

Faculty Senate Minutes for October 5, 2012

Chair Julie Isaacson called the meeting to order at 3:04 p.m. The meeting was held at the Delta Center for Economic Development, Room 201

Senator Andy Mooneyhan moved to approve the minutes for the last four meetings. The motion was seconded by Senator Bill Humphrey. With one minor change, the minutes were accepted unanimously.

Diversity—Dr. Lillie Fears (Professor of Journalism, College of Communications)

Note: PowerPoint Presentation available on the ASU website—“Diversifying Candidate Pools”

Dr. Fears reported that though ASU has been improving over the past 40 years in diversifying the student body, the progress with the faculty has been discouraging. There are five steps to consider for faculty searches:

1. Communicating the educational rationale
2. Aligning departmental and institutional commitments
3. Creating a welcoming environment
4. Securing resources
5. Countering segregated networks

Eight strategies for a successful search in seeking faculty members of color:

1. Forming the Search Committee—Be sure that the committee includes male and female members and persons of color. Take care with junior faculty who may not be comfortable speaking freely.
2. Educating the Search Committee on Personnel Issues—Do not assume that senior faculty are equally competent regarding personnel issues and have common views regarding equity and diversity.
3. Debunking the Myths—Avoid the attitude that there are not qualified candidates in persons of color, or that ASU cannot compete with other schools in offering attractive positions and salaries.
4. Creating the Position Description—Guard against recycling job descriptions. Use terms like *preferred* instead of *required* and *should* instead of *must*. Also be careful of numeric measures (5 years of experience, etc.). Ask for more than a CV (perhaps copies of articles, letters of reference, course syllabi, etc.)
5. Attracting a Diverse Candidate Pool—Do more than send the announcement. Use bulletin boards and nurture relationships with mentors of possible candidates. Provide quick links to things that may be of interest (shopping malls, churches, medical facilities, etc.).
6. Examining Hiring Biases—Don’t assume that candidates from “lesser” schools are not top-rate.
7. Making the Offer—Be sure the candidate has experience with a variety of teaching methods, with cultures other than their own, etc. Especially with inexperienced negotiators for candidates of choice, it is very important to be fair regarding salaries.

8. Hosting the Campus Visit—If you know a diverse candidate is coming to campus, feel free to contact Dr. Fears to have them meet with her, show them around, etc. Give each candidate a very realistic view of the campus and town.

Dr. Fears also mentioned that after hiring, it is important not to give the new faculty member too many appointments on committees. Especially persons of color are often called upon to fill the minority roll. As always, try to keep the environment welcoming. Dr. Fears would be glad to work one-on-one to help a newly hired diverse faculty member adjust to the situation at ASU and the surrounding community.

Retention issues (ASU diverse faculty figures)

2002-8.8%

2009-17.2%

2011-15.4%

Chair Isaacson asked, what is the goal for ASU? Dr. Fears expressed her desire for equality in the diversity figures for the student body, staff, and faculty.

Some senators expressed concern about the focus of diversity on persons of color and gender. Senator Alex Sydorenko inquired about culture or ethnicity. Dr. Fears stated that, of course, search committees should encourage all areas of diversity, including various cultures. Senator Bill Rowe commented that his department (the Art Department) had been quite lacking in diversity for many years; due to past experience, he was skeptical as to whether the department could adjust. Dr. Fears' response focused mainly on exposure. Lori Winn (Director of Human Resources) commented that they would be glad to visit the departments about these issues. Senator Bill Humphrey remarked that the ASU description of diversity should be more broad and requested statistics including people of color as well as culture.

Information Technology: *Re-Invent*—Mark Hoeting, Chief Information Officer (video presentation included)

Mark Hoeting gave a presentation on the upcoming plans to improve technology at ASU and requested that we all be a part of this effort entitled, *Re-Invent*. This endeavor will include building campus-wide partnerships in order to improve university operations and ASU in general as a competitive higher education institution. The following four campus conversations will be involved in moving to the next level collaboratively:

1. Enriched learning
2. Engaging content
3. Enhanced teaching
4. Operational excellence

Mr. Hoeting stressed that we cannot have enriched learning without the other 3 topics. We need to communicate better as an institution. Once the program site for *Re-Invent* will be released, it will highlight where we are today; foster new ideas for innovative teaching, learning, and operations; and serve as a platform for getting started. In visiting the program site, a proposal may be submitted in order to start a conversation and join the effort. Advisory groups will be

available. How do outcomes and assessment link? *Re-Invent* will help to resolve this question and find what technologies are needed to help us get there.

Child Maltreatment Policy—Lori Winn

<http://www.asusystem.edu/dotAsset/2b2213cc-08c8-4149-8fe0-8885ae1faa9d.pdf>

After the Penn State scandal, the State of Arkansas modified its law on child abuse to include higher education. In response, a new ASU System policy was adopted by the ASU Board of Trustees on 4 May 2012. To summarize, all ASU employees are now mandatory reporters in regard to child maltreatment. This responsibility for those employed by the ASU system goes beyond the grounds of the campuses. All are expected to report abuse no matter what the time or location. Web-based training is being offered through BlackBoard here at ASU-Jonesboro.

Old Business

IP/Patent Policy Update: Policy, White paper and Assignment form—Dan Marburger & Jeff Pittman (attachment provided)

Senator Bill Humphrey moved to pass the IP/Patent Policy; Senator Andy Mooneyhan seconded the motion.

Discussion:

Senator Fabricio Medina-Bolivar expressed concerns with section 4D of the policy. If an ASU employee chose to transfer ownership of an invention to ASU, the university may hold it for a year. Information cannot be disclosed on the invention for that period. There were also concerns with transfer of ownership preventing the original owner from publishing. Though Senator Medina-Bolivar had not experienced timing problems himself in the past, he felt a shorter time-period may be preferable. He also inquired as to whether the university might provide money for research. An additional concern involved section 4 of the assignment document: if the policy were to change in the future, one would need to respond to the initial policy.

Senator Andy Mooneyhan responded that after the one year of ownership transfer, it would go back to the originator, if nothing had been accomplished in that period of time. Dr. John Pratte (Interim Dean, Science and Mathematics) commented that if this time-period were made shorter, ASU may not have sufficient time to acquire a patent.

Dr. Jeff Pittman (Department of Economics and Finance) offered the possibility of a new committee hearing new points from actual inventors. He also mentioned that the assignment involved the idea of setting two possibilities: to lock in the percentage rates OR be able to change the policy and stay with the times.

Dr. Dan Marburger (College of Business: Economics and Finance) advised that inventors should be meeting with an attorney. Regarding the time issue, he mentioned that some institutions use the language “within a reasonable amount of time”.

Senator Mooneyhan stated that the new policy is much improved, and that the issues or the discussion could be addressed following the vote. He also did not see a problem with disclosing information on an invention during the one-year period.

Dr. Pratte offered that if transfer of ownership regarding an invention were to occur in industry, the company would own it with no questions asked. The university is actually giving a fair amount of money back; however, the source of the funding should be explored.

The motion passed with seventeen in approval, three opposed, and three abstentions.

Academic Calendar Options for recommendation to SGOC (attachment provided)

The options for the Academic Calendar are to continue with the weeklong break during the Thanksgiving holiday, or to shorten that break to 3 days and have an earlier 2-day fall break.

Senator Andy Mooneyhan moved to approve the full week break at Thanksgiving time. Senator John Hall seconded the motion.

Discussion:

Senator Fabricio Medina-Bolivar questioned why the second option for the breaks was split with both weeks including days off at the end of the week. Dr. Lynita Cooksey (Interim Vice Chancellor and Provost) responded that a subcommittee had brought this forward. Care must be taken with taking more Mondays out, since Labor Day and other holidays fall on Mondays. Generally, senate members stated that their colleagues liked the full week option the best (John Hall, Bill Humphrey, Andy Mooneyhan, Marika Kyriakos, etc.)

The vote was unanimous, in favor of the full week break.

New Business

Commencement Committee

Senate Chair Julie Isaacson asked for volunteers for the Commencement Committee or for recommendations. New Senator, Cherisse Jones-Branch volunteered.

Faculty Marshalls

Chair Isaacson stated that an adhoc committee was needed to appoint Faculty Marshalls. Volunteers for the adhoc committee included Senators Bill Humphrey, Deanna Barymon, Gauri Bhattacharya, and Cherisse Jones-Branch.

Religious Holiday Observance (U of A policy attachment provided)

<http://www.interfaithcalendar.org>

The University of Arkansas does not observe religious holidays; however, the Campus Council passed a resolution pertaining to absence as a result of religious holidays. In short, instructors must be provided with a schedule of religious holidays in writing during the first week of classes. Chair Isaacson expressed the need to address the concerns of our students regarding religious holidays and more. Volunteers to assist with this matter were Senators Andy Mooneyhan, Faye Cocchira, Bruce Johnson, and Bill Payne.

Travel/Faculty Development—Senator John Hall

Senator John Hall expressed concerns with travel funds, which were tied to merit, PRT, faculty raises, etc. The difficulty to accomplish development with lack of funding was duly noted. Currently, some faculty know how much funding is available and if they will receive monetary support; however, other faculty do not have this information.

Senator Hall moved that a Finance Committee be formed to look at issues regarding Professional Development Funds for faculty. Bill Rowe seconded the motion.

Discussion:

Senator Andy Mooneyhan commented that, having just finished the tenure process, he paid for at least half of his development expenses. Senator Bill Rowe mentioned that not much can be done with \$400-\$500, which is typical of some departments for professional development travel.

Dr. Lynita Cooksey admitted she was baffled by the problem as well. There is truly not enough money for faculty. She assured senate members that many human hours were spent on the travel policy, and that some of the regulations (mileage, for instance) were governed by the state.

Senator John Hall expressed his concern regarding the new car rental guidelines. An example supporting his concern included the fact that he spent all of his development money just to go to Conway to pay a registration fee. The playing field doesn't seem to be level and distribution is not even between colleges.

The motion passed unanimously.

Adjunct Faculty Concerns—Senator Bill Rowe

Senator Bill Rowe articulated several reasons why the situation regarding adjunct faculty members needs to be improved. Many husband/wife couples have terminal degrees (one may be teaching adjunct), but leave because they can make more money elsewhere. Senator Rowe provided a graph for adjunct salaries. Per course: Fayetteville is over \$4,200; Memphis \$3,000; Princeton \$7,000; ASU-Beebe \$1,800. ASU-Jonesboro was not included in the graph, but salaries are very low. Senator Rowe had been on a task-force committee with former Chancellor

Potts and Dr. Lynita Cooksey. It was the opinion of the committee that adjuncts need mentors; too much work was put on departmental chairs.

Senator John Hall mentioned in regard to mentoring, that more faculty members need to be involved. There is too much stress for departmental chairs, especially through the hiring process. Adjuncts should be required to go through training if they have little experience. Senator Hall pointed out that the ASU-Jonesboro campus is the lowest among the nine 4-year colleges regarding adjunct salaries in the state. Also, the fact that they have to pay for a parking pass is absurd. Recently, three adjunct faculty members were hired in his department. The salary was \$1,650.

In response to the absence of ASU-Jonesboro on the graph, Dr. John Pratte commented that our campus may not have been asked to participate in the survey. He also mentioned that salaries for adjunct faculty vary somewhat between departments here at ASU.

Dr. Lynita Cooksey suggested that taking a look at reassigned time might reveal some options regarding this matter. She also commented that students getting the short end of the stick are often freshmen who have many adjuncts as faculty. Some of these part-time employees don't take full stock in ASU simply because they are not making enough money.

Senator Bill Rowe used Dr. Alyson Gill (Art Department) as an example. Her expert knowledge in an additional area of expertise make it preferable that she change her current focus, but it is impossible to hire an adjunct to replace her. Adjuncts have to work much too hard to make enough money to live. With the current going rate of salary in the Art Department, an adjunct would have to teach nearly 7 courses in order to support themselves.

Dr. Cooksey emphasized the need for some sort of mandatory training sessions for adjuncts. In response to Senator John Hall's inquiry of how this might be accomplished, Henry Torres answered that there are available courses on-line. They could be made a part of the adjunct hiring process and also mentoring by a faculty member.

Senator Hall inquired of Dr. Cooksey: suppose a department is down to the wire with no one to teach a section? Dr. Cooksey replied that if the appropriate person is not available to teach the class, it may be best to relocate those students to a different class. This is often difficult, but not impossible. The decision could be left to the chair or to those in the discipline. That would be up to the department.

It was resolved that Senators John Hall and Bill Rowe would work on a resolution with assistance from Henry Torres.

Other Questions and Concerns

Senator Bill Humphrey inquired as to why the current Graduate Bulletin was not on the website. Dr. Cooksey deferred the question to Dr. Andy Sustich (Dean of the Graduate School), who was not in attendance. Senator John Hall stressed that the policies need to be published. Dr. John Pratte stated that some of the information was not yet available from the departments. Dr.

Cooksey again deferred to Dr. Sustich and requested that we take a look at our own degree programs for accuracy.

Report from the Chair

Chair Julie Isaacson reported the following:

- There was a small rate of return on senate subcommittees.
- The requested letter of the last meeting had been sent to thank Chancellor Hudson (copied to Dr. Len Frey) for assistance in getting the temporary road constructed by the Hypess building.
- Senator Bill Humphrey delivered chairs to the new Faculty Senate office.

Chair Isaacson also reminded senate members to share information from the meetings with their peers.

Senator John Hall shared an article in the publication of *Academe*: Copyright for Academics in the Digital Age.

Senator Bill Humphrey moved to adjourn the meeting, which was seconded by Senator Andy Mooneyhan.

The meeting was adjourned at 4:51 p.m.

Attendees:

Association Officers:

Chair Julie Isaacson
Farhad Moeeni
Andy Mooneyhan

Agriculture & Technology:

Bill Humphrey

Business:

Faye Cocchira
Richard Segall
Jollean Sinclair

Communications:

Pradeep Mishra

Education:

John Hall
Minghui Gao
Ann Ross
Amany Saleh

Engineering:

Fine Arts:

Lisa Bohn as a proxy for Claire Garrard
Marika Kyriakos
Bill Rowe

Humanities & Social Sciences:

Warren Johnson
Cherisse Jonesbranch (new member)
Lawrence Salinger
Alex Sydorenko

Nursing & Health Professions:

Deanna Barymon
Gauri Bhattacharya
Bill Payne

Sciences & Mathematics:

Hai Jiang
Bruce Johnson
Fabricio Medina-Bolivar

University:

Military Science:

Library & Information Resources:

Members absent (without proxy or sign-in)

Farhad Moeeni
Larz Roberts
Pat Murphy
Shivan Haran
Jerry Ball
Brenda Anderson
Pat Walls
Suzanne Melescue
Margaret McClain
Cecil Clark
Tracy Farmer