
 - This provides an incentive to bring in money.
- Research funds.
 - Classified research.
 - Private sector funding.
- Key take-aways:
 - We need a value proposition that provides flexibility for students.
 - Marketing and Recruiting need to increase reach.
 - Role clarity is needed.
 - Frugal innovation: be faster, be better, be cheaper.
 - The new business paradigm is to do more with less.

Public Policy Issues in Higher Education:

- Knowledge and understanding of the issues will help us stay above the curve.
- 60% of students need remediation when they get to college.
 - The national average is that it takes students 5 to 6 years to graduate.
- Over 100 institutions of higher education are under investigation for violation of Civil Rights.
- We need performance measures.
- Free Community Colleges will have a huge impact.
 - Already available in TN, OR, and MN
 - The impact will be as great as was the GI Bill or PELL grant.
 - We will lose revenues for the first two years of student education.
- Scorecard based approach for programs needed.
 - Establish metrics then categorize programs as “grow”, “maintain”, “re-design”, or “sunset”.
 - Look at student numbers by program.
- Strategize Support and Tuition per Student FTE.
 - Full time is 12 credit hours a semester for undergraduates; 9 credit hours for graduates.
 - We are below state appropriation per student FTE than the average in AL; AL is less than the U.S. average.

Innovations Underway:

- We are stronger today than we were 6 months ago.
 - Financially stronger.

- Have stopped the financial hemorrhaging.
- Now have a Business Continuity Plan.
 - Prepared by Dr. Jeff Ryan.
- Now have a Cyber Security Plan.
 - Prepared by Dr. Sonny Francia.
- We have addressed declining enrollment.
- Classroom renovation:
 - Part of the General University Fee will go to classroom renovation (\$15 of \$200).
 - Previously the general fee went into a general pot.
 - Two classrooms in the School of Business have already been renovated.
- Technology:
 - Dr. Roy has given deadlines for technology improvements (see slides).
 - Each full time faculty will be given a laptop and other needed technology.
 - There will be a 5-year cycle for computer lab updates.
 - Should be 3-year.
 - The wireless network will be expanded.
 - A new VoIP telephone system has been installed.
 - Persistence Dashboard has been created that gives administrators data for data-driven decision making.
 - Bandwidth upgrade.
 - Bought a new router to provide redundancy.
- Transparency:
 - Faculty and students are on all committees set up by Dr. Roy.
 - Increased communication.
- Student Interaction:
 - Improved relationship between UPD and students.
 - UPD and SGA meet every month.
 - Students are involved in every decision process.
 - Rec center.
 - Replaced the stadium turf which had presented a health risk.
 - Practice field for Marching Southerners.
 - iPads given to students are part of QEP.
- Budgets:
 - Transparency increased.
 - Reallocation of resources.
- We are working smarter.
 - We have about \$34 million in grants.
 - JSU was getting very little for administration and overhead.
 - Now we get 35% which is a larger share.
 - Gadsden and McClellan locations have still unresolved issues.
 - Both have 99-year leases.

Initiatives Planned and/or Underway:

- Increased graduate assistantships for 68 graduate students to \$3,000/semester.
- JSU/Calhoun County 911 partnership:
 - Currently the processing of 911 calls is slow and risky. Now will go to one place and responders will be dispatched then.
 - Up until now there was no address on any building making finding the location for response difficult.
 - Last week each building was given a number for 911.
- Vehicles.
 - JSU owned vehicles will be centralized.
 - Departments will no longer have their own vehicles except for UPD, Maintenance, and privately-funded vehicles.
 - When a person needs a vehicle, they will go to the centralized department to get one.
- Resolving the issue of Sparkman.
 - It is an asset that does not generate revenue.
 - Dr. Roy is looking at alternatives.
 - Sparkman is strategically located in the center of campus.
- Entrepreneurial Initiatives:
 - Sodexo will put a coffee/sandwich shop at the Visitor Center.
 - Open to the public; not just to JSU.
 - We get a commission.
 - Bookstore Renovation.
 - Current bookstore is congested.
 - Barnes & Noble will be doing the renovations.
 - Alumni House.
 - Currently, to rent it costs \$50.
 - Other schools charge \$1000.
 - There is no funding for maintaining the Alumni House.
 - We must charge more to break even.

Dr. Roy said, “The faculty is the core (heart) of the University. Faculty are the university’s human capital.”

Questions and Answers:

- Q: What about the new evaluation of courses this fall?
 - A: Dr. Roy not aware that IDEA is being replaced.
- Q: With so many changes will there be a new campus directory?
 - A: Yes, and Dr. Roy will try to have it online.
- Q: Request for more information about the GA assistantship increase.
 - A: The total stipend will be \$3000/semester. Tuition will be waived. It will go into effect next fall.
- Q: Do you anticipate any adjustments to adjunct salaries?

- A: At this point Dr. Roy does not. He does not think it has been brought up for discussion yet. It is a Budget Committee issue.
- Q: A faculty member is concerned. She sees students graduate and working at low-paying jobs such as at PetSmart. We need to figure out why our students are not getting jobs. We market that we have a 90% job placement within 6 months. The faculty member is concerned that students are having a difficult time finding jobs and that we are not doing enough. She stated that the best enrollment strategy is to have a high job placement rate from each School.
 - A: Dr. Roy agrees this is a challenge. We need to get more internships for students. Some disciplines have a steeper hill to climb for getting jobs. We need counselors from the outset to help students choose their paths. There is not just one solution.
- Q: Are there any plans for better cooperation between the city of Jacksonville and JSU?
 - A: The relationship has not been optimal. The city needs to recognize that JSU is the main source of growth in the region, but they don't. They don't support the university. In Tuscaloosa UAB had the same problem until students were elected to the City Council. The President is reaching out but it takes time.
- Q: Please discuss the revisions to undergraduate scholarships.
 - A: Scholarships will be based on merit using metrics such as standardized tests. We have a weakness that scholarships are given for 2 years so students come to JSU and then transfer out. We need to give 4-year academic scholarships with criteria (e.g. GPA) for keeping the scholarship.
- Q: What about other types of scholarships, such as Departmental Scholarships?
 - A: All scholarships will be centralized. Scholarships can still be discipline-based but will be coordinated so the total does not go over the limit. Departments will each get a pot of money and how to give it out will be individually decided by each department. Scholarships have gone up while enrollment declined. Every year we have over \$17million in scholarships. There need to be 2 types of scholarships: merit and need-based. We need to put more in merit.
- Q: Will we save what we have for reserve money?
 - A: We have operating funds. Nationally, by 2045 there will not be any state support for university. JSU is keeping about a 3-month "gap" (reserve). It takes about \$10 million a month to run the university. Dr. Roy is keeping in investments about \$30million.
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IV. Unfinished Business:

Dr. Harding:

Committee assignments:

The full title of the Research Committee is Faculty Research and Activities Committee. Its Chair and members are nominated by the Faculty Senate President and appointed by the Vice Provost. Dr. Ben Boozer has agreed to continue as Chair.

The Professional Development Committee is being dissolved by Dr. Turner in favor of letting the Deans of the six new schools allocate funding for travel instead.

Three standing committees still need chairs. President Pitt Harding asked that the following serve as Chair, standing for election by the committee, or nominate a replacement:

Elections: Tom Anderson
Admissions: Shannon Robertson
Policies: Patrick McGrail

V. New Business (none)

VI. President's Report

Sept 13

New rec center: in addition to an online survey, there was a focus group session directed by B&D. Sarah Miles, Paul Beezley. Other faculty and staff attended.

Sept 19

I attended the 1st meeting of the Strategic Planning subcommittee called Enhance University Infrastructure. During its SWOT analysis of the University, Dr. Roy solicited my opinion. Under Weaknesses, I volunteered "low faculty salaries." Under Opportunities, I suggested that we publicize music and drama productions more widely.

Sept 28

Full Strategic Planning Committee met. Dr. Beehler reported:

2500+ faculty and staff took survey:

90% + approved Vision Statement and Mission Statement

Widest gap between where we are and where we want to be was "Innovation"

Enrollment up 5.6%

1st-time freshmen, transfer, grad students all up.

But this was due to "low-hanging fruit": we stopped doing things that turned students away (e.g. "voiding" students for nonpayment. Housing, etc, made calls to students to pay):

"We stopped the bleeding" but the real test will come next year. Hope 3-7% growth.

Cherise Peters will be our guest speaker next month, along w/Lori Owens from Honors.

VII. New Business:

None

VIII. Announcements:

Focus Group session for faculty and staff with Dr. Beehler and members of the Strategic Planning Committee will be held in room 1103 A and B Thursday, October 13 from 2:00pm to 3:00pm. Dr. Harding will serve as facilitator.

Michael Boynton announced that the first production of the drama season will be October 22 -30. The first play is "These Shining Lives". Performances will be Thursday, Friday and Saturday at 7pm and Sunday (matinee) at 2pm). Tickets are all \$10 each. Michael encouraged us to get season tickets.

Robbie Boggs noted that this Wednesday will be a Wellness Wednesday. A lovely lunch menu is planned. Call X5054 for reservations to take out or dine in.

Tom Anderson announced that the 5k Gamecock Gallop will be held on Saturday October 22.

Sarah Miles announced that an installation exhibit (hanging from the ceiling) is currently on view in the Hammond Hall Gallery.

VIII. Adjournment:

A motion to adjourn was made by Cynthia Connor. The motion was seconded by Sarah Miles and passed by majority voice vote.

FACULTY SENATE MINUTES
14 November 2016 | 3:15 p.m. | 1103C Houston Cole Library

Members Present: Tom Anderson, Scott Beckett, Paul Beezley, Robbie Boggs, Ben Boozer, Michael Boynton, Robert Carter, Cynthia Connor, Pitt Harding, Jeff Dodd (for Jaedeok Kim), Kay Lang, Bethany Latham, Patrick McGrail, Sarah Miles, Andy Nevala, Linda Plotnick, Andrea Porter, Erin Rider, Shannon Robertson, *Jesslan Sharp*, Wendy Stephens, *Hungwei Tseng*.

Members Absent: Danielle Brownsberger, *Mike Davis*, Laurie Heathcock, Bill Lester, Rebecca Peinhardt, Joy Rabold, Lenn Rainwater, Teje Sult, Stephen Tsikalas.

I. Call to Order: President Pitt Harding called the meeting to order at 3:15 pm.

II. Approval of Minutes:

Dr. Harding encouraged Faculty Senators to distribute minutes to their department members and encourage them to visit the Faculty Senate web site.

Scott Beckett made a motion to approve the October minutes.

Sarah Miles seconded the motion.

The October Faculty Senate meeting minutes were approved by voice vote.

III. Guest Speaker: Dr. Lori J. Owens, Honors Program Director

Dr. Owens distributed paper copies of the revised Requirements for the Honors Program. This document also includes a list of the three Honors participation courses (1 hour per week, pass/fail) that are being offered to Honors Program students in Spring 2017. She discussed the benefits of, and requirements for, membership in the program.

Dr. Owens became director of the Honors program in Fall 2014. She has researched other honors programs to see what can be done to make our program more advantageous for participating students.

Currently the program has over 350 members, of whom 150 are freshmen who joined in the Summer of 2016.

Changes in policies have been made. Students now must be members of the Honors Program to take honors sections of courses. Students who entered JSU prior to Summer 2016 are grandfathered and can still take honors courses even if they are not in the Honors Program.

Honors Program members now have priority registration. This should serve as an incentive for students to apply to the program.

Entering freshmen with at least ACT 24 in math, ACT 25 in English, ACT 25 composite score and a B average in High School are eligible to join. However, sometimes a qualified student's ACT score is lower than the required composite, often because of the Math section. Therefore, after the first semester, students with a GPA of 3.5 or higher may apply. Dr. Owens asked us to encourage qualified students to apply. She also noted that some students have the perception that honors sections are more difficult than non-honors section. Dr. Owens said that is not true. While the courses are challenging, they tend to also be smaller.

Honors students who have received the top scholarship have a service requirement. Service opportunities are available for all Honors students, whether they are on the top scholarship or not. An additional benefit to students is access to the Honors House.

There are also travel opportunities for participants. Some Honors students have been to China. In May of 2017 a trip to Ireland will be offered. Planning is underway for a Holiday Tour of DC in December 2017. For the first time, JSU Honors students attended the Honors conference in Orlando. Five JSU Honors students submitted proposals; all were accepted.

Honors students must accrue 24 Honors hours to receive Honors at graduation. There are sometimes issues with this but solutions have been found. For example, Honors by Contract is still available. Most Honors classes are entry level. Frequently Honors students have earned college credit in high school so cannot take those courses in honors sections. Honors students can still get Honors on a 200 level (or higher) class with instructor agreement if the instructor prepares a plan. Guidance for instructors is available on the Honors web site. The Nursing and Music majors need to meet specific major requirements that could make it difficult to meet the 24-credit hour requirement. However, Dr. Owens has worked with the departments to find ways to address that issue.

Honors students come from all majors. New to the program are three new Honors courses that will bring together Honors Freshmen and Sophomores. Each is a 1 hour per week class. If this works out well, other higher level, cross disciplinary classes will be offered. These classes do count towards the 24-hour Honors requirement to receive Honors at graduation. The classes are:

- Honors Lecture 101. This course includes a service-learning component.
- Honors Forum 201. This course will have students attend events and write papers about them.
- Honors Book Club. The content will be decided with input from the students.

Instructors of these 1-hour Honors classes will be paid \$500 per course. Dr. Owens would like to recruit additional instructors, across all disciplines, to teach them.

This semester, for the first time, Honors STU was offered (still as a 0-credit course). Initially there were 2 sections available but the demand was so high that a third section

was created. The classes included presentations by guest speakers. Feedback from the students will inform revision efforts.

Dr. Owens discussed the Honors students' high level of participation in service learning and community service activities.

Questions and Answers:

Q: Does the Honors program offer opportunities for our online students?

A: Not at this time. A primary focus of the program is to encourage collaboration among students and to build a community. That would be difficult for online students.

Q: Scott Beckett asked Dr. Owens to address the fact that so many Honors students matriculate with English 101/102.

A: The credit is based upon ACT score. If the student has credit for one or both classes, they do not need to take the Honors versions once at JSU. Now there are very few sections of English 103/104.

Q: Pitt Harding asked if the requirement that a student be in the Honors program to register for an Honors section of a class is motivated by the desire to have smaller class sizes?

A The motivation was to provide a real incentive to apply for the Honors Program. Also, having the requirement adds needed structure for the program. Class sizes will be set with limits lower than those for regular sections.

IV. Unfinished Business:

None

V. New Business

Linda Plotnick is leaving at the end of this semester. The By-Laws require that a new Secretary be elected in December. Nominations will be accepted until December 12 for someone to finish out the Spring semester as Secretary. The Senate will vote at the December 12 meeting. Faculty Senators should email Dr. Harding or another Executive Committee Member with self-nominations or suggestions of whom to ask to run for the position.

VII. Committee Reports

- Admissions and Scholarship – nothing to report.
- Elections – nothing to report.
- Policy – nothing to report.
- Welfare – nothing to report.
- Honors – The current Chair (Stacey Mann, serving in Ellen Peck's absence) is drawing up tips to help the next Chair. Nominations for Emeritus status have

been collected, sent to Dr. Harding, and approved by the Deans' Council and President Beehler. They will be announced at the December Commencement.

VIII. President's Report

At the October 28, 2016, meeting of Department Heads, Dr. Turner brought up the Senate suggestion to include the Boyer Model for Tenure and Promotion (T&P).

- The suggestions were made at the February 2016 Senate meeting.
- The Boyer Model is already referenced in section 2.4 of the Faculty Handbook.
 - The Senate suggested that the departments make note of it.
- The English department now has a Tenure and Promotion Committee. All Tenured faculty in the department are members of the committee.
- A 2-track system be adopted whereby a faculty member can choose to be evaluated for Tenure based upon Research or Teaching was suggested by a member of the new T&P committee in the English department.
- Issue of external evaluations for T&P was discussed.
 - Sarah Miles asked if other departments require external letters for T & P applications. She noted that it is part of the Boyer Model. Pitt Harding wondered if it is a good idea or not? A Senator noted that it is optional in his department.
 - Letters of collegiality are welcome by many departments but portfolios are not generally shared with externals and externals are not allowed to recommend.
 - Sarah Miles noted that having external evaluators can be beneficial if the applicant has expertise in an area that other faculty members in a department do not have.
 - Pitt Harding noted that the Welfare Committee addressed this issue last year, but found it difficult to prescribe how the Boyer Model could, or should, be applied from discipline to discipline.
 - Jeff Dodd informed the Senators that a committee has been formed in the School of Science to develop P&T guidelines for the school. He serves on the committee. He has already seen that there cannot be just one blanket policy for all disciplines – even when they are in the same school.
 - The Boyer Model goes beyond traditional scholarly publication to include pedagogical research as well.
 - Linda Plotnick suggested that defining scholarship in this broader way would give innovative Lecturers an opportunity to achieve Distinguished Lecturer status. Scott Beckett agreed.
- Pitt Harding asked that we think about this and return to it as unfinished business in the future.

Ronnie Smith is now the Chairman of the Board of Trustees. He had been the head of the Presidential Search Advisory Committee.

- Paul Beezley expressed the opinion that Mr. Smith is a “straight shooter” who would make a good chairman.

Dr. Roy plans to propose to the Board of Trustees that Sparkman and Daughette Hall be refurbished and put back into service. The funding for this will be a low interest loan to be repaid with housing fees. Dr. Roy notes that they are big assets sitting on campus, yet unused.

- Paul Beezley remarked that it would cost millions to knock them down so it makes sense to renovate and then generate revenue.

This evening from 6 pm to 7:30 pm a Diversity lecture will be held. It will focus on issues faced by members of the LGBTQ community in the military and as veterans on campus.

The next meeting will be in December.

IX. Announcements

Michael Boynton had two announcements from the Drama Department:

- The Student Showcase will take place the week after Thanksgiving Break. One-act plays and films directed by students will be presented. It will be held at the Studio Theater on Wednesday and Thursday at 7pm. Each night will have different presentations so we are encouraged to come both nights. This year, one student presentation of a play and film is the result of the work done in an Honors by Contract course.
- February 16 – February 19, *The Tempest* will be performed. The Drama department is attempting to do community and inter-department outreach with this production. He is attempting to have other departments (e.g. English, Art) participate in the creative process and is also reaching out to high schools and community theaters. Michael asked us to think about how we can get involved either by helping and/or by having a guest speaker from Drama (e.g. student actor) visit our classes. We should mention these opportunities to other faculty members. Email Michael at mboynton@jsu.edu with ideas.

Sarah Miles announced that the Senior Art Show will be held December 1, 2016 at Hammond Hall from 1 pm to 5 pm.

Patrick McGrail announced that as the final exam for his Video and Film class, students will show their films in the Media Library in Self Hall. The class will be on December 8 from 1 pm to 3 pm. Seating is limited to about 40. There will be discussions as well as the film viewings.

Cynthia Connor announced that students who have not yet decided upon their majors might benefit from the Elementary and Special Education student project Showcase to be held on November 29 at Ramona Wood Hall from 9 am to 11:30 am. Seniors who have an interest in teaching would also benefit from attending as JSU has a Master’s program.

VIII. Adjournment:

A motion to adjourn was made by Robbie Boggs. The motion was seconded by Bethany Latham and passed by majority voice vote

FACULTY SENATE MINUTES
12 December 2016 | 3:15 p.m. | 1103C Houston Cole Library

Members Present: Tom Anderson, Scott Beckett, Paul Beezley, Ben Boozer, Michael Boynton, Robert Carter, Cynthia Connor, Jeff Dodd (for Linda Plotnick), Pitt Harding, Jaedeok Kim, Kay Lang, Bethany Latham, Bill Lester, Hill Mayfield (for Lenn Rainwater), Patrick McGrail, Sarah Miles, Donna Perygin (for Stephen Tsikalas), Andrea Porter, Joy Rabold, Shannon Robertson, *Jesslan Sharp*, Teje Sult

Members Absent: Robbie Boggs, Danielle Brownsberger, *Mike Davis*, Laurie Heathcock, Stacey Mann, Andy Nevala, Rebecca Peinhardt, Erin Rider, Wendy Stephens, *Hungwei Tseng*

I. Call to Order: President Pitt Harding called the meeting to order at 3:15 p.m.

II. Approval of Minutes:

Scott Beckett made a motion to approve the November minutes. Michael Boynton seconded the motion. The November Faculty Senate meeting minutes were approved by voice vote.

III. Guest Speakers:

There were no guest speakers.

IV. Unfinished Business:

None.

V. New Business:

Dr. Harding announced that Dr. Erin Rider had volunteered to fill the unfinished term of Faculty Senate Secretary through the end of the academic year. No other nominations having been made, Dr. Rider was elected by acclamation.

VI. Committee Reports:

Admissions and Scholarship – no report.

Elections – no report.

Honors – no report.

Policies – no report.

Welfare: Scott Beckett presented the report of the Welfare Committee. (See attachment.) After discussion, Mr. Beckett made a motion that the Senate should direct the Welfare Committee to seek information from the Administration on whether it considers ethical implications when forming public-private partnerships. As a motion originating in committee, it required no second. The vote was 8-8, with 5 abstaining.

Given the tie vote, it was agreed that the Senate should take up this matter again at its next meeting on January 9th.

VII. Announcements:

Dr. Harding announced that the Executive Committee meeting slated for January 2nd would be conducted electronically. The full Senate will next meet on January 9th.

The University Health and Wellness Initiatives Committee is trying to centralize all campus resources related to health and wellness, so that these can be located and accessed more easily. Dean Christie Shelton is leading this effort, modeled on a program at The Ohio State University, called Buckeye Wellness. She asks for suggestions to name and promote JSU's own version of the program. Dr. Harding also called attention to students in practicums serving as personal trainers, and their possible availability to teach a fitness class to help faculty and staff fulfill their New Year's resolutions. Tom Anderson said that anyone interested can contact Aubrey Crosson at jcrosson@jsu.edu.

In response to faculty concerns, Dr. Harding received assurances that the University's contract with Regional Medical Center to run the JSU Health Center, which is currently being considered for renewal, would continue to require having a physician on duty.

Dr. Kay Lang announced the "Aurora Theater Shooting Debrief" on the mass shooting at a movie theater in Aurora, Colorado, would be presented on Friday, January 20, 2017, in the Stone Center Auditorium, 8:00 a.m. to 12:00 noon. Also, the producers of *The Killing Season* will be on campus to present an unaired episode on the evening of February 13, 2017, with time and location to be announced.

VIII. Adjournment:

A motion to adjourn was made by Paul Beezley. The motion was seconded by Patrick McGrail and passed by majority voice vote.

FACULTY SENATE MINUTES
9 January 2017 | 3:15 p.m. | 1103C Houston Cole Library

Members Present: Scott Beckett, Paul Beezley, Michael Boynton, Danielle Brownsberger, Robert Carter, Cynthia Connor, Pitt Harding, Laurie Heathcock, Jaedeok Kim, Kay Lang, Bethany Latham, Bill Lester, Sarah Cusimano Miles, Andy Nevala, Rebecca Peinhardt, Andrea Porter, Lenn Rainwater, Erin Rider, Shannon Robertson, *Ranger Rumrill (for Jesslan Sharp)*, Wendy Stephens, Teje Sult, *Hungwei Tseng*, Stephen Tsikalas

Members Absent: Tom Anderson, Robbie Boggs, Ben Boozer, *Mike Davis*, Stacey Mann, Patrick McGrail, Linda Plotnick, Joy Rabold

I. Call to Order: President Pitt Harding called the meeting to order at 3:15 p.m.

II. Approval of Minutes:

Teje Sult made a motion to approve the December minutes. Sarah Cusimano Miles seconded the motion. The December minutes were approved by voice vote.

III. Guest Speakers:

Gena Christopher, Faculty Commons

Vice Provost Joe Walsh

Associate Vice Provost Lisa Williams

Provost and Vice President of Academic Affairs Rebecca Turner was unable to attend.

1. Gena Christopher: Faculty Commons- Upcoming Events Spring 2017:
 - a. Faculty Commons' Purpose- Support faculty in all aspects of teaching
 - b. Workshops (materials distributed, see also Faculty Commons' Webpage):
 - i. "Tools of the Trade"- "They deal with the tools we use that support our teaching and our students' learning" (such as Evaluation Kit, open resources in library, etc.). Ms. Christopher is open to considering ideas for sessions.
 - ii. "Walk a Mile in Their Shoes"- "The best teachers began as the best learners." The session will focus on what it would be like to be the learner rather than the teacher (sessions on painting, ukulele playing, and improv)
 - iii. Fantastech hosted by online@jsu.edu - Course Assistance (any class type including face-to-face, tools in Blackboard, Certified Online Instructor intensive course scheduled for first week in May)
 - iv. Graduate Students- "This institute is open to all Graduate Teaching Assistants." The aim of this program is to provide GTAs with support and mentorship in order to become successful teachers.
 - c. Monday Mentors (beginning January 24th) – 20-minute video available weekly. Faculty is permitted to use materials in class.
 - d. Faculty Awards- Deadline March 17th for applications/nominations. Annual faculty awards reception will be held on May 9th.
 - e. Teaching Grant money is not for travel purposes.
2. Vice Provost Joe Walsh:

- a. Evaluation Kit- The Evaluation Kit is course evaluation software, which replaced the IDEA survey. The objective is to give ownership to faculty over course evaluations, to modify courses, and to not be a top-down system. Research was conducted on this product with faculty input. The Evaluation Kit is a tool to enhance response rate. Developers of the Evaluation Kit, Hungwei Tseng, Chris Inman, and Lori Hill seek feedback from faculty. Specifically, faculty are encouraged to contact online@jsu.edu for submitting questions, including creation of questions at faculty and department levels, to add to current evaluation, and devise strategies to improve student response rate. The Evaluation Kit consists of 16 questions; schools, department, or faculty can ask specific questions; and the instrument is accessible through the electronic dashboard. Digital Measures is undergoing modifications to make it more accessible and be a better tool (to include job aids, tutorials, and instructions).
- b. Restructured Academic Affairs-
 - i. Provost and Vice President of Academic Affairs Rebecca Turner has same position/responsibilities.
 - ii. Associate Vice Provost Lisa Williams and Vice Provost Joe Walsh support Provost Turner and aim to make department more accessible to the faculty. Vice Provost Walsh stated that he and Associate Vice Provost Williams are advocates for faculty.
 - iii. Associate Vice Provost Lisa Williams is tasked with helping two new schools (School of Human Services and Social Sciences and School of Science) transition with new deans.
 - iv. Vice and Associate Vice Provosts will attend Faculty Senate meetings to provide updates when asked by the Faculty Senate.
- c. New structure-
 - i. Includes all academic schools, Faculty Commons, Graduate Studies, International House, English Language Institute, and study abroad. Graduate Studies is currently looking for a director (hiring open), which will change former hierarchical structure of Graduate Studies. Faculty will be invited to participate in interviews with candidates.
 - ii. Support Units- Supplemental Instruction, Writing Center, Advising (Michelle Green), ACE, and academic advising were moved to Enrollment Management but now re-absorbed into Academic Affairs.
 - iii. Academic Affairs is about supporting faculty and making the classroom the “best experience for students.”
 - iv. College to School Transition- The transition is still in effect due to the arduous process. The website is unfinished and does not reflect changes to date.
 - v. Classroom Redesign- Funding in 2015 (10 classrooms improved) aimed to be engaged in and directed by faculty and students, and the review committee was impressed with the first round process. \$140,000 has been allocated to classroom re-design. Gena Christopher will be reviewing Tier 2 applications. She anticipates a call for proposals/applications to be available this semester. Applications can propose classrooms and other potential learning spaces, such as a lounge area shared by students (for example Wallace Hall faculty/students designed a student learning lounge, and some

departments collaborated for joint spaces, for example Social Work and Criminal Justice). Collaboration is valued in the application process. The Faculty Commons' website will provide information for both REAL Classroom Design and REAL Teaching applications.

d. Questions:

- i. Travel Money Applications- Travel grants are managed by Deans. Sarah Cusimano Miles asked if there is a timeline to turn in the travel grant applications or if determined by individual deans. According to Vice Provost Joe Walsh, individual deans govern the travel money, and he suggested for faculty to follow up with their school.
- ii. Dean Search Process- According to Paul Beezley, the two new dean positions were filled by an internal search, but new dean search for the School of Arts and Humanities is now a national search, and why? Vice Provost Joe Walsh clarified that the first two new schools were an expedited search. Additionally, JSU administration believed there were great candidates at JSU for those positions and a national search was not necessary due to high quality of internal candidates, plus the selected deans were passionately involved on campus. Dr. Beezley inquired about great internal candidates in Arts and Humanities. Vice Provost Joe Walsh stated that the decision was not based on a perception of internal candidates' lack of talent. In the previous search process, there was more pressure on the first two schools, and the current Arts and Humanities School has an interim dean. The School of Arts and Humanities' search allows more time to vet candidates.
 Question: Is there a national search for the new dean for Education?
 Yes, a national search is ideal and did not happen on the short timeframe for the Schools of Human Services and Social Sciences and School of Science.

IV. Unfinished Business:

- a. Welfare Committee: According to Lenn Rainwater, in 2014 former President Meehan approved a scale for PEEHIP health insurance based on salary. She indicated that most faculty members are paying about \$500 more annually compared to staff. She is concerned with this tiered system, and recommends a flat rate to be paid by faculty. What is the input by faculty senate members? Scott Beckett asked if we have the minutes and rationale from the original Board of Trustees' meeting. It was not a PEEHIP issue according to Lenn Rainwater, and she suggests that President Beehler change the policy. Ranger Rumrill (student representative) found that the Board of Trustees' minutes are available. Bethany Latham cautioned that a change might impose a hardship on faculty/staff at a lower salary level. Teje Sult, considering a staff perspective, suggested that staff may not be able to take on the increase. There was a suggestion to have clarification. Pitt Harding agreed to mention it to Dr. Roy. The Board of Trustees' minutes showed no detailed information.
- b. Teje Sult shared that traditionally faculty has been exempt from paying student fees while enrolled in courses. However, the new fee schedule (activity,

athletic, and technology fees) requires faculty to pay. Paul Beezley agreed to bring up the issue in the Tuition and Fees Evaluation Committee.

V. New Business:

Inquiry Concerning Adjunct Pay Rate- Increased pay for GTAs implemented for this academic year, but not for adjuncts. Adjunct pay is still \$1,500; Pitt to bring up this issue at University Executive Council meeting.

VI. Committee Reports:

Admissions and Scholarship – no report

Elections – no report

Welfare- no additional report

Honors – no report

Policies – no report

VII. Announcements:

None.

VIII. Adjournment (4:15 p.m.):

A motion to adjourn was made by Paul Beezley. The motion was seconded by Lenn Rainwater, and passed by majority voice vote.

IX. Next Meeting:

February 13, 2017, at 3:15 p.m. Guest speakers: Vice President of Enrollment Management Cherise Peters and Executive Director of Transfer Pathway Program Jean Pugliese.

FACULTY SENATE MINUTES
13 February 2017 | 3:15 p.m. | 1103C Houston Cole Library

Members Present: Tom Anderson, Paul Beezley, Robbie Boggs, Ben Boozer, Michael Boynton, Cynthia Connor, Pitt Harding, Jaedeok Kim, Kay Lang, Bethany Latham, Stacey Mann, Sarah Cusimano Miles, Andrea Porter, Lenn Rainwater, Erin Rider, Shannon Robertson, David Thornton, Stephen Tsikalas

Members Absent: Scott Beckett, Danielle Brownsberger, Robert Carter, *Mike Davis*, Laurie Heathcock, Bill Lester, Patrick McGrail, Andy Nevala, Rebecca Peinhardt, Joy Rabold, *Jesslan Sharp*, Wendy Stephens, Teje Sult, *Hungwei Tseng*

I. Call to Order: President Pitt Harding called the meeting to order at 3:15 p.m.

II. Approval of Minutes:

Robbie Boggs motioned to approve, seconded by Cynthia Connor, and passed by majority voice vote.

III. Guest Speakers:

Dr. Jean Pugliese, Executive Director of the Transfer Pathway Program

- a. President Beehler wanted to decentralize the graduate school and address the low number of community college school students who transfer to JSU. Dr. Pugliese and Denise Davis are working to increase the transferability of community college so the courses they take are transferrable to their major.
- b. The STARS Agreement of 1999 shows many classes to choose from under five particular areas, such as Arts and Humanities, or Math and Sciences; however, these choices may be different from what certain departments are desiring. Transfer students once arriving to JSU were then expected to take other courses to fulfill their degree path. The STARS Agreement was insufficient. Dr. Pugliese is initiating more MOUs between JSU and community colleges, and will implement five programs with Gadsden State Community College this semester. There is a ceremony scheduled with Snead State Community College to rebuild the transfer relationship.
- c. Action Plan: Rather than seek out students from all over the country, this program will consult with community colleges in the area with the aim of increasing transferability and improving the experience for community college students. Dr. Beehler would like for Dr. Pugliese to target all community colleges in Alabama and parts of Georgia. Dr. Pugliese plans to start out with the Northeastern region of Alabama. JSU has one transfer scholarship, the President's Transfer Scholarship (merit based scholarship, \$3,000 per semester), which requires a 3.5 minimum GPA and Associate Degree. However, there are two underserved cohorts that are salient: younger students and second chance students from community colleges looking to transfer to a four-year college. Of the second chance students, even with an improved GPA, they would not likely meet the GPA minimum even though they tend to be the harder working student once at JSU. The Reverse Transfer Program will continue. Dr. Pugliese noted there will be an opportunity for students to work on their undergraduate degree while completing the remainder of their Associate degree, simultaneously.

- d. Advisory Council developed: Comprises representatives from the six academic schools, Student Affairs, and Enrollment Affairs.
- e. Concern there is no orientation for transfer students: the freshman orientation is not suitable, but Dr. Pugliese will take certain freshman orientation information that is needed, and then connect the students with the faculty of their major (transfer orientation likely to be implemented in Fall 2017).
- f. Grant Funding: Researching grant opportunities.
- g. Using Alumni: Speaking date scheduled in Marshall County. The Alumni chapter in Marshall County is one of the strongest. Dr. Pugliese will be the guest speaker, along with the help of Dr. Tommy Turner and former student, Brett Johnson. The goal is recruitment management.
- h. Tracking System: working with Dr. John Rosier to identify the community colleges students are coming from, and how they perform academically at JSU.
- i. Transfer Student Preview Day: March 4th on the 11th floor of Houston Cole Library. For accepted students and students considering enrollment.
- j. There is a possibility for faculty representatives to assist in meeting with community college students on the community college campus.

IV. Unfinished Business

- a. No unfinished business.

V. New Business:

- a. No new business to report.

VI. President's Report:

- a. Dr. Harding met with Dr. Ashok Roy: Concern about Faculty Dependent Scholarship: Dr. Roy said the rumors that it was changed or going to be terminated are false.
- b. Pouring Rights for on campus beverages involve a bid for pouring rights, and the company pays a sales commission to JSU for exclusive rights. Jim Brigham, Chief Audit Officer, has asked Dr. Harding and student representative Jesslan Sharp to serve on a committee to determine the choice of Pepsi or Coke. Although, not sure if the decision is based on financial or preference choices. The Wellness Committee is aiming to establish more healthy snack offerings on campus.
- c. Mentioned to Dr. Roy that adjunct pay needs to increase. Dr. Roy indicated that adjunct pay needs to be prioritized by Academic Affairs. Only the top two priorities for each unit are sure to be approved. Dr. Turner has recommended an increase every two years (last time was in 2014) and she proposed the \$1500.00 rate to be increased to \$2500.00, which was approved by President Meehan (although not implemented). Dr. Turner has set up a committee on adjunct pay, composed of deans and chaired by Dean Newton (Dr. Harding will serve on the committee). On her priority list is: new hires for new programs to meet accreditation standards; salary alignment; an increase of departments' operating budgets; an eventual increase in faculty travel funds to \$2,000 per faculty annually; and an increased stipend for GAs outside of the Sciences (to match the Sciences' GA stipend).
- d. Student recreation center approved by Board of Trustees.
- e. Two new undergraduate degrees approved.
- f. Wellness Center would like to implement a survey on faculty health and wellness.

- g. Meeting of the Budget and Tuition and Fees committees- organized by Dr. Roy. Faculty mentioned the desire for new tuition and fees schedule to be implemented in the fall rather than spring terms to help students financially adjust. The university budget is on the website on the A-Z JSU site (under B, see: <http://www.jsu.edu/grants-budget/budget/index.html>). For information on transparency: (<http://webprod.jsu.edu/openalabama/index.php>).

VII. Committee Reports:

Admissions and Scholarship – no report

Elections – no report

Honors – Creating a letter to send out to faculty. Faculty award nominations due March 17th, and awards ceremony May 9th.

Policies – no report

Welfare- no report

VIII. Announcements:

- a. February 14th-16th student symposium (previously Arts and Sciences, but now open to entire university). Location: 11th floor of the Houston Cole Library.
- b. Drama Department- *The Tempest* opens Thursday February 16th-19th evening (7:00pm) and a Sunday matinee (2:00pm) shows. Michael Boynton directed the show and Pitt Harding will play Prospero.

IX. Adjournment:

A motion to adjourn was made by Sarah Miles. The motion was seconded by Jaedeok Kim, and passed by majority voice vote.

X. Next Meeting:

March 13, 2017, at 3:15 p.m.

FACULTY SENATE MINUTES
13 March 2017 | 3:15 p.m. | 1103C Houston Cole Library

Members Present: Tom Anderson, Paul Beezley, Robbie Boggs, Ben Boozer, Michael Boynton, Laurie Heathcock, Jaedeok Kim, Kay Lang, Bethany Latham, Bill Lester, Patrick McGrail, Sarah Cusimano Miles, Chris Murdock (alt for Robert Carter), Rebecca Peinhardt, Andrea Porter, Joy Rabold, Erin Rider, Shannon Robertson, *Ranger Rumrill (alt for Jesslan Sharp)*, Wendy Stephens, David Thornton, *Hungwei Tseng*, Stephen Tsikalas

Members Absent: Scott Beckett, Danielle Brownsberger, Cynthia Connor, *Mike Davis*, Stacey Mann, Andy Nevala, Lenn Rainwater, Teje Sult

I. Call to Order: President Pitt Harding called the meeting to order at 3:15 p.m.

II. Approval of Minutes:

Paul Beezley motioned to approve, seconded by Patrick McGrail, and passed by majority voice vote.

III. Guest Speakers:

Jason Sumner (jsumner1@jsu.edu), Police Communication Supervisor, University Police

- a) Campus Safety Week-SGA: UPD is engaged in a community policing initiative partnership with SGA. Their aims are to reach out to the community and work on their relationship with students in an open dialogue manner.
- b) Student Appreciation Day: Pete Mathews Coliseum 11:00-2:00 Thursday (3-16). The event will focus on safety information.
- c) Tuesday (3-11): 4:30-5:30 UPD to give a presentation on safety (inform students to communicate travel information to family/friends, be aware of surroundings, and make good decisions).
- d) Transition to 911 call response: The transition has been challenging. UPD will report to Board of Trustees on 5-1.
- e) Clarification on emergency and non-emergency lines: ext. 8888-Administration line for UPD and is meant to be for administrative purposes, ext. 5050 for non-emergencies, and 911 in place of ext. 6000 for emergencies.

Annaleigh Harris, Store Manager, JSU Campus Bookstore

- a) Textbook Adoption Process: Federal Government Higher Education Opportunity Act requires universities to publish ISBN and all information about textbooks prior to class registration in order for all expenses to be known to students. Barnes and Noble's ordering page helps make the JSU bookstore compliant with posting book information. Thus, textbook adoption deadlines are based on when students need to register.
- b) Barnes and Noble Options: Faculty Enlight (online adoption platform, see handout)- The website enables faculty to adopt books with one click, plus it will hold information for two years, update new edition information automatically, enter the information for the bookstore, and give book prices upfront.
- c) Question: When are books sent back for the semester? Usually book returns happen around the midterm stage, albeit books can be reordered in for a student and select books can be held longer per instructor request. In general, books that are not rentable through the JSU bookstore are not rentable at other textbook sites.

- d) Barnes and Noble- OER (Open Education Resource) acquired Loud Cloud, which provides some digital content, such as testbanks and video links. This service requires a small fee. The retail price is \$50.00 with a print option costing an additional \$15.00. This service began in Fall 2016, and includes courses in General Studies, specifically: PSY, SY, EC, EH, HY, BY (non majors), and Developmental Math and Reading.
- e) Kristi Webster, new Textbook Manager

IV. Unfinished Business

- a. No unfinished business.

V. New Business:

- a) Dr. Turner indicated to Pitt Harding that after March 1st, 2017 there is an appeal of a promotion decision (see Faculty Handbook): The Faculty Senate is expected to form an appeal committee, which requires one member from each college as determined by the Faculty Senate. Pitt researched the archives to find that in 2007 and 2011, both Faculty Senate Presidents appointed the committee when there was a promotion appeal. Eligible members would need to be from each school plus the library, and be of the full professor rank. It is an appeal to promotion (Associate to Full Professor rank). Paul Beezley motioned to give Pitt Harding the power to appoint and seconded by Bethany Latham. Pitt asked Senate members for recommendations. The appeal process should be completed within 30 days. Rebecca Peinhardt from Nursing agreed to serve. Faculty Senate agreed on Pitt to appoint committee by voice vote.
- b) Resolution on Freedom of Travel: Stephen Tsikalas is in favor of the statement. Paul Beezley asked who is the intended audience. Pitt clarified that it was the University Council, and the statement would be placed on the Faculty Senate website. The statement was drafted in response to Florida International University's encouragement to do so (they have drafted one). Rebecca Peinhardt wants to know the purpose of this draft given President Beehler issued a similar statement in January 2017. President Beehler's statement concerned JSU international students; the Faculty Senate Resolution aims to be broader. Question: Do we know if anyone at JSU has been directly impacted by the travel ban? A few of our faculty are serving as Fulbright scholars, but unsure anyone else. Bethany Latham asked current faculty in the library their thoughts, which varied. Sarah Miles proposed that we survey faculty responses. Andrea Porter recommends that the "be it resolved" paragraph be written in more a positive than negative way. Laurie Heathcock in favor of the resolution as written. Patrick McGrail recommends an opportunity to give feedback on the draft before a vote. As a result, two documents will be reconsidered at the next meeting, including the current draft and a statement of support for JSU international students. Faculty Senate members can share the resolution statement with faculty in their departments and send any feedback to Pitt. Motion to table by Sarah Miles, a second by Patrick McGrail, and all in favor by voice vote.

VI. President's Report:

- a) Pouring Rights Committee: to determine a ten year contract including 70 vending machines on campus. Student Representative, Ranger Rumrill clarified it was a five year contract, with a five year renewal (similar to the previous contract with Pepsi). Pitt recommended to the committee more healthy options in vending machines.

- b) University Commencement Committee: April 28th three ceremonies at 10:00, 2:00, 6:00. The rehearsal takes place on the 27th for each school.
- c) Alabama Legislature Update: Campus Carry bill has not been pre-filed this year, and nothing filed yet with regard to converting the RSA Tier II plan to a Cash Balance plan.
- d) Faculty Senate Elections: Outgoing six year term and three year term without returning-senate member expected to let Department Head know. New members to be announced at the May Senate meeting. Faculty Senate encourages tenured faculty to serve.
- e) Faculty Senate needs nominations for new officers beginning at the April meeting through May meeting timeframe.

VII. Committee Reports:

Admissions and Scholarship – no report

Elections – no report

Honors – Nominations for Faculty Awards due 3-17.

Policies – no report

Welfare- no report

VIII. Announcements:

- a. Congratulations Ranger Rumrill as new SGA President.
- b. Jai Ingraham to present at April 10th Meeting
- c. Jerry Chandler, recently retired, but is hopeful to continue teaching for JSU Communications Department as an adjunct in the Fall 2017.

IX. Adjournment:

A motion to adjourn was made by Paul Beezley. The motion was seconded by Patrick McGrail, and passed by majority voice vote.

X. Next Meeting:

April 10, 2017, at 3:15 p.m.

FACULTY SENATE MINUTES
10 April 2017 | 3:15 p.m. | 1103C Houston Cole Library

Members Present: Tom Anderson, Paul Beezley, Robbie Boggs, Ben Boozer, Michael Boynton, Robert Carter, Cynthia Connor, Pitt Harding, Laurie Heathcock, Jaedeok Kim, Kay Lang, Bethany Latham, Sarah Cusimano Miles, Andy Nevala, Rebecca Peinhardt, Andrea Porter, Lenn Rainwater, Shannon Robertson, *Kasey Gamble (alt for Ranger Rumrill)*, Wendy Stephens, David Thornton, *Hungwei Tseng*

Members Absent: Scott Beckett, Danielle Brownsberger, *Mike Davis*, Bill Lester, Patrick McGrail, Stacey Mann, Joy Rabold, Erin Rider, Teje Sult, Stephen Tsikalas

I. Call to Order: President Pitt Harding called the meeting to order at 3:15 p.m.

II. Approval of Minutes:

Robbie Boggs motioned to approve, seconded by Sarah Miles, and passed by majority voice vote.

III. Guest Speakers:

Jai Ingraham, Chief Diversity Officer and Title IX Coordinator

- a. The strategic plan for diversity must include all stakeholders and promote diversity awareness. The goal of inclusion requires a higher level of consciousness. "A protected category is the basis for which someone feels they have faced discrimination or that they have been adversely impacted based on their status meeting the criteria of one of those said protected categories." Protected categories are based on the following federal statutes: U.S. Civil Rights Act (1964), Americans with Disabilities Act (1990), Educational Amendments (1972) prohibits discrimination based upon gender, known as Title IX. There are also federal organizations where persons can file complaints, such as the U.S. Equal Employment Commission, the U.S. Department of Education, specifically the office of Civil Rights, etc. Examples of gender, age, and religion were discussed.
- b. Title IX: Prohibits discrimination based upon gender. JSU has an obligation that we prevent gender discrimination, that we notify, and we make sure our stakeholders are safe, which includes athletics, academics, extracurricular activities, the public attending campus events, and even if a student is sexually assaulted somewhere off campus (JSU has to address it because that student is enrolled here), etc.
- c. Two types: Sexual misconduct is the overarching term, and the two types are sexual violence and sexual harassment. Some scenarios discussed were: if both parties have been drinking neither can give consent; if a student is in a class, an instructor cannot be in sexual relationship with them because it is a violation of the university rules, and a situation of quid pro quo due to the supervisory-subordinate relationship; it is not a violation for someone who works with the university to be involved with a student. Faculty members are responsible-party persons. If information is received regarding sexual misconduct, faculty are obligated to report it. Employees represent JSU as a state employee even outside of the work context (under the state statute of "conduct unbecoming").
- d. Retaliation: "Retaliation is an adverse employment or educational action taken against someone because of their perceived or actual participation in a protected activity."

- e. As employees of the University, faculty members should promote a diverse and inclusive environment.

IV. Unfinished Business

- a. As directed by vote of the senate at our last meeting, Dr. Harding appointed an appeal committee to review the portfolio of a faculty member who was denied promotion. The process is moving forward following the Faculty Handbook.
- b. Statement on Travel Ban: Due to mixed faculty feedback and the recent block made by two federal judges, the statement has been put on hold.

V. New Business:

- a. According to the *Gadsden Times*, Representative Butler has reintroduced the campus carry bill. Last year, the Faculty Senate passed a resolution opposing the bill. Lenn Rainwater asked what is the benefit of the bill? The argument made by those in favor of the bill is to arm people to respond faster to an armed perpetrator. Lenn proposed that the Faculty Senate needs to address the bill before it comes out of the Committee. Andrea Porter suggested we contact our state representatives about our concerns using a script and the resolution, rather than re-issuing our current resolution. Paul Beezley encouraged the development of a script. The SGA president will also be informed.

VI. President's Report:

- a. Budget hearings in session at JSU.
- b. Any future changes to tuition and fees will likely not occur in the middle of the academic year.
- c. Calendar Implementation: May term will no longer exist. The January term (2018) will start a week later. Paul asked if there were faculty representatives on the calendar committee. A faculty member inquired about a short fall break during the fall semesters. Paul added the need to modify the start of Spring break to occur earlier in the spring semester. Pitt will recommend changes to the calendar to provide a fall break and earlier start to spring break. Pitt will also seek clarification on the summer schedule. A concern was raised about the start of the Summer 1 term that may conflict with the schedules of graduate students (some teach or have children still in school). Cynthia Connor preferred the summer schedule to stay the same in Banner as one summer term, rather than breaking the options down by specific summer terms.
- d. University Commencement Committee: Faculty Senate will provide cards and car chargers to graduating students.

VII. Committee Reports:

Admissions and Scholarship – no report

Elections – There are faculty senate members' terms coming to an end in Communications Curriculum and Instruction, and Nursing that still need to be filled. Also, we need nominations of officers for next year (Vice President, Secretary, and Historian). At our next meeting, we need to elect officers.

Honors – Has selected the recipients of the awards.

Policies – no report

Welfare- no report

VIII. Announcements:

- a. A congratulation was given to Pitt Harding for his role as Faculty Senate President.
- b. Faculty Awards Ceremony: May 9th.
- c. The Senior Art show begins Thursday in the Hammond Hall Art Gallery.
- d. There is a Facebook page started by two firefighters to save RSA Retirement.

IX. Adjournment:

A motion to adjourn was made by Paul Beezley. The motion was seconded by Cynthia Connor, and passed by majority voice vote.

X. Next Meeting:

May 8, 2017, at 3:15 p.m.

FACULTY SENATE MINUTES
8 May 2017 | 3:15 p.m. | 1103C Houston Cole Library

Members Present: Tom Anderson, Robbie Boggs, Ben Boozer, Robert Carter, Pitt Harding, Jaedeok Kim, Kay Lang, Bethany Latham, Stacey Mann, Sarah Cusimano Miles, Andrea Porter, Erin Rider, Shannon Robertson, *Ranger Rumrill*, Wendy Stephens, David Thornton, *Hungwei Tseng*, Stephen Tsikalas

Members Absent: Scott Beckett, Paul Beezley, Michael Boynton, Danielle Brownsberger, Cynthia Connor, *Mike Davis*, Laurie Heathcock, Bill Lester, Andy Nevala, Patrick McGrail, Rebecca Peinhardt, Joy Rabold, Lenn Rainwater, Teje Sult

I. Call to Order: President Pitt Harding called the meeting to order at 3:15 p.m.

II. Approval of Minutes:

Robbie Boggs motioned to approve, seconded by Wendy Stephens, and passed by majority voice vote.

III. President's Report

- a. Campus Carry bill still in legislative committee. In a discussion Pitt had with Paige McKerchar, Paige noted that the University of Alabama and Auburn University lobbied against it.
- b. April 24th 2017 was the final meeting of the budget committee for the academic year. Committee members voted on requests for additional money, and the following priorities were approved:
 1. Provost and Vice President Turner's program for student success
 2. Marketing
 3. Sophomore year experience program
 4. Faculty Development
- c. Board of Trustees Retreat: First independent audit was completed with good results. Sparkman Hall to reopen in the fall (includes an updated heating and cooling unit). Bathrooms in Bibb Graves upgraded to be ADA compliant. The Kitty Stone building not considered usable for JSU programs. President Beehler recommended it be considered for city hall offices. Coca Cola United contracted with JSU for pouring rights, but Pepsi may continue to fulfill final year of contract unless bought out by Coca Cola. New vending machines will be compatible with the student flex card.
- d. Consulting Firm in place for financial aid services (cost of \$172,000).
- e. Student Recreation Center to be named the Campus Recreation and Wellness Center and a MOU was signed with the JSU Campus Foundation.
- f. Academic Affairs Committee- There are three levels of certified online instructor courses. President Beehler stated that the Fall 2017 enrollment applications are up by 16%, and acceptances are up by 15% compared to last fall semester.
- g. Athletics Committee- Board of Trustees approved a \$1.2 million-dollar loan to upgrade scoreboards, and approved a \$6 per credit hour athletic fee instead of the \$50 flat fee.

IV. Unfinished Business:

- a. No unfinished business.

V. New Business:

- a. With the elimination of May term, Pitt suggested to give a certificate to Provost and Vice President Turner for her support of the faculty during the Annual Faculty Award Ceremony. A recommendation was passed by majority voice vote.

VI. Election of Officers:

- a. Michael Boynton nominated for Historian, Erin Rider nominated for Secretary, Stephen Tsikalas nominated for Vice President/President Elect. The results will be announced via email.
- b. Addendum: after the meeting, Tom Anderson tallied the results: Michael Boynton (13 votes in favor), Erin Rider (13 votes in favor), and Stephen Tsikalas (13 votes in favor); all three were elected into officer positions for the 2017-2018 academic year.

VII. Committee Reports:

Admissions and Scholarship – no report

Elections – Vote for officer positions for 2017-2018 during the current May meeting.

Honors – Faculty Awards Reception, May 9th at 5:00-8:00 p.m. at Meehan Hall 5th floor.

Policies – no report

Welfare- no report

VIII. Announcements:

- a. New Senators: David Thornton (MCIS); Jeff Van Slyke (Emergency Management); Kim Townsel (Family and Consumer Sciences); and Christi Trucks (Curriculum and Instruction).
- b. Stephen Tsikalas of Geography would like to represent faculty as VP, and has worked with the freshman advising and the faculty mentor programs.
- c. New Faculty Senate President, Sarah Miles recommended for faculty senate members to do a brief overview of their department next year.
- d. Jamfest- Jacksonville Art and Music Festival May 20th at 10:00-4:30.

IX. Adjournment:

A motion to adjourn was made by Robbie Boggs. The motion was seconded by Bethany Latham, and passed by majority voice vote.

X. Next Meeting:

September 11th, 2017, at 3:15 p.m.