

Faculty Senate Meeting Minutes
September 10, 2018, 3:15 p.m.
Houston Cole Library 1103 C

Members present: Patrick McGrail, Mike Boynton, Wendy Stephens, Tom Anderson, Paul Beezley, Ben Boozer, Jeff Dodd, Russell Hammack, Kasey Gamble, Lori Hill, Kay Lang, Bill Lester, Sarah Miles, Andy Nevala, *Yinqi Tang* (for Kim Stevens), Kim Townsel, Monica Trifas, Hungwei Tseng, Jeffrey Van Slyke, Kim Westbrooks/ Karlie Johnson

I. Call to Order

President Patrick McGrail calls Faculty Senate to order 3:18 p.m.

II. Approval of May 2018 Minutes

Changes to minutes re SoE presentations suggested by Professor Townsel and Professor Hammack.

Approval motion proposed by Professor Miles, seconded by Professor Hammack
Passes as amended.

III. Guest Speaker:

President John Beehler

President Beehler is recuperating from hip replacement surgery. He is happy to keep up the tradition of speaking to Faculty Senate at the start of the academic year. He and Mrs. Dr. Beehler were out of the president's house for four months this summer while water damage to the walls and floors was remediated, and they will have the Faculty Senate over later. Good news is that campus is recovering quickly from tornado. The storm solidified JSU as a family, there was little whining about inconvenience because of understanding of the natural disaster.

- Damages are evolving.
- There are forty roofs of fifty damaged still under construction (contrast this with the Tuscaloosa tornado which only hit four campus-owned buildings). Not rebuilding the university of the past, but strategically building the university of the future. What fields are likely to grow? Mason Hall lacked acoustic configuration and is an example of planning for what music faculty and students will need for the future.
- Merrill Hall most extreme damage. More than 50% damage considered to be a total loss. Now is design phase for Merrill Hall, can figure out what replacement will cost, what is covered by insurance and FEMA (declared a national natural disaster means city of Jacksonville will qualify for aid).
- Looking to view Wallace Hall as a total loss as well. Donation of Jacksonville RMC hospital – community engagement, nursing skills lab, living-learning community,

working health and wellness clinic, staffed by RMC so can take in non-JSU patients.
Gamecock Express bus goes to RMC.

- Alumni House another loss, storm revealed termite damage.
- Honors House salvageable, will be reconfigured
- Should have all roofs on by Homecoming (Dr. Beehler's birthday)
- "Not only putting on the shingles of the past but putting on the shingles of the future." FEMA mitigation program allows for upgrades to prepare for next disaster. Has funded heavier-duty shingles or slate shingles on many buildings and at least two campus shelters to be created from FEMA mitigation program.
- Much meticulous documentation required or funding would be lost. Cash flow is an issue as insurance and FEMA payments may lag. State passed two-year interest-free loan, with some \$6 million currently borrowed under this program, and there is an existing line of credit with Regions Bank at a favorable rate.
- Loss of students after storm predicted between 500-700 bodies, but enrollment is down only 1% (or less than 100 students). Students want to come back to help rebuild JSU.
- People on this campus have stepped up to the plate. Will be rewarded with raise. Will get this into an email so people can feel good about this.
- "Reshuffling the deck" – available Kitty Stone Elementary as a blessing, nursing classes moved into the library (which an earlier study showed was 25% underutilized space). Bound periodicals were removed to create classroom space on the second floor.
- Fitness and wellness center on schedule and on budget, set to open in the new year.
- Jim Brigham negotiated deal with Sodexo to remodel food court at TMB.
- Coliseum had major damage to arena area, roof projected done by December 1. Commencement Committee will need to make decision for Dec. 14 ceremonies. Plan for outside ceremony.
- What do we think will be our unreimbursed, uninsured costs? At last BOT meeting, price tag estimated \$25 and \$30 million at 2-3 years out. Instead of issuing debt, focus on increase in enrollment, University Advancement (*naming rights*)
- Finishing the state-of-the-art baseball stadium. Supposed to be done Feb. 1. Still hoping will be ready for Sept. 28 dedication. Rain caused delays. \$2 million over budget
- Martin Hall third floor needs work
- Forney Hall original building -- by Kitty Stone, was married student housing (apartments) – will be preserved as an investment and renovated piecemeal as time permits
- Softball will get new astroturf, light poles, fencing. Need indoor practice facilities rebuilt. Local fundraising dedicated to women's athletics netted \$20K in one day.
- Looking at purchasing warehouse on Roy Webb Road for storage as trailers the university has been using temporarily will be recalled
- Last academic year was one of accomplishment despite storm; still pursuing strategic plan and agenda if timetable is revised
- Will have campus-wide customer service training. Number of high school students graduating going down each year until 2025, so maintaining same incoming freshmen class size will be a challenge. Must alter enrollment management strategy.

- When he arrived, HR system was “pure disaster” says President Beehler. Records not kept, searches not conducted. Will be updating personnel compensation and classification, mostly for staff. Same titles will suggest same duties – directors, coordinators etc. with potential legal ramifications.
- Title IX compliance training for everyone
- Comprehensive campus master plan needed. Planning for acquisitions of property, renovation, demolition, etc.
- Do we need enhanced student housing on campus? Older dorms are not the sort that students want – shared bathrooms as anathema. All the external apartments are planning to rebuild. Looking to cut deals with developers re P3s.
- Continue regional stewardship. Pursue Carnegie engaged campus designation. Dr. Beehler has toured eleven counties. Looking to develop a comprehensive tourism plan for whole area – low-hanging fruit.
- Dr. Beehler wants to establish a succession plan for key university positions.
- Keep enhancing student experience through one-stop-shop and more places for students to work on campus (like call center at University of Northern Kentucky). Dr. King is working on potential collaborative relationship of this nature.

IV. Unfinished Business

V. New Business

Dean Staci Stone, new Humanities Dean, spearheading campus-wide committee on compensation. President McGrail solicits input for Faculty Salary Study representation. Karlie Johnson from the Library volunteers to serve as Faculty Senate representative to the group.*

Faculty Research chair needed.

Professor Miles suggests all committees assigned by October meeting. Suggests emailing description of committees to whole Faculty Senate and deadline for requests to put them in place by October 1 meeting.

VI. President’s Report

From summer BOT meeting: President Beehler is optimistic about being indoors for December graduation, while other members are less optimistic about that.

VII. Committee Reports (none)

VIII. Announcements

SGA President Kasey Ogle noted that the city council was not helpful with regard to relaxing housing regulations, so now SGA plan is to involve students in voter registration drives to elect campus-friendly candidates. If departments or groups are doing voter registration drives, let Kasey know as BOT will want report.

Professor Russell Hammack, Secondary Education, asks for update on Tenure and Promotion revision. Professor Miles says last update in May was that Deans Shelton and Newton were looking for resolution on revision. Need clarification as to timeline for implementation.

Professor Paul Beezley presents Dean Stone's new relationship with Cooperative Study Abroad at Western Kentucky, much cheaper than EF tours, less than doing it yourself.

IX. Adjournment

4:40 p.m. Professor McGrail moves to adjourn and Professor Beezley second. Passes.

*Karlle Johnson who volunteered for compensation committee is the alternate for Kim Westbrooks (Public Services for library). President McGrail will investigate her eligibility for the committee.

Faculty Senate Meeting Minutes
October 8, 2018, 3:15 p.m.
Houston Cole Library 1103 C

Faculty in attendance: Sarah Miles, Patrick McGrail, Kay Lang, Christi Trucks, Michael Boynton, Wendy Stephens, Jeffrey Van Slyke, Pitt Harding, *Dan Bennett* (alt for Christy Burns), Ben Boozer, Paul Beezley, Tom Anderson, Kim Westbrook, Kim Stevens, Stan Newton, Jeff Dodd, Monica Trifas, Jeff Dodd, Andrew Nevala, *Leigh Ann Keith* (alt for Rebecca Peinhardt); Lori Hill, Hungwei Tseng, Vicki Tinnon Brock, Shannon Robertson, Jeremy Ross, Kasey Gamble

- X. Call to Order by President Patrick McGrail at 3:17p.m.
Provost Turner will be here with Deans Newton and Shelton to present the new tenure process in November.

Professor Miles moves to approve the September meeting minutes, seconded by Professor Harding. Motion passes.

- XI. Unfinished Business

Faculty Salary Study representation: Professor Miles volunteers to replace the alternate senator who was not able to serve with this group. President McGrail expresses that adjunct salary as in his department they teach significant 300 level courses should be a consideration and wants this to be on the record.

President McGrail has heard from retired faculty via Professor Len Rainwater in the school of business re TIAA-CREF disbursement. President McGrail has been in touch with HR, who said some of these funds are liquid-able, some not, so it depends on the type of investment. President McGrail will continue looking into this.

Vice President Boynton volunteered to pilot new tenure process. President McGrail asks if tenure and promotion is broader, and Vice President Boynton, who submitted his tenure portfolio this month, compared and contrasted the newer process with the old – because of the changes, he feels Faculty Senate need to be more proactive and involved in this process because there needs to be more clarification. There are Attachments A-D that need to be filled out. These changes are not finalized or public yet, and most candidates for tenure this year used the older format.

The inclusion of collegiality: AAUP is against collegiality as criteria; at Arkansas, a requirement for this was controversial as there was concern this would devolve into a popularity contest.

Professor Westbrook asks about grant writing and where this fits in the new tenure model. Professor Miles feels that existing department-level criterion should be reviewed if it hasn't been recently. This question will be appropriate for the Deans next month.

Professor Lori Tinnon Brock was elected to replace Professor Steven Tsikalas representing Chemistry and Geosciences.

XII. New Business

Faculty Senate Committee appointments – please fill out your preferences. President McGrail will try to notify committees of their composition within the week.

XIII. President's Report

President McGrail urges us to pass information about honors, awards, and recognition to Buffy Lockette and Public Relations as the administration is seeking "good news" to make sure that the storm does not affect enrollment. "Summer melt" was modest, meaning most students who intended to attend JSU did so. CockyTV (YouTube Channel) is a student-oriented television program that can also be leveraged to disseminate information.

XIV. Committee Reports

XV. Announcements

Kasey Gamble reiterates to let her know about voter registration drives conducted on campus. In Alabama, college students can register to vote "where they spend the majority of their time," which for most students is Jacksonville. This Tuesday Oct. 9th and Wednesday Oct. 10th, SGA will sponsor voter registration drives will be held in TMB from 11 to 2 p.m. Calhoun County Office of Registrars will also be holding another voter registration drive October 17th 9 am to 3pm also at TMB.

Professor Boynton shares about the upcoming drama show, SHE KILLS MONSTERS, about two sisters, one of whom is "average" and the other is a geeky Dungeons-and- Dragons player. It is a technically complicated show with lots of 90s references, and it is ideal for college students. Will run Friday 26th, Saturday 27th, Sunday 28th, Monday 29th.

Professor Miles announces that art is currently showing a faculty show and a visiting artist Mark Buono from Denver is exhibiting in the Roundhouse. The art department is also trying to promote a new photography minor.

Professor Nevala announces that jazz combos will be playing at 7:00p.m. tonight October 8, 2018 at Loco Mex, four different groups with five to seven people. Two weeks from now at the same time and locale, a big band group will play.

XVI. Adjournment

Professor Keith moves to adjourn, Professor Westbrook seconds. Motion passes. Faculty Senate adjourns at 4:26 p.m.

Faculty in attendance: Teje Sult, *Jamie Rummells (for Sarah Miles)*, J. Patrick McGrail, Kay Lang, Michael Boynton, Wendy Stephens, Jeffrey Can Slyke, Pitt Harding, *Dan Bennett (for Christy Burns)*, Ben Boozer, Paul Beezley, Tom Anderson, Kim Westbrook, Kim Stevens, Stan Newton, Monica Trifas, Jeff Dodd, *Myrna Williamson (for Rebecca Peinhardt)*, Lori Hill, Vicki Tinnon Brock, Shannon Robertson, Russell Hammack, Jeremy Ross, Kasey Gamble

Faculty absent: Jimmy Triplett, Christi Trucks, Pam White, Andrew Nevala, Hungwei Tseng, Bll Lester

**Faculty Senate Meeting Minutes
November 12, 2018, 3:15 p.m.
Houston Cole Library 1103 C**

XVII. Call to Order at 3:15 by FS President McGrail

XVIII. Approval of October 2018 Minutes. Correction of Professor Nevala's name spelling. FS Vice President Boynton moves to approve, Professor Sult seconds. Motion carries.

XIX. Unfinished Business

XX. New Business

Dean Newton and Dean Shelton – Promotion and Tenure presentation and discussion

Dean Shelton – Changes from Faculty Senate handbook

Moved language about terminal degrees

1st significant change: 2.1.4.2 “Distinguished Instructor” – language only found on website, moved here so everything is together – “lecturer” not found elsewhere in documentation.

Ultimate goal – feeds the faculty annual review process so that it feeds into this, setting goals as part of annual review (requesting travel funds).

2.1.4.4 Assistant Professor

- Either demonstrated or presumptive potential for service activities.
- Either demonstrated or presumptive potential for collegiality.

Notes about consistency of language – much of it is taken from SACS and accrediting bodies

What does “presumptive” imply? Perhaps for newer faculty, can verbalize plan

2.1.4.5 Associate Professor

- Evidence of effective community engagement/service activities.
- Evidence of sustained collegiality.

“University service and community engagement”

Year in Wait: you must be an Assistant Professor 5 full years before applying for Associate Professor, then you lose a year through application process. You don’t normally get to “count” that year. With this revision, faculty can apply the year to years in rank when applying for full professor.

Professor Boynton: “noteworthy” be changed to “sustained.” Should be both of these, and consistent throughout the document.

2.1.4.7 Distinguished Professor

- Changes from twelve to ten years of service at JSU, five years at Full Professor.
- Also, this is made permanent rather than renewable every 5 years.

This is a way to encourage continuous excellence in scholarship.

You must provide the evidence to go up.

Distinguished Professor and Distinguished Instructor are not appealable, must go up again the next year.

What about those who transfer in? There is a sense that the five years at JSU should be negotiable based on exceptionality as a carrot for those being recruited.

Adjuncts might be needed in other programmatic or planning roles as approved by the dean.

Administrators who do not qualify for promotion and tenure: If you don’t get tenure, you don’t get to stay on the faculty.

9 month faculty specified as some programs are 12 month

Overload contracts should include information about faculty loads.

March 1 guideline removed from contract issuance language, as changed to the end of spring semester so that department heads know about promotion and tenure prior to issuing contracts.

Faculty Annual Review, Third Year Review clarified to specify the intent of the Third Year Review – Third Year Review checklist as scaled down version of Promotion and Tenure guidelines. Most universities have digital portfolios, and Dean Newton notes this would aid in

accreditation. Digital Measures (or the associated product Activity Insight) may be used generally for this.

2.4.2 Evaluation Procedures of Adjunct Faculty

SACS requirement, will be single page completed annually

2.5.1 Policy: Tenure and promotion should work together

Exception: unique appointments

Department heads who are untenured have three options, expressing these allows them to be helped and supported. There are some issues around the first option – “stopping the clock” for administrators who need never go through the scholarly promotion and tenure process themselves.

The most significant change in Promotion and Tenure appeals places the responsibility for appeals on a faculty standing committee (no deans or chairs) on the part of Faculty Senate. Does the appeals committee look only at original submission?

Dean Newton goes over changes to portfolio expectations, including was to mitigate small class sizes through discussion of accreditation requirements and disciplinary norms. The bulk of evidence will be contained in a second binder.

Dean Shelton says they want buy-in from the university to make this work. Dean Newton says every department or school will develop their own criteria, but across-the-board minimums like two scholarly articles are removed in this new incarnation. There will be workshops for both department heads and faculty.

Inquiry from Applied Engineering regarding ownership of academic work moved to December meeting.

XXI. President’s Report

XXII. Committee Reports

XXIII. Announcements

- Upcoming: Tacky Holiday Sweater party
- JSU Holiday Lights Nov. 27 Lights on the Square
- Nov. 29th 6:00pm parade
- Tennessee State, Kennesaw State football games
- Fitness Center scheduled to be opened on time in January. \$32/mo for faculty.
- Eventually: 5 am to 11pm, 10am on weekends, but initially lighter staffing

- Push by university to increase enrollment of Latinx students – bilingual admissions event planned. Some website pages will have Spanish language versions.
- New Financial Aid Director named -- Josepha Wiggins
- Nov. 30th -- Accepted Students Day

Lori Hill mentions question about external meritorious scholarships displacing faculty tuition remission. This erodes the faculty tuition benefit.

Adjourn

Faculty in attendance: Teje Sult, *Jamie Rummells* (for Sarah Miles), Patrick McGrail, Kay Lang, Michael Boynton, Wendy Stephens, Jeff Van Slyke, Pitt Harding, *Dan Bennett* (for Christy Burns), Ben Boozer, Paul Beezley, Tom Anderson, Kim Westbrook, Kim Stevens, Stan Newton, Monica Trifas, Jeff Dodd, *Myrna Williamson* (for Rebecca Peinhardt), Lori Hill, Vicki Tinnon Brock, Shannon Robertson, Russell Hammack, Jeremy Ross, Kasey Gamble

Faculty absent: Hungwei Tseng, Jeff Dodd, Stan Newton, Pam White

**Faculty Senate Meeting Minutes
December 10, 2018, 3:15 p.m.
Houston Cole Library 1103 C**

XXIV. Call to Order at 3:16 p.m. by FS President Patrick McGrail

XXV. Approval of November 2018 Minutes. Motion passes.

XXVI. Unfinished Business

Faculty Senate Vice President Mike Boynton provides an update on Promotion and Tenure process revisions after presentation from Dean Shelton and Dean Newton last meeting. Deans' Council has met around the issue and things seem to be progressing. President McGrail asks Senator Boynton to keep up abreast of any developments.

XXVII. New Business

Inquiry from Applied Engineering regarding ownership of academic work

Background: President McGrail had been contacted by faculty member in Applied Engineering who was asked by his Department Head to provide any and all curricular materials for an institutional repository. President McGrail has looked into AAUP policy, the JSU Faculty Handbook (6.7), and rules at Missouri, Brown, and Johns Hopkins, all of which vary widely regarding ownership of faculty-produced intellectual content.

The Acting Applied Engineering Department Head began corresponding with President McGrail the suggestion requiring week-by-week materials in classes because of significant pedagogical losses after the March storm, and was concerned about future disaster recovery. Faculty member regards himself as author of those materials, but this may vary based on discipline. Jess Godbey, the occupational safety and health and manufacturing management professor who began the conversation, is in attendance. While faculty members in that department regularly share powerpoints, the top-down nature of this directive was concerning. There is a big difference between being collegial and the department taking ownership of your instructional materials. The faculty suggested that faculty keep individual backups for disaster recovery purposes instead of

centralizing the process, and the OneDrive space provided could serve this purpose. Previously, the department shared files through a networked drive which filled the purposes of documentation and resources for newcomers.

Faculty shares individual attitudes. Sharing syllabi is different than powerpoints and other instructional materials. Lori Hill mentions that community college required you sign paperwork assigning ownership to the college, and states that her department administrators are present in the courseware.

In most guidelines, ownership hinges around whether “substantial use” of university resources has been employed; usually powerpoint slides and lectures tend to be enumerated as “faculty authored materials.”

Regarding creative materials, emphasis will vary based on professor’s experience and background. There is some concern about distribution of content to adjuncts, not replacing subject specialists. Is this related to practitioners coming from the field rather than those with academic backgrounds?

Senator Kim Westbrook on library perspective: Open Access is a huge topic right now, the majority of those texts are produced by professors who agree to share introductory materials. Many schools have institutional repositories where the faculty can choose whether or not to participate. Faculty choice seems critical.

Does upload of materials to Blackboard give university ownership? Since professor owns content of lectures prepared, any recording should be announced, but it is easy for students to do this without the professor’s awareness.

If one department agrees to participate in this repository, does it set the entire faculty up to do the same? We need clarification on the university policy (6.7). Faculty Senate President McGrail will take this discussion up with the Dean Fielding of the School of Business and Provost Turner

v. President’s Report

President’s Report: Enrollment maintains remains top concern. The administration is also concerned with keeping tuition and fees revenue neutral in comparison with state flagship schools, so are looking at ways fees can be subsumed within a course, or tuition can include books. Intensive, half-semester courses where individuals can take both prereq and other course in one semester – otherwise taking remedial courses can delay graduation, make completion in four years less possible.

XXVIII. Committee Reports

XXIX. Announcements

JSU Game Night was the Tuesday of finals. Share any ideas for de-stressing during finals week with Library.

Faculty Salary Study update is looking at peer institutions and talking about ways to institute systems to make faculty salaries more equitable across the board. Right now, this is limited to 9 month positions.

Faculty in attendance: Teje Sult, Sarah Miles, Jimmy Triplett, Patrick McGrail, Kay Lang, Christi Trucks, Michael Boynton, Wendy Stephens, Jeff Van Slyke, Pitt Harding, Christy Burns, Ben Boozer, Kim Westbrook, Kim Stevens, Monica Trifas, Jeff Dodd, Andrew Nevala, Hungwei Tseng, Vicki Tinnon Brock, Bill Lester, Shannon Robertson, Jeremy Ross

Faculty absent: Mike Davis, Jada Murray, Paul Beezley, Tom Anderson, Pam White, Stan Newton, Lori Hill, Russell Hammack, Kasey Gamble

Faculty Senate Meeting Minutes
January 14, 2019, 3:15 p.m.
Houston Cole Library 1103 C

XXX. Call to Order

XXXI. Approval of December 2018 Minutes
Wrong roll. Will update with correct roll

XXXII. Guest Speaker – Jennifer Foster, Director of the Faculty Commons, began in this new role January 2. Founding Commons director Gena Christopher was a mentor for Professor Foster, who is currently meeting with departments and gathering ideas across disciplines and in different schools

This year's theme for Faculty Commons: **Relational Teaching**. If a student forms a relationship with a mentor, they will be more successful in classes and more likely to graduate. Looking for speakers with this talent.

Faculty Sessions will hold **Innovative Teacher** series and **Effective Teacher** series as it has in the past – ten opportunities for each series, participating in five in each tracks means \$500 compensation. Also, a new, third series will start April 11 on **Promotion and Tenure**, with strong past applicants as presenters.

Faculty Awards: Since faculty is no longer contractually obligated to be here in May, this ceremony will be moved to April 18th 2:30pm. Some categories have received nominations in the past, despite monetary awards. Feb 15. is the deadline for Professor Trifas's committee, and those need to get to Professor Foster by March 15.

Professor Miles asks about iPads promoted through Faculty Commons and where those are now. They were returned to Houston Cole.

XXXIII. Unfinished Business

More clarification over ownership of faculty work products still being pursued by President McGrail as handbook and documentation are open to interpretation.

Fitness Center: There is some sense that the membership costs for the new fitness center are not affordable for faculty and offers no discount for families and is an erosion of benefits for faculty and employees.

The associated fee of \$198 a semester for students amounts to a substantial increase for faculty families. (Online students are not charged but will not be allowed to use facility).

Observations that students are busy, many don't have time to work out, many have really limited funds. Many think Stephenson was under-utilized, that facility closed in December and is now relegated to football, and faculty cannot use it to work out.

Professor Harding says that it was a divisive issue with new faculty liking the idea of an upgraded facility and those who have been here longer tend not to be as enthusiastic about paying \$32 a month, which might be less expensive than consumer options. This facility is FOR the students, and SGA delegates were very positive about hang-out aspects. Overall, it was a gamble to increase enrollment. At the moment, the facility is not yet fully operational.

Committee appointments

XXXIV. New business

XXXV. President's Report

Reports from meetings

Online Education

Chris Casey: JSU commitment to online education continues.

4,192 – 58% of undergrads enrolled in at least one online course

902 – 84% of grad students enrolled in at least one online course

5,094 total online students generating \$23.8 mil tuition revenue

Tuition is \$359 online versus \$309 per credit hour f2f. Why do online courses cost more without physical plant? Courseware and add-ons are expensive.

President McGrail welcomes Jada Murray from FACS, new senator.

Pitt Harding welcomes Christy Burns, the second senator from English.

Tuition and fees. President McGrail sits in on these meetings, and talks about the delicate balance between state allocations (which are flat) and working to keep tuition competitive with peer institutions. Fees and tuition can be "hidden" and are rarely "comparable." Fees do not appear in ACHE tuition comparisons.

XXXVI. Committee Reports

Awards Committee chaired by Professor Monica Trifas has approved Emeriti faculty, is in touch with Jennifer Foster relating to Faculty Awards.

President McGrail is finalizing the committees and will give those groups one week to choose their own chair. Chairs are to report to Faculty Senate EC which meets the weeks before Faculty Senate.

XXXVII. Announcements

XXXVIII. Adjournment at 4:17 p.m. President McGrail moves, Professor Sult seconds.

Faculty present: Teje Sult, Jimmy Triplett, Patrick McGrail, Kay Lang, Michael Boynton, Wendy Stephens, Jeff Van Slyke, Pitt Harding, Christy Burns, Jada Murray, Ben Boozer, Tom Anderson, Kim Westbrook, Kim Stevens, Monica Trifas, Jeff Dodd, Andrew Nevala, Lori Hill, Hungwei Tseng, Vicki Tinnon Brock, Bill Lester, Russell Hammack, Stan Newton, *Ulises Herrera (for Kasey Gamble)*

Faculty absent: Sarah Miles, Christi Trucks, Paul Beezley, Pam White, Rebecca Peinhardt, Shannon Robertson, Jeremy Ross

**Faculty Senate Meeting Minutes
February 11, 2019, 3:15 p.m.
Houston Cole Library 1103 C**

XXXIX. Call to Order by President McGrail

XL. Approval of December 2018 and January 2019 Minutes
Senator Lori Hill makes motion to approve, Senator Teje Sult seconds. Motion carries.

XLI. Unfinished Business
President McGrail discusses changes listed in [most recent tenure and promotion update received by Vice President Boyton, including substantive revisions provided by Deans Shelton and Newton](#). Traditional scholarship is still allowable under the Boyer model.

Note about rescinding service credit (#10) clarified by Senator Hill: if a faculty member has been hired with expectations for early tenure but did not receive tenure initially, that can be re-set to usual service period.

Feeling that overall changes are positive.

President McGrail says he has no concerns save that collegiality might be the only criterion lacking in an otherwise exemplary portfolio, but notes AAUP is opposed to this particular element and collegiality has been an issue at other institutions.

Status of document: in final revisions, expect public version soon. This is the last opportunity for input.

XLII. New Business
Presentation of Faculty Senate committee chairs
Welfare: Chair Senator Lori Hill
Elections: Chair Senator Tom Anderson
Faculty honors: Chair Senator Monica Trifas
Policies: Chair Senator Pitt Harding

Admissions and Scholarship: Chair Senator Ben Boozer
Faculty research: Chair Senator Shannon Robertson

Small group committee meetings

XLIII. President's Report

From BOT meeting:

Dr. Charles Lewis, University Advancement, wants to increase capital campaign goal to \$55 million (from \$20 million). Campaign will begin Sept. 6.

Tim Garner wants to create social media and video about alumni: www.jsu.edu/stories
Don Killingsworth, Chief External Affairs Officer, believes state may float a bond to help with tornado recovery. There is still a gap between funds needed (~\$64 million) and FEMA, state, and local resources available.

Dean Tommy Turner talked about Transition University, program bringing students with autism and other disabilities onto campus. Also, Special Ed is now called Collaborative Education.

Salary survey and salary compression – related but different issues under consideration by current university-wide committee

XLIV. Committee Reports

XLV. Announcements

XLVI. Adjournment

Tom Anderson moves, Russell Hammack seconds. Motion carries at 4:34 p.m.

Present: Sarah Miles, Patrick McGrail, Kay Lang, Christi Trucjks, Michael Boynton, Wendy Stephens, Jeff Van Slyke, Putt Barding, Christy Burns, Ben Boozer, Paul Beezley, Tom Anderson, Monica Trifas, Jeff Dodd, Lori Hill, Vicki Tinnon Brock, Russell Hammack, Jeremy Ross, Ulises Herrera, Stan Newton, Emily Messer, Kim Stevens, Kim Westbrooks, Shannon Robertson, Teje Sult

Not present: Mike Davis, Jimmy Triplett, Jada Murray, Pam White, Andrew Nevala, Rebecca Peinhardt, Hungwei Tseng

**Faculty Senate Meeting Minutes
March 11, 2019, 3:15 p.m.
Houston Cole Library 1103 C**

XLVII. Call to Order – 3:21 p.m.

XLVIII. Approval of February 2019 Minutes

XLIX. Unfinished Business

L. New Business

Dr. Emily Messer, Associate Vice President, Enrollment Management

Increasing enrollment is the largest single strategic goal of the university. Dr. Messer began at JSU ten months ago to work with undergraduate admissions and the financial aid office; now has a plan for recruitment, retention, and graduation of undergraduate and graduate students at JSU. Dr. Messer has established a Strategic Enrollment Steering Committee and wants faculty to complete a SWOT analysis (due back on the Friday before spring break).

In Fall 2018, 3442 freshmen matriculated. As of now, 5200 freshman students have been admitted for Fall 2019, a 105% increase over 2018 admitted students. This past weekend's Spring Preview Day was an unprecedented success and there was 23% increase in accepted student day attendance compared with last year. Dr. Messer is working on building the admissions funnel beginning earlier; marketing to high school sophomores and juniors instead of waiting until senior year.

Dr. Messer put together JSU's first non-matriculation report, looking at cross-applicants, cross-admits and where these students actually enroll. She discovered that on terms of competing institutions, six of those are in-state community, leading with Gadsden, and four university competitors -- Troy, Auburn, Alabama, UAB. UWG is offering in-state tuition for all students in Alabama, so Dr. Messer predicts that will appear in the next

year's analysis. These students are being put back into the CRM system to continue to recruit them as transfers over the next two years.

Dr. Messer urges faculty to participate in Gamecocks on the Go recruitment event – top element in college choice for those going to JSU is faculty, second is affordability. Meeting with faculty is what sells students on the university.

Question about recruiting transfers from community college, transfer pathways are still being developed and there is an MOU signing with Snead State tomorrow morning, the fourth community college to do so. Any faculty who wants to work with community college colleagues can leverage Dr. Messer's office to facilitate an articulation agreement with their program. This is about establishing a relationship with the other university – it is a great public relations move, and opens the door to articulation agreements to actually recruit students. Dr. Pugliese's chief responsibility right now is involving this. Next step involves targeted recruiting of students whose employers offer tuition reimbursement.

Gamecock Service Training de-brief

Comments that the training represents a big time commitment during term time; sense that it was designed more for staff than faculty. Faculty acts as academic advisors, and students often have questions about issues like financial aid which are not within our purview. Students can feel overwhelmed and lost. Students might not have the interpersonal skills to find the right person to solve issues.

The fact that there were only a few sessions with few slots means many faculty and students workers (who were expected to attend) were not able to participate.

Service Excellence training de-brief – Dean Shelton offers to pass along response from the group. President Beehler wanted everyone to understand the expectations of Service Excellence, this was the brief of the committee. There will be more Module One trainings in April, May and the Fall. In the next two weeks, the dates of all future trainings will be released so that faculty can plan for these two-hour sessions. Student workers and adjuncts will go through the training online. Dean Shelton missed the first sessions due to illness at home. Future sessions will start off on a positive note about JSU being known as the Friendliest Campus in the South and recognizing years of service in the room. Committee members will be listed to demonstrate this is a university-wide push. Outside consultants wanted a quarter million dollars to conduct the same sort of training.

The Service Excellence would like to deliver Module Three in the fall. More people are required to facilitate larger groups when we have more space. Leone Cole is very busy. Recommendations include not using "customer service" terminology and working to empower students and not coddle them. We are not Walmart greeters and there is

some problematic content on the website associated with the training. Dean Shelton has recently taken over that website and it will be updated.

Dean Christie Shelton on her new role as Provost

Dean Shelton on her being appointed provost: In January 2017, Dr. Rebecca Turner approached Dean Shelton about applying to a competitive academy for becoming a provost. She was accepted for an intense, year-long process (including tuition and fees and budgeting as was her work on promotion and tenure as a professional enhancement plan). The options for filling this position included external, internal, and direct appointment; each had problems and advantages. An external search costs at least \$100,000. Dean Shelton brainstormed and discussed these options and the pros and cons of each process with President Beehler. The Board of Trustees weighed in as well. The concern for continuity of leadership, manifestation of good business judgment and potential waste of process time were factors in the appointment. Dean Fielding's retirement was another factor (from the Deanship of the School of Business & Industry).

A national search firm will look for the two Dean candidates (Dean Shelton's old position as Dean of Health Professions and Wellness and the Dean Fielding's from the SB&I), but we need consistency and administrative support. Dean Shelton's staff will remain in Health Sciences.

Promotion & tenure update: President Beehler has offered a few minor tweaks including a clear example on how to convert salary from faculty to administrative back to faculty so that this would be very clear. There is some specificity about administrators with faculty rank and expectations for their administrative role. Adjustments include credit for tenure and promotion upon receiving doctoral degrees and service credit coming in can be rescinded and the tenure clock can be stopped for a major life crisis. Department heads who wish to be promoted can develop new programs or increase enrollment, and those efforts can be considered. The Tenure & Promotion changes will likely go into effect in the fall but do not constitute a substantive change and might be considered less rigorous than the previous requirements. The Library has put together a Scholarship Made Easy series for the School of Health Professions & Wellness focusing on tools for publication. Dean Shelton recommends we take advantage of that.

Dean Shelton reports on tuition and fees committee recommendations: Students taking 1-3 hours were paying the same fees as those taking 16 hours, so this has been remedied. There is a proposal for an all-inclusive staggered fee per hour with a maximum of \$660 (including athletics); this was well-received by students. Did not propose a tuition increase at undergraduate, and reduced fees. Graduate tuition would be increased to \$400, which leaves us competitive with other universities. Currently, line item fees clearly marked for student services like transportation, student health or technology cannot be re-allocated, but a catch-all university fee can be adjusted based on needs. If we shift more from this to the general fund, we can keep tuition from rising.

Fees for graduate students will be \$300 (1-6 hours) or \$400 (more than 6 hours). Totally online programs will be \$500 per credit hours including both tuition and fees. Summer fees will be \$100 flat rate, and \$199 for summer rec center access for students not enrolled during the summer.

\$1.54 million surplus does not take into account additional growth; Dr. Porter and Dr. Messer predict growth, which could enable a raise.

To be conservative in estimation, the tuition and fees group has predicted only 80 new student taking 12 hours; most likely this will be exceeded. Dean Shelton's work on both tuition and fees and tenure and promotion are lauded and appreciated; hopefully, this will change the narrative around fees.

Dean Shelton's vision involved Academic "Grand Rounds," something used in the medical world to show a team approach to health care. For our academic concerns, she wants to know where we are, what are bragging points are, what we see as primary needs and areas that need improvement, and how she can support the faculty.

Dean Shelton has worked with the Provost at the University of West Georgia where there is Academic Affairs Leadership Academy – competitive program where aspiring leaders have year-long commitment to mentoring and shadowing at other schools, how ACHE and SACSCOC work.

Program Review Process: Dean Shelton wants a program review template to look at factors contributing to low enrollment, factoring in the local job market. A gap analysis has been done for JSU and will be shared by Dean Shelton when she does her Grand Rounds. Her questions will include: Have you had marketing support? What does admissions know about your program? There is a report coming from the legislature and ACHE about outcomes they expect universities to respond to – student success, governance, and other areas of expectation at the state level. Whatever program review model we decide upon should address all these components: internal viability, SACS COC, and state expectations.

Dean Shelton says that when she shadowed the provost at Clayton State, she attended a Faculty Senate. The president and provost attended every faculty senate meeting and provided a status of academic affairs at every meeting.

Dr. Newton is working with Digital Measures to move towards an electronic portfolio process.

LI. President's Report

New risk assessment point person will be appointed to oversee risk for events.

Rec center appears to be a hit with students, despite initial reservations about cost.

Tim Garner will be optimizing every page of the University's web presence to revitalize the information available online for prospective students and parents.

On March 18 from 4-6 pm there will be a presentation from James Spann.

PTSD and tornado anniversary: Counseling as an aspect of student services. Many faculty members are still not back in their homes.

Nationally, there has been a massive increase in the number of students availing themselves of counseling services. Previously, there was no wait, but now that is up to two weeks. Given this increase in student demand, counseling services have recently been limited for faculty and staff. This is a need on campus especially post-storm. Next Tuesday, March 19, offices will be closed and classes will not meet 11 a.m. to 2 p.m. to give employees and students the opportunity to attend the anniversary event.

Arts and Humanities member needed for FS Elections Committee

Grading conversation: At this time, no pluses or minuses are possible for semester-level class grading. If we had pluses and minuses, we would have a sharper tool with which to assess students. This could help in distinguishing excellent work from merely good work. President McGrail thinks more options would benefit students and is willing to present this to the Provost if there were significant faculty buy-in. President McGrail feels that the Policies committees might want to address this and is sending senators to their departments for input. Abilities of registrar and Banner to support these nuances additional factors.

LII. Committee Reports

LIII. Announcements

Faculty salary review: have met, crunched numbers, Dean Stone is making a recommendation to be presented in the next two weeks. Every school represented and analysis conducted using CUPA data.

Adjournment at 5:15 p.m.

Senators present: Teje Sult, Sarah Miles Patrick McGrail, Kay Lang, Christi Trucks, Mike Boynton, Wendy Stephens, Jeff Van Slyke, Christy Burns, Jada Murray, Ben Boozer, Tom Anderson, Kim Westbrook, Kim Stevens, Stan Newton, Monica Trifas, Jeff Dodd, Andy Nevala, Rebecca Peinhardt, Hungwei Tseng, Russell Hammack, *Ulises Herrera (for Kasey Gamble)*

Senators absent: Mike Davis, Jimmy Triplett, Pitt Harding, Paul Beezley, Pam White, Lori Hill, Vicki Tinnon Brock, Bill Lester, Shannon Robertson, Jeremy Ross

Faculty Senate Meeting Minutes
April 8, 2019, 3:15 p.m.
Houston Cole Library 1103 C

LIV. Call to Order – 3:17 p.m.

LV. Approval of March 2019 Minutes
Senator Sult moves, Senator Hammack seconds. Motion carries.

LVI. Unfinished Business

LVII. New Business

What documentation and policies does each School or Department have in place related to Promotion and Tenure?

School of Business and Industry is complex as Communications was previously in College of Education and Professional Studies. Much documentation is from before reorganization of Colleges into Schools, not all units have information available online, and some of the processes outlined do not jive with what is going on currently.

School of Health Professions and Wellnesses adopted University policy wholesale. Nursing did have specific guidelines and did not change these when Kinesiology came on board, so this is partially why they have reverted to University policy. They will be considering whether to revisit these guidelines for their school this summer. They do not currently have a P&T committee, but submitted everything to Dean's office. Now, the Dean and Department Head will be able to review this.

It is anticipated that the Deans will get a directive from the provost about ways to customize this from schools and departments? Senator Trucks says that Dr. Troncale will be working on this and training the School of Education about revisions to those policies this fall.

Faculty Commons has prepared a series of workshops planned on the new P&T process with the new provost, beginning this week.

Vice President Boynton consideration ongoing viability of May meetings based on modified contractual obligations. With the elimination of the Maymester, May 4 (Commencement) is faculty release date, and Boynton will assume the presidency at Commencement. This will throw a monkey wrench into some of the business usually held in May, like Faculty Senate elections. Are virtual elections possible? We don't yet know who the new senators for next year will be, but seated senators have voted for the president-elect and secretary in the past and this works with the existing bylaws, meaning we should have the elections sooner rather than later.

Department Senator Elections: Vice President Boynton asks for updates from departments holding elections by May 3 so that he has an up-to-date roster of next year's senators.

Faculty Senate Officer Elections: To include all senators, Mike Boynton will solicit online nominations for Faculty Senate President-Elect, Secretary, and Historian. A follow-up form will serve as a virtual election ballot.

Senator Sult moves to eliminate the May face-to-face meeting and replace with electronic nominations and a subsequent electronic vote. Senator Hammack seconds. Motion passes.

LVIII. President's Report

For those working with grants, there is new compliance with federal policy known as "Grant Closeout." If the grant is for a substantial amount of money, it can change the ways that salary is computed. Federal agencies require strict compliance and annual and quarterly financial reports. Our policy did not meet these guidelines, so now there will be a final accounting of project costs when a grant is closed out.

The university now has a Safety and Risk point person employed full-time. There will be areas on campus designated as safe zone. Also, Power DMS is new form reflecting the updated policy for risk.

May 10 Mental Health Conference will be held in Oxford.

Veronica Bjorkman named new Associate Dean of Students.

2260 student registered for summer courses; 116 students up from last year (2%).

LIX. Committee Reports

Welfare Committee, Lori Hill reporting:

I wanted to pass on the information below I received from David Thompson regarding a question posed to the welfare committee. A faculty member inquired about what to do if you had personal property damaged by Servpro. Please see the response from David Thompson:

To my knowledge, I have not been provided with listing of damaged personal property by Servpro that belongs to faculty or staff. Sometime around October, I confirmed there was some discussion about miscellaneous items like speaker wires. After seeing the list from Department Head, the decision was there were no significant dollar items and the items would just be considered a loss and not worth filing a personal claim. We have been working diligently with insurance, Servpro, and our personnel sorting through the hundreds and hundreds of items displaced across campus. Your inquiry does have layers and will require some effort on each individual's part.

1. The University's insurance policy does not cover personal items. Most home owner's or renter's insurance policy will cover these items.
2. Any items damaged by Servpro should be identified and a "like, kind, & quality" estimate/invoice should be provided. Servpro should be responsible for any items that are proven to be damaged. This should not be an issue, but each individual will have the burden of proof that an item existed and that it was damaged by Servpro.

If there is anything else I can do, please do not hesitate to contact me. (David Thompson)

Report on more nuanced grading, possibly involving pluses and minuses, introduced by President McGrail: some faculty are opposed for various reasons. There is concern that this opens the door for more ongoing negotiations with students around grading. President McGrail says this was taken up in the 1990s, and suggests a future Policies Task Force to examine the viability of this, though it would have to be reviewed and approved University-wide.

Applicability of more granular grading for School of Education: 2.75 undergraduate required for admission to programs, 3.25 required for ALSDE certification. Senator Hammack suggests we run statistical analysis to see how this effects teacher candidates before implementing any grading changes.

This adjustment would benefit some students and not others.

Note: benchmarks in programs can vary from those at the University to ensure rigor.

LX. Announcements

The theater department's last show this year is a children's production, "How to Become a Pirate" April 18th and 19th. Vice President Boynton asks that we spread the word about the stage combat workshop he is putting together; it is an intensive experience open to all JSU students.

Kimberly Westbrooks: Looking for presenters to deliver hands-on 30 minute workshops for the Children's Corner this summer for kids in the community. All content areas are welcome. 63 children graduated last summer, having gone to at least five mini-lectures. Email: kwestbrooks1@ju.edu for more information

LXI. Adjournment 4:16 p.m.

4:30 p.m. Reception at the President's home