

**FACULTY SENATE MINUTES****25 September 2017 | 3:15 p.m. | 1103C Houston Cole Library**(Meeting was originally scheduled for the 11<sup>th</sup> but postponed due to weather)

**Members Present:** Tom Anderson, Paul Beezley, Ben Boozer, Michael Boynton, Robert Carter, Russell Hammack, Pitt Harding, Laurie Heathcock, Lori Hill, Kay Lang, Tom Leathrum, Bill Lester, Patrick McGrail, Sarah Cusimano Miles, Andy Nevala, Rebecca Peinhardt, Andrea Porter, Erin Rider, Shannon Robertson, *Ranger Rumrill*, Wendy Stephens, Teje Sult, David Thornton, Kim Townsel, Christi Trucks, *Hungwei Tseng*, Stephen Tsikalas, Jeff Van Slyke

**Members Absent:** Scott Beckett, *Mike Davis*, Joy Rabold, Lenn Rainwater, Kim Stevens, Kim Townsel

**I. Call to Order:** President Sarah Miles called the meeting to order at 3:15 p.m.

**II. Approval of Minutes:**

Paul Beezley motioned to approve, Pitt Harding seconded.

**III. Guest Speaker: President John Beehler**

- Two years as President and happy with the progress in the short time period (12 ½ pages of single bullet points noting accomplishments- not shared at Senate). First Lady and President happy to be here and settled in well.
- A main objective was to establish a balance between academics, athletics, and arts, music, and drama. His perception from the previous history of the university was that athletics was king, and other areas neglected; however, that is not the current focus. All three areas to be addressed.
- The weekend of the 23<sup>rd</sup>, 50 attendees short of a football stadium sellout, and the team and band did well.
- What has been accomplished to enhance the life of faculty, staff, and students:
  - Academic: Reorganized Academic Affairs (poised to move into 21<sup>st</sup> century and grow) with six reasonably sized units; the disciplines are logically connected for synergy and branding. This structure lends itself to grow new programs and enrollment. New deans not yet announced.
  - Revamping of academic space- Some classes had “Little House on the Prairie desks,” as a result, classroom space has been improved (30+ renovated). The finance lab is remarkable, and labs for Health Professions and Wellness at Brookstone are amazing.
  - Enrollment- Enrollment has increased over the past two years; had been down for five years prior (5.6% increase last year, a little less than 1% increase this year). Tuition and fees are 65% of the budget source. There have been 2% pay raises for two years in a row. The President is working with the legislature. Regional state universities are actually educating most Alabamians, compared to flagship universities. Overall, there needs to be better funding from the state (see the book, The Great Mistake). Issues in higher education stem from states’ view that the college degree is no longer a public, but private good. The burden has shifted from state and federal government (cutting of Pell Grants) to the student. Universities are not the ones at fault for high student debt (tuition

increases necessary to fund the university operations). JSU did not increase tuition this year, and was the only university in the state that did not implement an increase.

- Music, Drama, Arts- JSU to provide better support. Student art showcased in a room at the President's home (with a reception and recognition for the students). Donors are able to see the works by students. Also, created the first JAMfest in May 2017 (likely to be held again). Marching Southerners' practice field is near completion (building and parking lot to be finished). A dedication ceremony is scheduled for November 4<sup>th</sup>, 2017. JSU is seeking donors to contribute to a new Performing Arts Center, which will be part of the Capital Campaign. The center may be situated by the library where the apartments are located.
- The President is trying to get donations and donors to fund a reasonable amount of the new construction and to provide naming opportunities. For example, the construction of the new baseball field (largest donation gift \$2 million to be matched by JSU), and there are continued fundraising efforts. New scoreboard is located in the football stadium. Funding for projects came from re-financing bonds (\$7 million only to be used on capital improvements and then floated bonds for another \$10 million for Sparkman and Daugette Halls; Dixon and Crowe Halls likely to be demolished in the future). However, JSU has \$40 million dollars in deferred maintenance.
- Questions:
  - Patrick McGrail- Is there an ideal enrollment figure? Board of Trustees had aimed for 10,000 students previously. With current infrastructure, maximum enrollment could hold 14,000 students. However, there is no set figure, but 10,000 even 12,000 seems reasonable within a five-year timeframe. If JSU were in the SEC, athletics could fund themselves, but in any other conference it becomes a cost.
  - Pitt Harding, How did the groundbreaking go for the fitness center, and what was the interest from the community? The President mentioned that there seems to be great enthusiasm, which will help with recruitment and retention, and health and wellness initiatives. Students had significant input in the design of the fitness center. Furthermore, JSU aims to have good synergy with the city. President Beehler has taken part in an eleven-county tour, and has learned that the community has wondered where JSU has been in the past.

#### **IV. Unfinished Business:**

- a. No unfinished business.

#### **V. New Business:**

- a. No new business.

#### **VI. President's Report:**

- President's report was emailed prior to meeting.

- Ranger Rumrill's SGA report: Ranger Rumrill created a President's Cabinet to represent each of the six schools and graduate studies. SGA has had record attendance at each event this year. The SGA's constitution was amended.
- Faculty Senate President Sarah Miles: Deans will meet on September 27<sup>th</sup> to review tenure and promotion guidelines (looking at University of West Georgia as a model). Question, Will the Schools of Education and Arts and Humanities have a representative in addition to the interim deans? The meeting sounds like a discussion, not decision based meeting at this stage.
- Dr. Turner to address the issue of the lost year between the Associate and Professor promotion review period. The Faculty Senate may consider revising the Faculty Research Committee to better comply with the new schools' organization framework. Dr. Turner mentioned an electronic format rather than hard copy to be considered for portfolios. Dr. Turner would like to push for online course instructors to be certified.
- Lynda.com- website for professional development and is linked to MyJSU for faculty and students.

#### **VII. Committee Reports:**

Admissions and Scholarship – no report

Elections – no report

Honors – no report

Policies – no report

Welfare- no report

Sarah Miles stated the need to identify chairs for each committee.

#### **VIII. Announcements:**

- a. Amazon campus visit sponsored by JSU Career Services (to consider for classroom visits)
- b. Sunday October 8<sup>th</sup> at 4:30 the Public Library sponsoring a ghost walk as part of the bicentennial event at the Jacksonville cemetery.
- c. Music- September 26<sup>th</sup> at 7:30 annual faculty recital. Jazz band performance at Mason Hall the following week.
- d. Drama- The first play, "An Enemy of the People" opens October 27<sup>th</sup>.
- e. Annual Faculty Arts exhibit from 5-7pm on September 28<sup>th</sup> at Hammond Hall Art Gallery.
- f. A suggestion by Sarah Miles for Faculty Senators to give a short presentation of their department for our last meeting in May as a social and collegial opportunity, or could be organized by representatives of each school.
- g. A Challenge: Encourage faculty members from one's department to attend one event outside of one's department this academic year.
- h. Faculty Senate meetings to be scheduled across campus in various locations. Sarah Miles requests senators to consider upcoming speakers and topic, including a consideration to invite two new deans, or all six deans.
- i. Congratulations to the Nursing Program for their 50<sup>th</sup> anniversary.
- j. Board of Trustees meeting is to be held October 16<sup>th</sup>-17<sup>th</sup>.

#### **IX. Adjournment:**

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

**X. Next Meeting:**

*October 9<sup>th</sup>, 2017, at 3:15 p.m.* in Brewer Hall, room B100.

**FACULTY SENATE MINUTES**  
**9 October 2017 | 3:15 p.m. | B100 Brewer Hall**

**Members Present:** Tom Anderson, Ben Boozer, Michael Boynton, Robert Carter, Russell Hammack, Pitt Harding, Lori Hill, Kay Lang, Tom Leathrum, Bill Lester, Sarah Cusimano Miles, Rebecca Peinhardt, Andrea Porter, Don Prudlo (alt. for Paul Beezley), Erin Rider, Shannon Robertson, *Ranger Rumrill*, Wendy Stephens, Yingqi Tang (alt. for Kim Stevens), David Thornton, Kim Townsel, *Hungwei Tseng*, Stephen Tsikalas, Jeff Van Slyke

**Members Absent:** Scott Beckett, *Mike Davis*, Laurie Heathcock, Patrick McGrail, Andy Nevala, Joy Rabold, Lenn Rainwater, Teje Sult, Christi Trucks

**I. Call to Order:** President Sarah Miles called the meeting to order at 3:15 p.m.

**II. Approval of Minutes:**

Lori Hill motioned to approve, Michael Boynton seconded.

**III. Guest Speaker: Dr. Becky Turner, Provost and VP for Academic Affairs**

- Dr. Turner thanked the faculty senators for their service to the university and for the recognition at the May Award ceremony.
- Promotion and Tenure (see Academic Affairs, Faculty Resources for timeline and forms, and the Faculty Handbook): Despite the guidelines, there have been some incomplete portfolios. The goal is to get portfolios more alike with regard to rank and documentation materials. There are guidelines for equivalencies for teaching, research, and service (some are of quality, while others are not as well developed). This academic year is aimed to strengthen guidelines. The timeline for faculty evaluations has to be revised; for example, the elimination of May term changes the normal timeframe set aside for faculty annual reviews. The deans are working on guidelines to be shared with faculty. Deans Newton and Shelton are co-chairing the tenure and promotion guideline committee. Question, from Pitt Harding, is there a way for the new deans to have input in the process. Dr. Turner made a note to include input from new deans. Dr. Turner mentioned that evidence of teaching, research, and service needs to be in the files, which is the responsibility of the faculty member. Question, from Sarah Miles, there seems to be a need for standardization between FAR, Digital Measures, and Tenure and Promotion. Dr. Turner has discussed this process with deans. Question to Hungwei Tseng, is Digital Measures compatible with supporting an electronic portfolio? Hungwei Tseng mentioned that universities are moving toward the electronic portfolio, but it could be an additional cost. Dr. Turner noted that faculty could use Interfolio (if implemented) as part of FAR and tenure and promotion processes. Digital Measures was used as part of the SACS' process, but may consider replacing Digital Measures with Interfolio.
- Faculty Professional Development Opportunities: The Faculty Commons offers many opportunities for professional development (see Academic Affairs, Faculty Resources). The REAL Teaching Grant application opens today. Professional Development Leave is equivalent to a sabbatical. For example, faculty has used it for the Fulbright experience. One semester is full pay and an entire year, half pay. The Professional Development Leave is a great opportunities for writing books, conducting research projects,

collaborating with other scholars, participating as a Fulbright scholar, etc. Also JSU has an Educational Leave Program for pursuing a doctoral degree.

- Lisa Williams is leading an effort to update AGSC STARS of all majors on campus. The STARS' program was established for students to transfer from one program to another in Alabama, and determine which courses would count. With changes in hours for programs and courses, our original requirements are outdated. At this stage, 1/3 of the information is updated.
- Recipients of Annual Awards from May will be recognized at some of the upcoming football games.
- Board of Trustees meeting on October 16<sup>th</sup>-17<sup>th</sup>. Previous meeting of the Alabama Commission on Higher Education (ACHE) approved the traditional concentration in Math, and at the upcoming December meeting, they will receive post-implementation reports of the MFA and Doctor of Science in Emergency Management (both objectives have been met). The University is proposing a Master of Science in Occupational Therapy, with a possibility to offer a Bachelor's degree in the future (both in demand in the field). There is a new ACHE executive director, Jim Purcell for Alabama. There is a likelihood to see significant changes in ACHE process, such as post-implementation expectations of enrollment and graduation. For new programs, previously programs had to be implemented within two years, but recently changed to three years. SACSCOC has a backlog of substantive program changes (2,300 cases currently and may take 6-7 months to review). For example, the Bachelor of Science in Forensic Investigation was approved in June, but is backlogged in SACS, thus unable to be implemented for the fall semester as desired.
- Questions: Bill Lester, with regard to Associate Professors in his department, will the previous document equivalencies apply (based on when new changes are made)? Dr. Turner said it will be addressed, but the previous criteria (if good) should be fine. Question, there is some salary closeness between Assistant and Associate ranks, which is a concern for faculty of higher ranks. Dr. Turner mentioned that the department of Human Resources approved to hire a consultant to conduct a study on salary and even to compare CUPA findings. Don Prudlo asked about the timeline for the new dean hire for the School of Arts and Humanities. Dr. Turner has the evaluations of candidates from members of the search committee, but the final decision cannot be revealed yet. The goal is for the Dean to start in January 2018. The Dean of the School of Education, Dr. Tommy Turner was hired. Sarah Miles raised the question about the lost year between Associate and Full Professor ranks. To complete five years in rank starts in the fall, which makes the application for promotion year lost. Dr. Turner asked if faculty would like to look into what other universities do. For instance, Rebecca Peinhardt proposed that promotion pay be retroactive for the application year.

#### **IV. Unfinished Business:**

- a. No unfinished business.

#### **V. New Business:**

- a. No new business.

#### **VI. President's Report:**

- Ranger Rumrill: JSU Homecoming, showcase is this Wednesday 7:00pm, Family Day Weekend is on the 14<sup>th</sup>, Monday the 16<sup>th</sup> is the Homecoming meet and greet, the 17<sup>th</sup> is the Harvest festival, the talent show is on the 18<sup>th</sup>, the 19<sup>th</sup> is when the Homecoming King and Queen will be announced, the 20<sup>th</sup> is a shirt swap, and the 21<sup>st</sup> is when the Homecoming festivities start.
- Committee Chairs: Erin Rider, Welfare, Michael Boynton, Policies, Tom Anderson Elections, David Thornton, Faculty Honors, Kay Lang, Admissions and Scholarship, and Ben Boozer, Faculty Research.
- University Executive Council has not met since previous Faculty Senate meeting.
- Andy Green has been asked to announce commencement names.
- Guest Speakers at the Faculty Senate Meetings: The typical structure during the previous 10 years is to have guest speakers for meetings. A recommendation was made to implement a time limit for speakers. Sign-in sheets were made available for input on potential topics.
- Sarah Miles asked the department representatives for the School of Human Services and Social Sciences to share information about their programs.
  - Bill Lester commented on the Political Science and Public Administration Department, noting that the five faculty are active in the community; the MPA degree makes up 20% of all JSU graduates; and there are a 173 majors in Political Science, plus active student clubs, the College Republicans and the College Democrats.
  - Erin Rider commented on the Sociology and Social Work Department, noting that the first MSW cohort began this fall; the Social Work department has contracts with Department of Human Resources for student stipends, and 60 field agency relationships for field placement; Sociology is about to go up for program review, and that Sociology faculty are active in presenting at academic conferences, including taking students.
  - Kay Lang commented on the Criminal Justice Department, mentioning the upcoming B.S. degree in Forensics, with either a concentration in Criminal Investigation or Forensic Investigation; they have an interview room and lab for students, and the lab is primarily used for real world crime scene investigative work. The Criminal Justice Program also offers concentrations in corrections and law enforcement. Currently there are 350 undergraduate majors and 60 graduate students.
  - Shannon Robertson commented on the Psychology Department, noting they have nine faculty, four of which are doctoral board certified behavioral analysts. Their graduate program in Behavioral Analysis is one of two in the state. They are also one of the few programs in the country that has a pigeon lab. Psychology is a good field to collaborate with on diverse research topics.

#### **VII. Committee Reports:**

Admissions and Scholarship – no report

Elections – Faculty Emeriti Applications due this week; a note that the form online is not currently working.

Honors – no report

Policies – no report

Welfare- no report

The Research Committee is seeking a way to have an online submission portal.

**VIII. Announcements:**

- Drama: Play “An Enemy of People” only the weekend of the 27<sup>th</sup> of October, total of four performances.
- Gamecock Gallop 5K race sponsored by Kinesiology Department for October 28<sup>th</sup>.
- Faculty Art Show runs until October 20<sup>th</sup> in Hammond Hall. The next exhibit in Hammond will be entitled, “Pink” and opens on October 26<sup>th</sup>. The artist lecture will take place on November 16<sup>th</sup>.

**IX. Adjournment:**

A motion to adjourn was made by Wendy Stevens. The motion was seconded by Rebecca Peinhardt, and passed by majority voice vote.

**X. Next Meeting:**

*November 13<sup>th</sup>, 2017, at 3:15 p.m. in Merrill Hall, Finance Lab.*

## FACULTY SENATE MINUTES

**13 November 2017 | 3:15 p.m. | Merrill Hall Finance Lab Room 115**

**Members Present:** Tom Anderson, Paul Beezley, Ben Boozer, Michael Boynton, Robert Carter, Pitt Harding, Lori Hill, Kay Lang, Tom Leathrum, Bill Lester, Patrick McGrail, Sarah Cusimano Miles, Andrea Porter, Erin Rider, Shannon Robertson, *Ranger Rumrill*, Wendy Stephens, Kim Stevens, David Thornton, Kim Townsel, Christi Trucks, *Hungwei Tseng*, Stephen Tsikalas, Jeff Van Slyke

**Members Absent:** Scott Beckett, *Mike Davis*, Russell Hammack, Laurie Heathcock, Andy Nevala, Stan Newton, Rebecca Peinhardt, Joy Rabold, Teje Sult

**I. Call to Order:** President Sarah Miles called the meeting to order at 3:15 p.m.

### **II. Approval of Minutes:**

Wendy Stephens motioned to approve, Paul Beezley seconded, and all approved.

### **III. Guest Speaker: Dr. Ashok Roy, VP for Finance Administration and Chief Financial Officer**

1. Dr. Roy presented on the major accomplishments in last year and a half (shared with Board of Trustees in July and University in September). Dr. Roy's PowerPoint is available on the JSU website
  - a. Highpoints:
    - i) After many years of salary stagnation, a 2% raise was given last year and a 2% raise was given this year to faculty and staff (and 4% raise for staff earning below \$30,000 a year).
    - ii) Public-Private Partnership (P3)- The P3 partnership is the first for JSU for the Student Recreation Center. It will open in January 2019. The project received a Moody Credit rating of A3, which is good (bonds were refunded to take advantage of differential interest).
    - iii) Finance Lab- An advantage for students to access data in real time.
    - iv) Tuition and Budget Committees: These two committees are committee led rather than administration led as in the past. The committee model helps to increase transparency because it includes student, faculty, and staff as part of the process. There is a faculty co-chair on both committees.
    - v) New practice field for Marching Southerners.
    - vi) Signs placed on all buildings to better facilitate 911 services.
    - vii) Technology updates: IT- increased bandwidth, cyber security task force, and Palo Alto Fire walls.
    - viii) Pouring rights \$500 million dollars more in monetary benefits with new contract with Coca Cola.
    - ix) Faculty devices have been updated in all Schools except one, which is in progress, currently.
    - x) Security updates on campus with video cameras.
    - xi) Enrollment: Enrollment was going down, but as of last year to present, it is stable. According to the JSU 2016-2017 census, 3 schools are experiencing an upswing to enrollment, and 3 schools are in decline. Enrollment is a challenge for regional, public universities. 62% of our budget comes from tuition, while 35% comes from

the state. Example given of the University Arizona, which receives 8% from the state, albeit they currently have 100,000 students enrolled. Dr. Roy mentioned the need for good academic programs and reputation to draw in students. Our scholarships are too high, JSU gives out \$20 million, which is the second highest in state. There is no correlation between scholarship awards and enrollment.

2. Institutional Capacity Dashboard (by Vinson Houston): Two newly created dashboards for data. The Institutional Capacity Dashboard (measures the capacity of the university for how many students can be enrolled without a substantial increase in overhead)- Based on formulas, the data shows utilized capacity and actual current enrollment; the unused capacity is approximately 5,000. Based on current seats offered, with an average of 4.12 classes each, JSU can handle a capacity of approximately 13,000 students (based on all seats being offered across campus). JSU is currently at 60% of utilized capacity. Data can be reduced down to school level data. Data can be organized by department, program, and class levels (not based on physical facility, but offerings). The data is skewed if the enrollment cap is higher but the practical cap is lower. Capacity is often rolled forward so that it is automatically updated each semester, unless a manual change is implemented. The data is available to the Deans.
3. Admissions Funnel (led by Vinson Houston): Starts with a prospect (student) to enrollment. Data below from Fall 2017:



Data organized by JSU recruiting officer, application status, etc. Question from Dr. Stephen Tsikalas, Will the system follow-up with missing data? Yes, the system has built-in automation replies.

4. Questions: Dr. Pitt Harding asked for an update on salary research from HR. Dr. Roy said HR is looking at salary consultation services, but no contract has been made. The challenge is that younger faculty graduating now are coming in at a higher salary level, while those faculty in the field longer have lower salaries. To rectify it (in the context of little financial resources) would be to take one faculty rank at a time to fix it, then a year or two later, address another rank (based on median levels nationally). Another challenge would be faculty ranks with different classifications, research, etc. Dr. Tom Anderson asked about how much funding support is provided by state, which is 36% (national average is 19%). Dr. Roy clarified that the fixed cost base of the university increases (contracts with automatic escalators, debt). Also, enrollment declines in spring, usually 94% of what was in Fall Semester. Faculty Senate President Sarah Miles asked, when does the debt service start for the Recreation Center? It will be after spring of 2019 according to Dr. Roy. Dr. Harding raised a concern about the schools experiencing decline in enrollment. Dr. Roy mentioned that our freshman enrollment is down this fall (graduate and transfers have increased). Flagship universities draw out-of-state students, which provide more in tuition payments for same labor costs as what would be for in-state students. Dr. Harding appreciated the 4% increase for lower salaried staff. A 2% raise roughly costs the university \$1.2 million dollars. Faculty Senate President Miles noted that on the information given to the Budget Committee for the

fiscal year of 2018, there appears to be a deficit of over \$11 million. \$108 million is the operating budget. Dr. Roy discussed that a restricted budget is a budget which has restrictions on its use, for example JSU receives from Alabama \$700,000 dollars for the Center of Manufacturing, which cannot be used elsewhere. An auxiliary budget is supposed to be self-supportive if they make money, for example the print shop. If a particular service does not generate revenue, the costs will be taken from the General Fund. JSU Auxiliaries include: the student health center (although loses money), student housing, dining, the bookstore, transportation, the print shop, among a few others. Dr. Anderson asked if the Recreation Center would become an auxiliary? Dr. Roy stated it is not part of the university because the JSU Foundation is the owner. This process was based on creating a shell organization, a 501(c)(3) "Public Education Building Association." Three individuals in the community (not associated with the university) had to petition the organization, then the organization had to be publically voted on by a judge and the community. Dr. Roy noted that the Recreation Center will not appear in the financial books until 25 plus years; JSU has a ground lease currently. Specifically, JSU owns the ground and the Foundation owns the building in which they have a contract with centers as a service agreement. The student fees go directly to the Foundation. Dr. Tom Leathrum asked if more P3 partnerships will happen in the future? Likely no, according to Dr. Roy because there has to be a private corporate interest. Dr. Leathrum followed up by asking if there was no income from the ground lease? Dr. Roy confirmed, stating no.

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#### IV. Unfinished Business:

- a. No unfinished business.

#### V. New Business:

- Tenure and Promotion Policy Guideline Revisions: President Miles met with Deans Newton and Shelton, and they are planning to put out the revised policies by Fall 2018 and would like faculty input. Deans Newton and Shelton will present to the Faculty Senate in December at the regular meeting.
- Dean Shelton will provide the documents to send to Faculty Senate members to evaluate over the next few weeks so that when the Deans speak to the senate in December members can ask questions and give input. Dean Shelton said that she will leave the track changes and comments on the documents so as members review them the thought processes can be observed.
- The changes are not meant to exclude applicants for tenure and promotion, but be more inclusive.
- The A-F tab guidelines have been reordered to reflect teaching as the priority, then service, then scholarly activities. This outline also creates a specific tab for collegiality because it is mentioned in the P&T pre-checklist document as a separate measure of success:
  - a. Tab 1: General Information (FAR, letters from department and dean)
  - b. Tab 2: Teaching and Advisement (teaching philosophy)
  - c. Tab 3: Service and Community Engagement
  - d. Tab 4: Scholarship and Creative Work
  - e. Tab 5: Collegiality
- More emphasis is given to the 3<sup>rd</sup> year review (FAR).

- They are proposing a document constructed to track teaching effectiveness which outlines courses taught, credit hour production, advising load and a section to comment on any of those areas. [Trended data analysis for teaching effectiveness and advisement (Form A)]
- They are wording the policy so that the criteria for T & P are school/discipline specific and positioning it as the first document in the portfolio so that it is visible to the reviewer from the beginning.
- They have also changed the word “research” to scholarly and creative work to include professional and pedagogical activities.
- Questions from FS members: Dr. Harding - Will the changes be included in the Faculty Handbook? Yes, that is the understanding. Dr. Patrick McGrail, will these changes be binding for upcoming applicants? Yes, that is the understanding.

#### VI. President’s Report:

- SGA President Ranger Rumrill had to leave so there was no SGA report.
- **Board of Trustees meeting** was held on October 16<sup>th</sup>-17<sup>th</sup>. Sub-committee meetings updates: October 16:
  - Academic Affairs** (Dr. Turner was not present because of illness in her family)
    - 650 students at preview day which was the largest ever
  - Advancement**
    - Tim Garner - New Marketing campaign to revealed in January; Phase 1 Campaign Development and Phase 2 Education
    - Launched the production of Cocky TV
  - Athletics**
    - Displayed the plans for the stadium and the materials
    - The baseball stadium construction has begun and should be finished by February 1<sup>st</sup>, first game will be on February 16<sup>th</sup>
  - Business and Finance**, October 17 (covered by Dr. Roy in our meeting today, including capacity dashboard, BOT members seemed pleased to have this hard data)
- Board of Trustees Meeting – October 17<sup>th</sup> **President’s Report:**
  - President Beehler noted a variety of accomplishments across campus, (his PowerPoint presentation is available for anyone to view upon request), a few of the highlights are: Gamecock Orientation - 97% of students who had attended orientation were enrolled; food bank pantry created and located in the bottom Sparkman Hall; a dedication was held on November 4<sup>th</sup> for the Southerners Practice field (total costs are approximately \$2 million); President Beehler has toured 10 out of 11 counties in the northeast Alabama region which JSU currently serves.
  - President Beehler also passed the board’s review.
  - There were no action items.
  - Comment to President Miles, Bill Lester mentioned that the community dashboard capacity needs context.
- **University Executive Council**
  - Attorney Justin Coffey (from the Law Firm Ogletree and Deakins), who handles JSU immigration issues, discussed the various visa types and requirements.

- Amy Riggins from University Recreation presented on the Recreation Center and showed a 3D walk through of the fitness center, highlighting the following:
  - 50 employees to become 150 eventually
  - Adventure recreation program will expand with new fitness and camping gear to check out
  - Currently checking out bikes to students and faculty
  - 36 foot climbing wall
  - Indoor and outdoor pools
  - Massage room
  - Two racquetball courts
  - New cardio equipment
  - Day camps and swimming lessons
- Student fee to be \$190.00. Thus far the Tuition and Fees Committee preference is for the fee to start in the Fall 2019, one semester after opening (not to start in the middle of the academic year). Dr. Paul Beezely clarified that if we have to raise tuition in the fall of 2018, then the University should hold off with the student fee until Fall of 2019.
- Announcements:
  - Jim Brigham - 5 new cars in the motor pool.
  - Dean Lori Owens - The new Dean of Arts and Humanities will start in June.
  - Dean Tommy Turner – Drive for school supplies for hurricane victims until Nov. 17.
- **Budget Committee**
  - Dr. Roy created the Budget Committee to make the budgeting process more open and transparent. Dr. Harding, Dr. McGrail, and Faculty Senate President Cusimano Miles are on the committee this year.
  - The committee met twice last week to hear from individual units and schools making specific budget requests. The final meeting will be tomorrow (November 14) to vote on top two recommendations to send to President Beehler.
  - Requests for funding for accreditation, renovation of space, Veteran services, etc. Priority based on top two of list.
  - Dr. Turner prioritized \$100,000 for faculty development, \$60,000 for Gap Scholarship, and \$50,000 for legal expenses. Discussion ensued during the Faculty Senate meeting about the need for faculty to receive funding for academic conferences, and how currently some faculty are not receiving enough funds to go to conferences.
- **Tuition and Fees Committee**
  - Handout of “General Financial Information” as presented to Tuition and Fees Committee given at meeting.
  - The Tuition and Fees Committee is made up of representatives from across the campus including faculty and students.
  - The purpose of the committee is to review and discuss the university budget status and hear presentations by departments, divisions, and schools with regard to additions or alterations to current fee structure, and ultimately make recommendations at the final meeting on Feb. 8. The committee will meet January 11 for departments and schools to make fee presentations.

- There is an estimate of an \$11 million budget deficit, but the full impact of fees has not been felt yet, and the reduction in scholarships will reduce the deficit over time.
- Particular issues: May Term elimination led to less revenue, although important to faculty morale. Since June, the year-long Pell Grant funding re-implemented.
- Basically, it is imperative for everyone to be involved in recruitment to avoid a decrease in enrollment. For example: One traditional undergraduate student completing a 120hr degree program would generate over \$37,000 at the current tuition rate. If each of the 50 degree programs recruited one student there would be an increase in revenue in tuition of \$1,854,000.
- This committee will look at a possible tuition increase and how that might affect enrollment.
- At the last meeting there was a long discussion about the impact of having a tuition increase in the fall and then the student recreation fee in the spring when it opens. JSU promised students not to start charging for the fitness center until it was open, and the consensus is to delay charging the fee until Fall of 2019, but the decision has to be made considering when the debt service begins.

#### **VII. Committee Reports:**

Admissions and Scholarship – no report

Elections – no report

Honors – no report

Policies – Seeking suggestions for ideas to research.

Welfare- Seeking suggestions for ideas to research.

#### **VIII. Announcements:**

- Kinesiology Department to be moved to various buildings, temporarily due to Athletics move to the Coliseum.
- School of Business and Industry: Dr. Ben Boozer presented an overview: Finance lab used to be a storage area. The lab is used for engagement activities by students, and was encouraged by Dr. Roy. The students have access to real-time data. Two different departments, accredited since 1998, 1,000 undergraduates and 100 graduates. Communication, Technology, and Applied Engineering in the school not recorded in aforementioned numbers. The Business faculty provide county level analysis of data.
- Dr. McGrail, Communication is in the School of Business and Industry because the College of Education was too large, according to President Beehler. The Communication department is to work with Cockey TV on scripts. Also, the program will receive equipment upgrades for their television studios.
- Congratulations to Dr. Boynton on successfully defending his dissertation.
- Congratulations on the new Children's Reading Room in the library.
- "Pink"- art exhibit closing on Thursday, lecture given by the artist in Roundhouse lecture hall from 4:00-5:00pm.
- The Library will be the featured area in December since the meeting will be at the library.

#### **IX. Adjournment:**

A motion to adjourn was made by all.

**X. Next Meeting:**

*December 11<sup>th</sup>, 2017 at 3:15 p.m. in 11<sup>th</sup> floor of the library.*

**FACULTY SENATE MINUTES****11 December 2017 | 3:15 p.m. | Library 11<sup>th</sup> floor**

**Members Present:** Tom Anderson, Paul Beezley, Ben Boozer, Michael Boynton, Jennifer Foster, Russell Hammack, Pitt Harding, Laurie Heathcock, Kay Lang, Tom Leathrum, Bill Lester, Andy Nevala, Stan Newton, Patrick McGrail, Sarah Cusimano Miles, Shannon Robertson, Wendy Stephens, Kim Stevens, David Thornton, Kim Townsel, Christi Trucks, Jeff Van Slyke

**Members Absent:** Scott Beckett, Robert Carter, *Mike Davis*, Lori Hill, Rebecca Peinhardt, Joy Rabold, Erin Rider, *Ranger Rumrill*, Teje Sult, *Hungwei Tseng*, Stephen Tsikalas

**I. Call to Order:** President Sarah Miles called the meeting to order at 3:15 p.m. Dr. Pitt Harding introduced new senator, Jennifer Foster to replace Andrea Porter who is now the Director of Graduate Studies.

**II. Approval of Minutes:**

Dr. Harding motioned to approve, and Dr. Beezley seconded, and all approved.

**III. Guest Speakers: Dean Christie Shelton, School of Nursing and Dean Maureen Newton, School of Human Services and Social Sciences to discuss updated proposed Tenure and Promotion Guidelines**

- a. Dean Newton: The Deans were asked by the President and Provost to look at promotion and tenure criteria, and how it was written in the faculty handbook to see if the Deans could make improvements to the criteria and the way guidance is given to faculty going up for review. These revisions would enable faculty to know what the Deans, Provost, and President would like them to submit and accomplish while they are here working on scholarship, teaching, and service. The Deans felt that the handbook was not helpful to faculty in helping them prepare their portfolios, especially given the feedback from the Provost and President concerning the wide range of portfolios, some of which had binders full of evidence and others with little evidence. Faculty may have had different interpretations of what to include in their portfolio. The President asked to meet with each Dean about his expectations of what he would like to see in terms of a promotion and tenure portfolio. Dean Shelton and Dean Newton have taken up the task of reviewing the guidelines, and meeting with Department Heads and the President during this process.
- b. Dean Shelton: We had some feedback about the timing of this, specifically when it would be approved and if faculty hired and working toward tenure/promotion would currently be allowed to continue to follow the old policy. We will pose that question to Dr. Turner and Dr. Beehler, but our thoughts are we think this new process will be easier and more organized; the information was included in the older policies, but was not as clear. If the groups we meet with agree, then it may be best that all faculty will convert to the new policy. The reason Dean Newton and I (Dean Shelton) wanted to take charge of this is that we both represent schools that do not have hard research, and we did not want our people penalized for the work they do and not have it count as scholarly activity according to Boyer (reference to the Boyer Model). We will start with the document 2.1.3 to go over the general changes. Someone had asked if the distinguished professor was left out (only left out because we were copying from the

- electronic document and did not include all sections due to the labor-intensive process). Nothing has been changed to the instructor and distinguished lecturer sections.
- c. The most significant changes are under the section 2.1.3.4 Associate Professor. Under the Assistant Professor section only service activities have been added and collegiality. We have tried to align the requirements. The one area that is potentially in question is the Associate Professor, section 4 says “noteworthy, scholarly, creative, or professional activities as defined by discipline” there is an “or” not an “and” which is a significant difference in how the policy is interpreted. We have also replaced the word “research” with “scholarly” because we did not want research to immediately connote hard research. Dean Newton mentions this change as being consistent with other universities. There may be discussion that individuals would like the “or” changed back to the “and.” Dean Shelton asked if there was a preference by the faculty senate members. Some feedback suggested the “or” was preferred. Dean Shelton asked, “are all of you aware that we are moving toward a Carnegie classification for community engagement?” What Dean Shelton and Newton have tried to do is to include it in the guidelines and incorporated the Carnegie language, which connects community engagement and service. Currently there is no special classification at JSU, we all engage in it, but the Carnegie classification is similar to a badge for the university, and the students benefit, which can allow them to earn a designation on their transcript based on a certain level of service activities completed or a separate diploma. Our team went to Middle Tennessee State University to learn how to operationalize community engagement here. We will define community engagement specifically once we get to that section. Faculty Senate President Miles asked if service was better defined for an Assistant Professor. Dean Shelton mentioned that service is defined as university and professional. Faculty Senate President Miles also would like to see “sustained excellence” to be better defined under Associate Professor. Dean Newton recited the passage “evidence of sustained, noteworthy teaching effectiveness,” and for Professor, it says sustained excellence in each category. Faculty Senate President Miles asked if sustained is measured every year or over the five-year review period? Dean Shelton noted that it was the five-year timeframe. We say several times as defined by discipline because each Dean is working on their own policy for the school and/or departments. The plan will be to have the policy in the portfolio, and they will be approved along with the equivalencies by the President. We want to convey that teaching is a priority, and that section will have more depth compared to other sections.
- d. 2.4 Faculty Evaluation: it was simply moved to a different area in the handbook. We did not have a clear description of the 3<sup>rd</sup> year review. A certain phrase “modification of conclusions” is too vague, but Dr. Beezley clarified that if reviewers had different conclusions a note was made. The Deans will make it clearer. Sarah Miles asked for a standard form since between the FAR, Digital Measures, and Portfolio they do not easily match. The Deans mentioned using the guideline instructions used by the University of West Georgia to streamline it better. Dean Newton mentioned that the score for merit on the FAR should be removed as an option if that is not a possible outcome. It was mentioned that the President would like to see merit pay, but when there is money to do that. SACSCOC requires faculty annual evaluations. Faculty Senate President Miles asked, will this be able to transfer to a digital portfolio? Dean Shelton is unsure about when it will be available (Interfolio), but it will be easy to upload.

- e. Under 2.4.1 Teaching Effectiveness: We want this section to be given the most priority, and one thing that was changed was to remove the numbers, and instead use bullets to eliminate the idea that the list was ranked. This section would likely include sample syllabi, screenshots of online courses, self-evaluation, links to video lectures or simulated activities, and the evaluation by students (Evaluation Kit) are really important. Evaluation Kit was sent to students and is linked on Blackboard. There was a concern that Evaluation Kit was opened longer than in the past for the IDEA surveys. The Deans will follow-up with Tienhan Ma and Chris Inman to discuss Evaluation Kit more. Faculty Senate President Miles mentioned that student evaluations tend to be problematic, so will that be the main criteria for measuring teaching effectiveness? Colleague review of classes could be helpful. The goal will be to have a detailed training with faculty in each of the areas so that faculty can be prepared. For example, student learning outcomes, it might be good to have examples of a certain project to help demonstrate teaching effectiveness. Other examples could include student work and informal student feedback (email). It was raised that there were two 2.4.1 sections with different headings, and Dean Shelton clarified that Vice Provost Walsh is updating the formatting.
- f. Section 2.4.2.1 on Academic Advising and Professional Consultations: Faculty may not always do a lot of academic advising, but may write a lot of graduate/professional letters of reference; this section will help acknowledge these efforts. Dr. Harding also mentioned the service to help student prepare for Master's exams, and would it be possible to include that, such as grading oral exams? Dean Shelton made a note of it, and believes it would fit under Professional Consultation. Dissertation and thesis review might be better suited under teaching effectiveness. Section 2.4.2.2 added communication with students. What types of evidence would this include? Emails, advisement sheets, or an average of times/number of students for advisement per year, and also could describe what advisement tends to include. Under the section for the Professional Effectiveness for Librarians, we are working with Dean Graham, and that we are inclusive in the forms for librarians.
- g. Section 2.4.4 Scholarly Activity and Creative Work: We made sure to note to "ensure consistency in the school, quality should prevail over quantity, and departments should recognize and evaluate a wide variety of activities consistent with the department's and university's mission, they should not be rigidly categorized, and many activities should be more than one type of scholarship." When using Boyer, we are not asking faculty to assign the categories for what was accomplished, we are asking to do the work and can defend it by the categories if necessary. We are trying to list everything that could fall under those categories. We also listed handbooks, manuals, curriculum documents etc. that are done for the department since these documents are peer reviewed and evidence based. Dr. Beezley noted that these items sometimes are acknowledged more as service and not scholarship. Dean Shelton responded that some tasks will be service while others will be scholarship. Dr. Harding asked if other institutions gave this type of work credit as scholarship, and Dean Shelton said yes under the Boyer model and teaching universities. Dr. Harding noted that the aspect that may make something classified as scholarship would be peer reviewed, and it may be helpful to add that language to the guidelines. A concern was raised about how equivalencies could be determined, since depending on the discipline a presentation may be ranked higher than a publication, which is not the traditional assumption. Dean Shelton said that the department could help evaluate equivalencies. Another helpful idea is to pull the criteria

- and align how the criteria was met by the faculty in the letter of support. Dean Newton also made a mention to prep the tenure and promotion committee to know how to review portfolios. Dr. Beezley made a comment that the source of faculty anxiety about promotion and tenure is that if approved by the department chair and dean that there is a possibility it will be rejected by the final administrators. Another concern was mentioned that a document of promotion and tenure guidelines once widely accepted as the model by the university has now been determined to not be as valued, and this raises a concern for faculty about how to best meet the requirements. A recommendation was made that evaluators need to be trained. The Deans will be willing to return to the faculty senate to discuss the feedback given by the Provost and President. The question will then be addressed whether faculty fall under the old or new policy; the guidelines are likely to be approved in Spring 2018 to be implemented Fall 2018.
- h. Faculty Senate President Miles requested that our next meeting in January focus on discussing the promotion and tenure guidelines in more detail among the faculty senate members. The discussion will allow an opportunity for Faculty Senate President Miles to bring feedback to the meeting scheduled with the Deans and President on the 9<sup>th</sup>.
  - i. The rest of the sections cover service and community engagement, and collegiality. Dean Shelton requested feedback on the remaining sections after the faculty senate members have a chance to review it. The section on organization, written by Dr. Lindblom, provides clearer directions of what is to be included in the review timeframe. The General Information Tab is for the School's policy, the summary cover form (reduced to one page), original contract (when first promoted), current C.V., copies of annual faculty evaluations (most recent first), and letters of support from faculty, department chair, dean (with information of who is eligible based on rank to submit letters). Tab 2A will be for Librarians. Tab 2 Excellence in Teaching will include self-evaluation, student evaluations, trended report from the Evaluation Kit, professional development activities, course syllabi, and any other evidence listed in the handbook. A comment was made that these guidelines will be helpful for the FAR, and the Deans mentioned they plan to use it. Faculty Senate President Miles noted a concern about differences in credit hour production given that some faculty have lower class sizes. Dean Shelton said it is best to address that in the narrative document "as indicated in Form A Trended Data Report" with an explanation. Provost Turner has mentioned that it can be difficult to sort through the CV, and why the form with the activities listed is easier to review. The narrative has been separated by headings, such as teaching, scholarly activity, and service and community engagement. The Deans clarified that they will have an annual training provided to faculty concerning the tenure and promotion process. A clarification was made that colleagues external and internal to the university including those of lower rank or without tenure can write letters of support; these letters would be under the section for collegiality. A comment was made to include an information section on the appeals process steps in case of situations where promotion and/or tenure were not granted. A question was raised to also provide information on the possible evaluations of the third review, or perhaps even at the second-year review concerning an individual who may not be on track for tenure and promotion.
  - j. It was decided to continue discussion on the matter of revised P and T, at the next Faculty Senate meeting, which is on January 8. Dean Shelton, Dean Newton, and Faculty Senate President Miles will be meeting with President Beehler on January 9<sup>th</sup> to discuss

the proposed revisions. Faculty Senate President Miles asked if Deans Shelton and Newton would return to speak to the faculty senate at the February 12<sup>th</sup> meeting, and they agreed to do so.

**IV. Unfinished Business:**

- Postponed for the next meeting due to time.

**V. New Business:**

- Postponed for the next meeting due to time.

**VI. President's Report:**

- In the Budget committee meeting, two items were funded: the Anatomy and Physiology lab and a new set of drums for the Marching Southerners.
- At the University Executive Council meeting, President Beehler was there and that information will be shared at the next meeting. He did mention the need to focus on customer service; a survey revealed that of students who left the university was due to poor service. This will be addressed at the next meeting. An ADA compliance email was sent out, Tim Garner is working with the 180 editors on campus to train them on what to document to meet ADA compliance guidelines. There also is a new SACSCOC handbook. Also, the President would like to see course schedules to be forecasted two years in advance.
- The University Commencement Committee-There will be a clear bag policy at graduation.

**VII. Committee Reports:**

- Postponed for the next meeting due to time.

**VIII. Announcements:**

- Postponed for the next meeting due to time.

**IX. Adjournment:**

A motion to adjourn was made by all.

**X. Next Meeting:**

*January 8<sup>th</sup>, 2017 at 3:15 p.m. in 11<sup>th</sup> floor of the library.*

**FACULTY SENATE MINUTES**  
**8 January 2018 | 3:15 p.m. | Library 11<sup>th</sup> floor**

**Members Present:** Tom Anderson, Paul Beezley, Ben Boozer, Michael Boynton, Russell Hammack, Pitt Harding, Paul Hathaway (alt Bill Lester), Lori Hill, Kay Lang, Tom Leathrum, Andy Nevala, Stan Newton, Barbie Norvell (alt Christi Trucks), Patrick McGrail, Sarah Cusimano Miles, Erin Rider, Shannon Robertson, *Ranger Rumrill*, Wendy Stephens, Kim Stevens, David Thornton, Kim Townsel, *Hungwei Tseng*, Stephen Tsikalas, Jeff Van Slyke, Pamela White

**Members Absent:** *Mike Davis*, Jennifer Foster, Laurie Heathcock, Stan Newton, Rebecca Peinhardt, Joy Rabold, Teje Sult, J. Triplett

**I. Call to Order:** President Sarah Miles called the meeting to order at 3:15 p.m.

**II. Approval of Minutes:**

Dr. Beezley motioned to approve, a second motion was made, and all approved.

**III. Guest Speakers: none**

**IV. Unfinished Business:**

- Proposed Tenure and Promotion Policy Revisions
- Faculty Senate President Miles reminded senators of the documents of the draft of the tenure and promotion documents the Deans distributed at the last meeting:
  - a. Section from the faculty handbook T&P –st. with Section 2.1.3
  - b. Printed section regarding T&P from the website
  - c. A document on the proposed organization of the portfolio
  - d. Forms A, B, and C – Form A is the Trended data analysis for teaching, and forms B & C are for listing scholarly and service activities
- General Feedback from Faculty Senate members: Dr. Beezley commented that he was appreciative that Deans Shelton and Newton will be available at the February meeting to further discuss the faculty senate members' feedback. Dr. Harding asked if President Beehler has given input on the policy revisions at this stage? Faculty Senate President Sarah Miles noted that most of the changes appear to be an organizational focus, in addition to the inclusion of collegiality. She remarked that most of the criteria appear to be the same as the current handbook, but that she has a sense the administrative concern is that the present policies have not been enforced. Discussion ensued that the process toward tenure and promotion has been in the past fairly automatic, and the new culture may be moving to more rigor. Faculty Senate President Miles remarked that there could be a learning curve for faculty and evaluators as well, and asked if the timing of implementation in the fall of 2018 was of concern.
- Another question was raised about what "more rigorous" implies. Dr. Anderson notes that it seems to be a natural process that a new President would look into the tenure process, and to address any needs for modification. Another comment was made that junior faculty are concerned that any criteria being changed would impact them because they are in the middle of the tenure review process. The presumed answer is that the criteria is already in place (not any significant changes), and if it is an enforcement issue, then what is not being enforced? A member felt that two different

messages have occurred, one from the deans, and the other from Dr. Turner. Faculty Senate President Miles mentioned the deans were attempting to have department specific equivalencies listed in the promotion criteria. Dr. Leathrum responded that if the department approved a portfolio that it might be interpreted differently at another stage (such as administration). A concern was raised that some departments may not have equivalencies documented and made available to faculty. Dr. Harding noted that the senate approved a resolution that each department should send equivalencies to Dr. Turner's office, but the follow-up seems to be that departments may not have accomplished that task. Dr. Leathrum also asked how to determine which journals are scholarly and well ranked compared to predatory journals that would hold lesser weight. Another example is the different lengths and formats of presentations, and the concern is how to keep track of the update cycle for equivalencies. A member summarized that there seems to be two issues: the deans are trying to clarify the folders and what is submitted; while the other issue is that the departments are overruled (such as faculty who were approved by department chairs and deans, yet to be denied tenure at the final determination). Faculty Senate President Miles stated that the purpose of the modifications to the 3<sup>rd</sup> year review seems to be to better evaluate the level of rigor needed.

- Another comment was made about what rigor is referring to and at what measurement (such as syllabi, peer reviews, student evaluations, higher grade of journals, more publications, more service, etc.). Faculty Senate President Miles commented that this was the concern about sustained excellence and how it is defined/measured. Dr. Hill inquired how the workload allocation is determined for teaching, scholarly activities, and service, such as in the case where a person doing more research has the same teaching load as someone not engaged in research.
- Faculty Senate President Miles asked how we could best express our concerns? There seems to be an anxiety of the criteria to achieve is not the new normal, and they are being overridden from people who do know the discipline specific field and how the field judges it. Dr. Hathaway asked what is the feedback given for a portfolio denied, and if it is well documented. Faculty would like more explanation of promotion decision rulings. Another comment was made that in serving on the appeals committee for tenure/promotion, a faculty member would be given a letter and if the application was rejected, the faculty member could ask for explanation. Could a rubric be developed for information about why a portfolio was denied? Also, departments need to make sure the candidate is ready to go up for promotion/tenure. Faculty Senate President Miles reiterated that the 3<sup>rd</sup> review is meant to help determine that.
- A member raised a concern that the appeals guidelines seem vague and that the deans and department chairs need to be part of the appeals, since they signed off on the tenure/promotion portfolio. A dialogue ensued about whether there should be a mid-review between Associate and Full ranks. An argument was made that it was the point of the FAR to evaluate faculty performance at that point. Dr. Thornton asked, could the department chair make the promise that a faculty member is on track? Another concern is the tenure year that does not count the time toward the five-year review for the next rank. Dr. Hill mentioned that the DNP that are tenure track but were not required to do a dissertation because the degree was clinical-track, similar to terminal degree such as MFA. Dr. Tsikalas also noted that for faculty that have a start date in January have to

- wait for the completion of five years, which puts a person in a year of waiting due to missing the application tenure date.
- A member states that the concerns raised by faculty cannot be addressed by the administration with the proposed changes to tenure and promotion portfolio organization. A recommendation was made by Dr. Beezley to slow the tenure and promotion policy revisions in order to gain more clarification. Dr. Harding also noted that the School of Arts and Humanities does not have their dean yet, and the new dean will be an outsider, which may help to have insight to contribute. Dr. Townsel notes that the language seems more clear in the revision process, but the rush and the anxiety for current faculty in the review process is a concern.
  - Faculty Senate President Miles asked for feedback from faculty senate members to compile for the deans. Also, Faculty Senate President Miles suggested the possibility of a review at the end of the 2<sup>nd</sup> year to give feedback in preparation for the 3<sup>rd</sup> review. Dr. Hathaway mentions that the FAR should be enough evidence each year, but perhaps the expectations are not clear. For example, with regard to the criteria for the FAR, the faculty would like to know the amount and measurement of teaching, research, and service.

**V. New Business:**

- No new business to report.

**VI. President's Report:**

- SGA Update-Ranger Rumrill, SGA President: SGA elections to occur in April, there may be more eager students to participate on activities led by faculty.
- The result of Budget committee meeting- two items were recommended to be funded: the Anatomy and Physiology lab and a new set of drums for the Marching Southerners.
- At the University Executive Council meeting December 6<sup>th</sup>, President Beehler was present, and enrollment decline is an issue. A consultant firm has been hired. He wants to focus on enrollment, retention, and customer service. A survey revealed that poor customer service was a reason given as to why students left the university. This will be addressed at the next meeting.
- Also, President Beehler would like to see course offerings to be forecasted two years in advance.
- An ADA compliance email was sent out, and Tim Garner is working with the 180 editors on campus to train them on what to document to meet ADA compliance guidelines. There are new standards for SACSCOC handbook. For example, the Board of Trustees will be regularly reviewed.
- Faculty Research Committee asked for clarification on whether the research grant can be used for ongoing research or if it needs to be used for "seed money." The thought being that the grant is for funding new research and also helps diversify the pool because most of the grant money has traditionally been given to the sciences. Dr. Turner said that the committee could make the determination. It was agreed the focus would be on seed money.
- Also, Faculty Senate President Miles discussed with Dr. Turner the faculties' general feelings of anxiety about tenure/promotion, and that at the November Faculty Senate meeting Dr. Roy and Vinson Houston answered questions from senators about the

Institutional Capacity Dashboard. Faculty expressed concern that the metrics could be used out of context and mentioned variables that could skew the data.

**VII. Committee Reports:**

- No current reports from the committees.
- Faculty Research- Changes to be made regarding the submission process (grants and faculty award) has been changed to an electronic portal.

**VIII. Announcements:**

- Dean Shelton and Dean Newton will return to talk to us about tenure and promotion. They will be meeting with President Beehler on January 9 to present the proposed revisions.
- Faculty Commons would like to schedule a reception for the faculty senate members at the Alumni House after the April meeting.
- The schedule for the Fall 2018 now includes a date for faculty to return (August 16<sup>th</sup>, classes to begin August 21<sup>st</sup>).
- Start thinking about elections for officer positions for the next year.
- The next meeting will feature the School of Health Professions and Wellness.
- Faculty Senate President Miles contacted Julie Nix and Katie Goodgame about coming to speak in March or April.
- Featured schools Arts and Humanities, Education, and Science to be scheduled for this semester.
- Pamela White from learning services, new senator.
- Dr. McGrail sent materials on collegiality to members via email. There is a current dissatisfaction at the University of Arkansas about collegiality as a specific and quantified measure for tenure. The AAUP is against it as well, however some scholarly research has shown some support for it. Faculty Senate members are asked to review the documents for the February meeting.
- Dr. Anderson, School of Health Profession and Wellness, stated that the Kinesiology program is now in Daugette Hall.

**IX. Library- Featured School**

- The library is open to the public
- 13 stories, 8 micro libraries
- Tallest academic building in the state
- More than 800,000 titles, over 100,000 journal sources
- One Dean and two areas, Public and Technical Services
- 16 professional librarians, para librarians.

**X. Adjournment:**

Dr. Beezley motioned to adjourn.

**XI. Next Meeting:**

*February 12<sup>th</sup>, 2018 at 3:15 p.m. in Wallace Hall room 246.*

**FACULTY SENATE MINUTES**  
**12 February 2018 | 3:15 p.m. | Wallace Hall 246**

**Members Present:** Tom Anderson, Paul Beezley, Ben Boozer, Michael Boynton, Jennifer Foster, *Kasey Gamble (alt Ranger Rumrill)*, Russell Hammack, Pitt Harding, Lori Hill, Kay Lang, Tom Leathrum, Bill Lester, Stan Newton, Patrick McGrail, Sarah Cusimano Miles, Rebecca Peinhardt, Erin Rider, Wendy Stephens, Kim Stevens, David Thornton, Kim Townsel, J. Triplett, Christi Trucks, *Hungwei Tseng*, Stephen Tsikalas, Jeff Van Slyke

**Members Absent:** *Mike Davis*, Laurie Heathcock, Andy Nevala, Joy Rabold, Shannon Robertson, Teje Sult, Pamela White

**I. Call to Order:** President Sarah Miles called the meeting to order at 3:15 p.m.

\*SGA Vice President, Kasey Gamble, report: A vigil for Justin Tinker to be held tonight at the TMB auditorium at 5:00pm. Diversity events taking place include tomorrow's "What is a black Greek" event, and a black history trivia game show. SGA elections are scheduled for mid-April.

**II. Approval of Minutes:**

Dr. McGrail motioned to approve, Dr. Beezley seconded, and all approved by voice vote.

**III. Guest Speakers:** Dr. Christie Shelton, Dean of Health Professions and Wellness and Dr. Maureen Newton, Dean of Human Services and Social Sciences: Tenure and Promotion Portfolio Committee Review

- Dean Shelton stated that there would be more work sessions to collate all feedback from faculty, Dr. Turner, and President Beehler. Faculty Senate President Miles accumulated the faculty senate members' feedback and Deans Shelton and Newton addressed the following topics:
- **Collegiality (was a former category, see 2.4.5.7):** Collegiality is a separate tab, with different sections denoting the rank and level of collegiality. President Beehler is interested in quality more than quantity. A question was raised, what percentage is measured for collegiality? 80% is teaching in the faculty handbook, and no other percentages are given. Dean Shelton mentioned that the FAR process is going to be better addressed, which will feed directly into the tenure/promotion portfolio. It was raised that the definition may be too expansive. Dean Shelton requested feedback on the definition. Dr. McGrail asked, is the proof of collegiality in the letters? Dean Shelton replied yes. Dr. Leathrum mentions that if a single document plays multiple roles, the policy should state that they could be submitted in more than one section, which Dean Shelton concurred.
- **Appeal Process (2.5.3):** The policy proposes that the Provost be included to the committee of five faculty senate members (which would include one person from the school in which the appeal was made); however, it was suggested that the Provost should not be included. It was mentioned that under part 7 references the appeal decision should include more explanation. President Beehler identified that the department head and dean should guide the faculty member. The concern is that minimal feedback was given to faculty who had been denied tenure. A comment was made that the verbiage for the ranks of Associate and Full Professor are different.

- **Timing of Implementation:** The realistic timeline for revisions will not be made until April or May. Thus, a fall (2018) implementation of the revised policy is unlikely. The deans will send back the final policy to seek faculty senate members' feedback.
- **Clarifications:** It should be added in the policy that clarifications can be recommended to faculty portfolios by the deans after submission in October. The President would like to extend the tenure/promotion review to six years, but if a faculty member is ready at five years to be reviewed they can submit their portfolio. This change eliminates the year extension request. The faculty senate requested to have five years as the standard, six years to be allowed if needed, and four years could be an option. To clarify, if a faculty member applies during the fifth year and is denied, the faculty member cannot reapply during year six.
- **Sustained Excellence:** Sustained excellence is the trended data over the review period to support activities, such as teaching. A question was raised, what is a frequency that is expected, such as in scholarship? And, could it be a combination of publications and presentations. The answer was yes, and it was discussed that it would be active efforts made during the review period. A concern was stated regarding that the criteria are set at department level, but from the Provost's presentation in October, it seemed that they wanted to see consistency across portfolios. The deans will follow up with the Provost, but believe that the consistency is in reference to organization and materials in the binders, not in comparing equivalencies.
- **Data Form A:** In reporting course enrollment and CHPs, the narrative can help discuss the circumstances of the class and design, such as lower enrollment in particular classes. A request was made to include contact hours with CHPs.
- **Training:** Training on the new portfolio guidelines are optional for faculty but would be mandated for deans and department heads.
- **Journal Rankings:** If there is difficulty in garnering information about journal and ranking, then that could be reported in the narrative.
- **Items to be addressed by Deans Shelton and Newton:**
  - **Terminology:** Will be made clearer according to rank.
  - **Leave time:** The deans will review leave time with whether or not it impacts the submission time frame.
  - **Appeals Process:** The deans will evaluate the extent to which feedback will be made transparent to the faculty under review.

#### IV. Unfinished Business:

- No unfinished business to report.

#### V. New Business:

- No new business to report.

#### VI. President's Report:

- University Executive Council- Has not met due to January snow days.
- Board of Trustees met on the 22<sup>nd</sup>-23<sup>rd</sup>:
  - Subcommittee Meetings:
    - Advancement Committee- The marketing campaign is based on focus groups, and a "you just know" theme will be implemented.
    - Red-tie dinner-fundraiser – an estimated \$24,000 dollars was raised.

- Athletics Committee- The baseball stadium delayed until March due to weather; average GPA of athletes is 3.3; 68% of football players have a GPA above 3.0.
  - The fitness Center is on target to open in January of 2019.
  - The baseball stadium will not be ready until late March due to weather delays
  - Student protests at committee meeting concerning the transfer of the former Auburn football player. Auburn's administration addressed the sexual misconduct, and found the student-athlete to have violated Title IX. He incurred sanctions until 2024 at Auburn. JSU reports they followed policy after investigating and did due diligence, thus accepted the student-athlete to JSU.
- Tuition and Fees Committee: \$190 per semester fee (to go in effect once fitness center is opened in January 2019). A proposal was made that the audit fee of \$25.00 per course hour would increase to half of the tuition rate, with funding to go to Faculty Commons, but the measure was voted down. However, it was suggested that the current fee be allotted to faculty development.

#### **VII. Committee Reports:**

- No current reports from the committees due to time.
- Faculty Awards Nominations due March 16<sup>th</sup>.
  - <http://www.jsu.edu/academicaffairs/facultyawards/faculty-awards-form.html>
  - <http://www.jsu.edu/academicaffairs/facultyresources/index.html>
- Faculty Senate President Miles reminded members to be thinking of nominations for officers.

#### **VIII. Announcements:**

- Musical, *Guys and Dolls*, dates, February 23<sup>rd</sup> and 24<sup>th</sup>, 25<sup>th</sup>, March 2-4<sup>th</sup>.
- Faculty Commons' reception for the faculty senate on April 9<sup>th</sup>.
- A mention was made of the new PEEHIP card and program, which provides access to a doctor via Skype and eliminates the co-pay fee.

#### **IX. School of Health Professions and Wellness- Featured School**

- Exercise Science program: There are clinical and human performance tracks, and also have P.E. majors. There is a Sports Management Recreation Program (including graduate program). Currently there are 12 faculty plus adjuncts in the Kinesiology Program.
- The Nursing Program has an undergraduate program that admits 72 students for fall and spring. There are 360 students admitted to the undergraduate program, and currently, 312 students due to attrition. The RN and BSN programs are online with 212 students. The DNP program has 65 students. The simulation center and respiratory therapy (enrolled 20-30) are located at Brookstone. Approximately 30 faculty are at Brookstone.

#### **X. Adjournment:**

Dr. Beezley motioned to adjourn.

**XI. Next Meeting:**

*March 12<sup>th</sup>, 2018 at 3:15 p.m.* in Martin Hall, room 319.

**FACULTY SENATE MINUTES**  
**12 March 2018 | 3:15 p.m. | Martin Hall 319**

**Members Present:** Tom Anderson, Paul Beezley, Michael Boynton, Jennifer Foster, Russell Hammack, Pitt Harding, Lori Hill, Stan Newton, Patrick McGrail, Sarah Cusimano Miles, Erin Rider, Shannon Robertson, Wendy Stephens, Kim Stevens, David Thornton, Kim Townsel, J. Triplett, Christi Trucks, *Hungwei Tseng*, Stephen Tsikalas, Jeff Van Slyke, *Anna Whatley (alt Ranger Rumrill)*

**Members Absent:** Ben Boozer, *Mike Davis*, Laurie Heathcock, Kay Lang, Tom Leathrum, Bill Lester, Andy Nevala, Rebecca Peinhardt, Joy Rabold, Teje Sult, Pamela White

**I. Call to Order:** President Sarah Miles called the meeting to order at 3:15 p.m.

**II. Approval of Minutes:**

Dr. Beezley motioned to approve, Dr. Hill seconded.

**III. Guest Speakers:** Dr. Don Killingsworth, Director of University Relations

- Montgomery update: Faculty Senate had inquired about campus-carry bills and current legislative bills. Dr. Killingsworth mentioned that recently there has been an increase in gun safety measures. However, the bills are trying to work around these gun safety bills by focusing on select groups such as retired law enforcement, military, or a certain type of training. JSU opposes any type of gun-open carry on campus. Dr. Killingsworth said he is working to study all of them. The leading bill is to deputize a sky marshal in schools (does not affect JSU at this point). Another bill supported by Governor Ivey would like to see \$42 million put into security cameras across the state.
- Budgets: This is an election year. The general fund covers anything non-educational. The governor proposed a 4.424% operations budget increase, and \$700,000 for line item budgets (included Forensics and Little River Canyon). The Alabama Senate wants to create a check supplement to retirees for the 90,000 current retirees.
- There was a proposed bill that desired to combine budgets (General fund and Education fund), but was not supported. This is ideal for Education to not have it funded since corrections and Medicaid can never be funded enough.
- Drop bill to Plop bill: The latest version is strictly for K-12 employees, capped at \$50,000 dollars. Earlier bill proposals were for all education employees, which were capped at \$75,000.
- PEEHIP: \$800 per employee per month, and then employee premiums. Premiums will not be increased, and the retirement contribution will remain the same.

**IV. Unfinished Business:**

- President Miles asked faculty members if there was any further discussion for promotion and tenure revisions. Dr. McGrail passed around information on impact factors for journals. Deans Shelton and Newton will meet on April 5<sup>th</sup>; President Miles will collect any feedback prior to that date to share.

**V. New Business:**

- No new business to report.

#### VI. President's Report:

- SGA Update-Anna Whatley, SGA Committee Head of Policy and Government Relations
  - Campus Safety Week (this week), Thursday, Student Appreciation Day and a connection between UPD and other student organizations (each organization will talk about a specific aspect of campus safety). The spring general elections to take place in April and the applications went out in March.
- No University Council meeting yet. The next meeting will be on April 4<sup>th</sup>. On the agenda will be topics concerning social media and website policies.

#### VII. Committee Reports:

- Welfare Committee: The senate addressed concerns about faculty salary review. Last summer a faculty senate member initiated a conversation and researched faculty salaries, and overall concerns about compression and below average comparisons with other Alabama universities. Standard methods of salary analysis uses CIP codes (Classification of Instructional Programs), which organize programs with comparable content and then categorize them further into specific instructional disciplines. CUPA HR (College and University Professional Association for Human Resources) is an organization that compiles salaries and organizes them according to rank, years in that rank, gender, discipline, etc. Faculty Senate President Miles talked with Provost Walsh, and it was understood by the Faculty Senate that HR would do a comprehensive salary review for faculty and staff. In the follow-up at the December University Council meeting, President Beehler gave an update on the HR consultant process, and mentioned that faculty salaries were not included in the review, only staff. President Beehler stated that faculty salaries would not be included because staff salaries had a greater disparity, and faculty salaries are more aligned because of the structure of rank, although he noted that it is something that needs to be addressed. President Beehler mentioned that an increase in enrollment would need to occur in order to make faculty salary changes more feasible. Dr. Townsel mentioned that a core function of the university is teaching. There appears to be an issue of whether JSU faculty salaries are in line with peer institutions, and also a concern about compression. President Miles asked if the faculty senate would like to propose a university-wide committee to address faculty salary. The idea is that a comparative analysis would function as a framework for regular review and therefore the university would be able to build in future raises in the budgeting process.
- A suggestion was given that we could ask for a graduate student to pull the data for faculty salary review. Another suggestion was raised to seek buy-in from Faculty Senate, the Provost, and HR to begin addressing the problem, so that when funds for salary increases was on hand at the university, there would be salary information readily available. Provost Walsh has prior experience working on a faculty salary committee and may be a potential resource. The Welfare Committee was asked to develop a proposal to send to faculty senate members for the April meeting.
- Elections Committee: Officer Positions to fill for the next academic year, and faculty senate positions in general.
- Faculty Awards Nominations due March 16<sup>th</sup>.
  - <http://www.jsu.edu/academicaffairs/facultyawards/faculty-awards-form.html>

- <http://www.jsu.edu/academicaffairs/facultyresources/index.html>
- Faculty Research Committee- Research activity and grant proposals are due on March 16<sup>th</sup>.

**VIII. Announcements:**

- Board of Trustees meeting scheduled April 16<sup>th</sup>-17<sup>th</sup>.
- Art Department, Juried student show opens on Thursday (5-7pm Hammond Hall).
- April 7<sup>th</sup>, 5k race part of the Nursing program.
- Dr. Boynton, Dr. Harding, Dr. Di Biase will present on acting at the Back40 in Gadsden on Thursday at 6:00pm.

**IX. School of Science- Featured School**

- Biology, Chemistry, and Geo Sciences, and Math and Computer Sciences (buildings: Martin, McGhee).
- 2 classrooms renovated in Martin Hall and a new computer lab for Geospatial analysis and bioinformatics.
- Dr. Triplett has a Herbarium on the 2<sup>nd</sup> floor, and there is a planetarium on the 3<sup>rd</sup> floor.
- Alabama water watch organized by Dr. Tsikalas. Efforts are underway to create a new center for interdisciplinary work on water and climate change.
- Dr. Hensley new department head for Biology.

**X. Adjournment:**

Dr. Stephens motioned to adjourn.

**XI. Next Meeting:**

*April 9<sup>th</sup>, 2018 at 3:15 p.m.* in Houston Cole Library 10B.

**FACULTY SENATE MINUTES****9 April 2018 | 3:15 p.m. | Houston Cole Library 10B**

**Members Present:** Tom Anderson, Paul Beezley, Ben Boozer, Michael Boynton, Jennifer Foster, Pitt Harding, Laurie Heathcock, Lori Hill, Kay Lang, Tom Leathrum, Bill Lester, Patrick McGrail, Sarah Cusimano Miles, Andy Nevala, Erin Rider, Shannon Robertson, *Ranger Rumrill*, Wendy Stephens, Kim Stevens, David Thornton, Kim Townsel, Christi Trucks, Jeff Van Slyke

**Members Absent:** *Mike Davis*, Russell Hammack, Stan Newton, Rebecca Peinhardt, Joy Rabold, Teje Sult, J. Triplett, *Hungwei Tseng*, Stephen Tsikalas, Pamela White

**I. Call to Order:** President Sarah Miles called the meeting to order at 3:15 p.m.

**II. Approval of Minutes:**

Dr. Anderson motioned to approve, all in favor.

**III. Guest Speakers:** Julie Nix, Director of Counseling and Disability Support Services, and members of the Critical Incidence Stress Management Team

- Assistance for students, faculty, staff- Red Cross in Anniston, Interfaith Ministries, application through Dean of Students to apply for assistance.
- Critical Incidence Stress Management Team
  - Handouts on: tips for college students after a disaster, employee assistance/work-life program, Northeast Alabama Crisis Team.
  - Northeast Alabama Crisis Team to provide emotional and psychological first aid (provided handout on Crisis Management Briefing-demobilization). They mentioned services helping students cope with what likely could be their first traumatic event.
  - Student experiences: a student survived the tornado, and sat in the rain for two hours after the tornado passed due to fear; a student saw his roof to his apartment get destroyed; there appears to be student resiliency and camaraderie, a student housed displaced students, and a counselor mentioned concerns that students may cope with alcohol/drugs.

**IV. Unfinished Business:**

- No unfinished business (faculty salary review ideas and tenure and promotion revisions currently postponed due to the tornado event).

**V. New Business:**

- No new business to report.

**VI. President's Report:**

- **SGA Update-** Ranger Rumrill , SGA President
  - SGA Elections (April 17<sup>th</sup>)- Ranger encouraged students to vote (2 people running for SGA president)
  - Ranger mentioned his appreciation working alongside the faculty senate.
  - Overall, student morale seems to be improving, and SGA have been passing out food for students.

- **Commencement Meeting:** To be held at stadium at 10:00 am on May 4<sup>th</sup> weather permitting (could be held on the 5<sup>th</sup> or 6<sup>th</sup> if necessary). Gate A is the only gate to be used. They will need a larger stage compared to what is currently available, and administration is currently reviewing pricing (approximate \$10,000 cost for rental); additionally a new sound system may be rented. All twelve police officers will be working. Administration would like all faculty to march at the ceremony. There will not be a band, but music and singers will be planned. There will be limited selections for refreshments. The last day for students to register for graduation is April 12<sup>th</sup>. JSU anticipates a crowd of 15,000. Dr. Joe Walsh and Faculty Senate President Miles will hood 100-200 graduates. The rehearsal will take place on May 3<sup>rd</sup> at 2:00 pm for volunteers. JSU is planning for 800 graduates. Parking will be a challenge and organized based on the direction attendees are coming from. Faculty line leaders will be marshals and can credit this service as a line in their vitae.
- **Board of Trustees meeting:** next BOT meeting will be on April 16<sup>th</sup> & 17<sup>th</sup> at Meehan Hall.
- **Email from Provost Turner-** The email thanked faculty and staff for their participation at the one-stop advising shop. Recognition was given to Sodexo and Publix for food donations, Emily White, Terry Casey, and Joe Walsh's leadership. The one-stop shop served 2,000 students. Kitty Stone is now the SBI (School of Business and Industry) complex, with new paint, tile, computer labs, and furniture.
- **Option 1:** Students will be asked to complete a final assignment per financial aid, although if not completed, will not be penalized.
- **Faculty Senate members** expressed concerns about the policy and decision-making regarding the academic options and lack of effective communication. Also it was pointed out that under Option 2, the incomplete deadline does not match the catalog (could be a financial aid status issue). Some of the concerns that were raised are: the ethical issue of giving students a midterm grade as a final grade when the course was not fully completed, lack of communication and input from the faculty with regard to the academic option decisions, academic integrity issues, what constitutes the current grade, chain of command with regard to most emails coming from Dr. King, faculty not knowing about academic options until the same time that students were told, most communication via Facebook and not formal channels (such as University email), and lack of consultation with faculty. A suggestion was made to consider a formal complaint, and Faculty Senate President Miles proposed that a committee look at the concerns raised by the senate and make a statement to present to the senate at the May meeting. She asked if the Welfare Committee would like to prepare that or if they would rather an ad hoc committee be formed. The consensus was to set up a separate committee to look into these concerns. President Miles invited a motion to form the committee as ad hoc, the motion was made and seconded, and all were in favor. [Let the record show that Senator Jeff Van Slyke amended his vote to "Nay" on 4/12/18]. The following volunteered to serve on the committee: Dr. Rider, Dr. Townsel, Dr. McGrail, and Dr. Boynton. A motion was made and seconded to approve the committee members, and all were in favor. The committee will meet to discuss these issues and report back to Faculty Senate in May. Some other issues were further discussed: leeway on current grades due to office damage, concerns about giving grades out over email due to legal issues, how to verify students are still engaged in the class if they take option 1, academic integrity issues that these decision were made by administration

without a say from faculty, although there is an appreciation of the communication Dr. King established and maintained with students.

#### **VII. Committee Reports:**

- **Elections:** If interested for running for a position or making a nomination, please email Dr. Anderson as soon as possible, so that he can compile the nominees for a vote to be held at the May meeting. If your department will have new representative for the 2018-2019 year, please invite them to attend the May meeting so that they can be introduced.
- **Policies:** No report.
- **Honors:** The Faculty Awards have been voted on, and the Annual Faculty Awards Reception will be held on May 1<sup>st</sup>.
- **Admissions and Scholarship:** No report.
- **Faculty Research and Grants:** No report, but information coming.
- **Welfare:** No report.
- **Executive Committee:** Discussed giving a thank you to Deans Shelton and Newton for their time and energy invested in the tenure and promotion policy revisions. Faculty Senate members agreed and voted to provide them with an award, as well as a small gift as an acknowledgment of the contribution Gena Christopher has made to the faculty in her role as Director of Faculty Commons.

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#### **VIII. Announcements:**

- Mike from Drama: The Giver: 20<sup>th</sup> through 22<sup>nd</sup> and The Country Co-ed at 8:00 PM on Thursday May 3<sup>rd</sup>.
- Sarah from Art Department: April 26<sup>th</sup> Thursday at Hammond Hall is the Senior Art Show.

#### **IX. School of Arts and Humanities- Featured School**

- Dr. Nevala talked about the Music Department: Marching Band is big, but still need some support; the roof blew off and all the major music performances were canceled due to the tornado. They are in need of a Performance Space along with space for Jazz bands, and worried about the building.
- Dr. Harding and Jennifer Foster talked about English. About 20 instructors, a number of adjuncts, one of the biggest departments, only a few full faculty, and an over-reliance on adjuncts is an issue. There is an expressed need to retain those tenure lines. English Professors are all solid generalists. They have a graduate program and fortunately no major damage at Stone Center, except for currently no Internet access.
- Dr. Beezley in History mentioned the sizeable department, perhaps is in 2nd place. There are 12 tenured faculty and a new Asian historian. They no longer have a Latin American expert and are also losing a British historian at the end of this year (Dr. Robertson has been at JSU for 53 years). They have a strong expertise in American and European History and a good number of book publications. Also there was a mention of the roof leaks.
- Dr. Boynton from Drama talked about the Drama department, and that the Drama Department Productions perform every year. The department has had a successful and award-winning season. The shows are still taking place, despite the tornado damages.

**APPROVED**

- Faculty Senate President Sarah Miles talked about the Department of Art. There are 12 full-time faculty and 3 full-time adjuncts. There are 3 degrees, a Bachelor of Art, a Bachelor of Fine Art with concentrations in photography, graphic design, painting, drawing, ceramics, and printmaking, and a Master of Fine Art in Visual Communication and Design. The department currently has about 170 UG majors, 10 graduate students, and serves over 1000 students, mostly through Art Appreciation, a general education course.
- Sarah showed a cool video about the Art Department, and talked about the new lighting studio in Carlisle Fine Art Building, made possible through a REAL Classroom Grant.

**X. Adjournment:**

Dr. Beezley noted a thank you for Faculty Senate President Sarah Miles's hard work. Also made a motion to adjourn.

**XI. Next Meeting:**

*May 14<sup>th</sup>, 2018 at 3:15 p.m.* in Ramona Wood, room 310, School of Education to be featured.

**FACULTY SENATE MINUTES**  
**14 May 2018 | 3:15 p.m. | Ramona Woods 310**

**Members Present:** Tom Anderson, Paul Beezley, Ben Boozer, Michael Boynton, Jennifer Foster, Russell Hammack, Pitt Harding, Laurie Heathcock, Lori Hill, Kay Lang, Tom Leathrum, Bill Lester, Patrick McGrail, Sarah Cusimano Miles, Andy Nevala, Erin Rider, Shannon Robertson, *Ranger Rumrill*, Wendy Stephens, Kim Stevens, David Thornton, Kim Townsel, Christi Trucks, Jeff Van Slyke

**Members Absent:** *Mike Davis*, Stan Newton, Rebecca Peinhardt, Joy Rabold, Teje Sult, J. Triplett, *Hungwei Tseng*, Stephen Tsikalas, Pamela White

**I. Call to Order:** President Sarah Miles called the meeting to order at 3:15 p.m.

**II. School of Education- Featured School by Dr. Emily Sims**

- a. The JSU Teacher Education graduate more than both the University of Alabama and Auburn University. Programs are at both undergraduate and graduate levels. The department has P-3, P-6, and P-12 certification. The Family Consumer Science Program is housed in the School of Education. All of the programs lead to Alabama Teacher Certification of Education (the State certifies them). The EDS program has an educational resource unit. There are teaching shortages in math and sciences; the charge is to provide quality P-12 education (“we produce our own professionals, thus a need to provide them a quality experience”). ACHE grant program implemented to increase recruitment and retention in an education program and teaching field; JSU’s Education Program’s challenge is to get students to complete the program. Question, Does the state offer incentives for Master degrees? A bill was introduced to pay for the highest degree in the corresponding teaching field as a way to reduce funding for non-corresponding degrees.
- b. Dr. Townsel from Family and Consumer Services covers that department
- c. Dr. Stephens is the chair of library media programs (2 years prior teaching experience), instructional leadership (3 years prior teaching experience; MA and EDS levels) and community counseling.
- d. Russell Hammack in Secondary Education, MA in education to become certified in the state, and undergraduates may enter with a 2.75 GPA but must graduate with a minimum requirement at 3.25 GPA (State Dept. rule).

**II. Approval of Minutes:**

Dr. McGrail motioned to approve, and all in favor.

**III. SGA Update-** Kasey Gamble, new SGA President

- e. She is an Early Childhood Education major, and incoming senior. Her main goal as president is to bridge the gap between student and administration communication. Kasey Gamble sent an email to students providing an explanation for the increase in tuition and fees. SGA executive members are excited for the upcoming year serving the students and university.

**IV. Unfinished Business:**

- No unfinished business.

**V. New Business:**

- The University Executive Council meeting to take place on Wednesday May 16<sup>th</sup>. The following policies will be reviewed: Social Media Policy and Guidelines, Web Policy, and the Medical and Compassionate Withdrawal. Dr. McGrail clarified the importance behind the JSU branding, mottos, and colors and the need for them to be accurate. Faculty Senate President Miles gave information on the background policies of social media, such as the policy to update social media sites a minimum of three times a week with the impression that if not, the site will be removed. Dr. Hammack raised the question of: what is the definition of current and who becomes responsible for the consistent management of updates? Another question asked if this policy regarding updates includes JSU student organizations, such as the History Club, and it was interpreted as yes. Dr. Hammack's department takes a lot of pictures of students in the field, yet the confirmation of consent from the student delays the submission program and general management of consent agreements. Dr. McGrail notes that information is now viewed on social media and not the traditional usage of the JSU main website. The Nursing Department gave the example of their FB and Twitter page and it seems that the Twitter page is updated every 5 days, thus a recommendation may be better for a once a week update rather than 3 updates per week. Dr. Leathrum noted that apps can help arrange scheduled posts to increase efficiency.
- Faculty Senate Proposal for policy clarification on term limits. Bylaws currently do not provide clear language on terms after a senator served as a replacement to a previous senator to fulfill that person's term. Executive committee has discussed how to clarify the term fulfillment and caps. A recommendation policy was made for 0-12 month replacement with an additional term to serve. Dr. Harding simplified the language to say that a replacement senator to serve two terms after completion. The bylaws give the replacement senator full voting rights but is not designated as the replacement senator's own term. Faculty Senate members voted in favor of two additional terms following completion of a replacement term.
- Faculty Senate Proposal to update bylaws to reflect schools instead of the former colleges. Senate in favor of the change, and for committees to reflect the change to have a representative from each of the 6 schools plus the library.

**VI. President's Report:**

- Faculty Senate President Miles clarified what occurred following the last meeting and the formation of the ad-hoc committee. President Miles clarified the meeting with President Beehler and Provost Turner. President Miles met with the executive committee, which drafted a statement of support and clarification to President Beehler and Provost Turner. After reviewing the documents provided by Dr. Turner, the ad-hoc committee recommends that the ad-hoc committee change its focus to less situation specific of the tornado policies, and to focus on improving faculty administrative communication in the upcoming year. This suggestion will be revisited and discussed at the September meeting.
- Summary of the Board of Trustees' Meeting (April 16<sup>th</sup>-17<sup>th</sup>): President Miles recapped the daily meetings and recovery effort process, including the committee specific reports.

**APPROVED**

- Damage Evaluation, \$65 million advance from insurance, Doug Jones meeting in person, 6 task forces created (facilities, security, academics, etc.), and JSU Strong website. Student affairs were concerned with declining enrollment. Key decision moving forward; revisions to strategic plan, housing, building renovations, government funding, etc. There was a concern that personal donations would have been taxable without FEMA declaration. Marketing noted that Facebook reached 1 million, and 30,000 views on the first day on Facebook live.
- External auditor report, line of credit for JSU through Regions if needed, 5% tuition increase has passed (includes 2% raise for faculty/staff per enrollment level).

**VII. Committee Reports:**

- **Elections:** Presented ballots to elect upcoming officers for 2018-2019 academic year.
  - Jan Case to replace Tom Leathrum, Jeremy Ross to serve in place of Erin Rider.
  - New Officers: Dr. McGrail, President, Dr. Mike Boynton VP/President-Elect, Dr. Tom Anderson Historian, and Dr. Wendy Stephens Secretary. Erin motioned to approve, seconded by Dr. Peinhardt.
- **Policies:** No report.
- **Honors:** No report.
- **Admissions and Scholarship:** No report.
- **Faculty Research and Grants:** Faculty research grants were awarded.
- **Welfare:** No report.

**VIII. Announcements:**

- Certificate for Deans Shelton and Newton for their tenure promotion service, and gift card to Gena Christopher.
- Welfare Committee did not have an update on faculty salary review, but it was mentioned that Provost Turner is to review faculty salaries this summer.
- Executive Council to meet Wednesday
- New dean, Staci Stone, of Arts and Humanities begins June 1<sup>st</sup>.

**X. Adjournment:**

Motioned by Dr. McGrail, and seconded by Dr. Boyton, and all in favor.

**XI. Next Meeting:**

*September 10<sup>th</sup>, 2018 at 3:15 p.m.*