

MINUTES
TROY UNIVERSITY FACULTY SENATE MEETING
26 August 2009

1. Dr. Shelton called the meeting to order at 2:00 pm.
2. Mr. Jim Davis completed the roll call for the meeting. Attendance was as follows:
 - a. Members present:
 - Catherine Allard
 - Tammy Esteves
 - David Hollingsworth
 - Brian Webb
 - Marty Olliff
 - Jim Davis
 - Regina Gaillard
 - Sam Shelton
 - Zhang Jun
 - James DeLoach
 - John Irwin
 - Robert Kitahara
 - Jim Ryan
 - John Jinright
 - Johanna Alberich
 - Eddie Clark
 - Frank Hammonds
 - Chan Roark
 - Mary Battaglia
 - Djuana Burns
 - b. Members absent:
 - Scout Blum (with notice)
 - Tim Buckner (with notice)
 - Allen Jones (with notice)
 - Larry Fogelberg (with notice)
 - Frank Browning (with notice)
3. Approval of the minutes of the June 24 meeting was delayed so that members could provide input into the content of the minutes. The minutes will be emailed to members for a final vote of approval within approximately two weeks.
4. President's Report
 - A. Appointments:
 - i) Catherine Allard was appointed to fill the vacancy left by the expiration of her own previous term on the University Review Committee. Frank Hammonds also serves as a Senate representative on that committee.
 - ii) Johanna Alberich was announced as winner of the election to the open Faculty Senate position on the Personnel Advisory Committee. Scout Blum and Sam Shelton are the other Faculty Senate representatives on that committee.
 - iii) Chan Roark has agreed to chair the Faculty Senate Faculty Welfare Committee.
 - iv) Frank Hammonds has agreed to chair the Faculty Senate Academic Affairs Committee.
 - v) Jim Davis, as Secretary, is chair of the Faculty Senate Elections Committee.
 - vi) Tim Buckner served on the QEP Organizational Team, which has now been reconstituted as the QEP Implementation Team. For the sake of continuity, Dr. Buckner has agreed to serve as the Faculty Senate representative on that Team.

Dr. Shelton asked all members to check the membership list he sent out to see which Faculty Senate committees they have been assigned to, and to let him know of any

requests for changes. He said he intends to involve the committees more heavily in the operations of the Senate.

Dr. Catherine Allard, as Vice President, is chair of the Committee on Committees. All members of the Senate are asked to notify her each month of the activities of any University-wide committees on which they serve, so that these activities can be reported to the Senate as a whole.

B. President's Correspondence

i) Tobacco Policy—Dr. Shelton reported on the comments he sent as an unofficial response to the University's proposed ban of all tobacco use anywhere on campus. He said that the policy is still under discussion, and not to be implemented until summer 2010, so Senators should contact him with any concerns they have regarding this policy.

ii) Overload Policy—Dr. Shelton reported that he has sent to the Provost a list of faculty concerns about the policy, announced by the Chancellor at the June Faculty Senate meeting and at the August faculty convocation, that the teaching of overloads will be eliminated. This policy change is due mainly to concerns expressed by the SACS committee and is to be phased in gradually over several years. These faculty concerns include the following: a) Faculty use overloads as a way of supplementing salary so that it is more comparable to other institutions in the region. b) The use of full-time faculty instead of adjuncts to teach extra classes increases the overall quality of the education offered by the university. c) The University's stated goal of making all degree programs available online by 2015 will make necessary either the hiring of more full-time faculty or the use of more overloads by full-time faculty in order to maintain the percentage of campus courses being taught by full-time faculty. Dr. Shelton reports that he has discussed these concerns with Dr. Roach, who has acknowledged them.

5. Committee Reports

A. Executive Committee—Dr. Shelton said that the Executive Committee consists of the officers, including the Past President, and the chairs of the standing committees. It will meet before each Senate meeting in order to set the agenda and get the agenda to all members far enough in advance of each meeting to allow input from the Senate before the meetings.

B. Committee on Committees—Dr. Allard had no report, since no University committees had yet met this school year. All Senate members were again urged to send her reports of the goings-on of any University committees on which they serve.

C. Elections Committee—Jim Davis reported that an election was scheduled for the Montgomery campus to elect an at-large senator to fill a vacant seat. Rodger Morrison and Tom Kolasa have announced their candidacy for the seat. Instructions will be sent out via email on September 1, and the election will take place during a 48-hour period on September 2-3.

D. Academic Affairs Committee—Dr. Hammonds had no report.

E. Faculty Welfare Committee—Dr. Roark had no report.

6. Old Business

A. SACS Recommendations Response Update—Dr. John Dew provided a briefing on ongoing efforts to respond to the SACS recommendations. The first SACS concern involved the percentage of full-time faculty at the University. At the time of the merger in 2005, we had 456 full-time faculty. When the SACS review process started one year ago, we had 504 full-time faculty, and as of 1 August 2009 we have 524. The percentage of full-time faculty has been increasing faster than enrollment during that time. SACS was particularly concerned with the percentage of full-time faculty at overseas sites, and the University has made great progress in that area, with many full-time faculty going overseas to teach at those sites.

A second concern for SACS was the area of assessment. The SACS committee was impressed with our academic program, administrative area, and student support services assessments. However, the chair of the SACS committee recommended that we will have to assess the effectiveness of each program at each location where it is taught, not just as an aggregate assessment for each program. We will also have to present evidence of equivalency of evaluation in major field tests in different environments, whether face-to-face or online. SACS wants an ongoing evaluation of this equivalence. Senators expressed concerns about this equivalence in the case of students who take courses in several environments. Dr. Dew said he is aware of this problem, but that the SACS committee had a hard time grasping the problem, which is unique to the Troy System.

QEP—SACS had recommended that we start our college-specific reading initiative immediately, and Dr. Dew especially thanked the faculty of the CCFA for undertaking this on short notice. Lessons learned will be useful when the program is undertaken by other colleges.

Overseas campuses—A new rubric for evaluation of overseas campuses has been developed to meet SACS concerns about monitoring of those campuses. In addition the University is implementing a quality assurance auditing team of faculty members who will travel to overseas locations to evaluate them.

Quality Enhancement Institute—One of the areas of SACS concern that the University has not addressed fully, this area concerns, among other things, faculty development. Dr. Dew announced that he has asked Dr. Iris Saltiel of the Phoenix City campus to serve as the first director of the Quality Enhancement Institute. One of her first actions will be to develop, possibly in concert with the Faculty Senate, an online survey of all faculty to determine their faculty development concerns. She will also be compiling information to help improve the QEP.

Dr. Shelton asked Dr. Dew which faculty members were serving on the SACS review committees. Dr. Dew replied that only the Institutional Effectiveness Committee included faculty, and it has not yet had a Fall meeting. Two faculty members who are currently serving in administrative roles, Dr. Bailey and Dr. Rinehart, also serve on SACS review committees. Dr. Allard asked if these faculty are elected or appointed to these committees. Dr. Dew answered that they are selected by their respective Deans. The QEP Implementation Team includes Dr. Buckner as Faculty Senate representative, and one faculty member from each Campus, all appointed by the Provost.

B. Travel Policy—Tammy Esteves, by telephone, raised concerns about the required use of All Seasons Travel by the University, and about the ending of direct billing by AST so that the costs of travel would have to be born by the individual faculty members until reimbursement is completed. This latter requirement can leave the faculty carrying the cost for months at a time when the tickets are booked months in advance in order to get the cheapest rates. Dr. Lee Vardaman responded, reminding the faculty that there are travel advance grants available from the University Foundation, and that the Foundation has updated its website to make the process easier. Mr. Jim Bookout sent a written response, saying that getting the lowest fares from AST is a performance issue, not a policy issue, and that he is looking into it, and saying that the University's reimbursement policy is in line with the policies of comparable institutions. Several Senators responded with personal anecdotes of AST refusing to match lower rates, and of requests for travel grants being denied by the Foundation. The gist of the complaints was voiced by Dr. Allard when she asked why the faculty should have to go through all this, and why the University isn't more concerned about trying to get the cheapest possible rates. Dr. Shelton referred the matter to the Faculty Welfare Committee.

7. New Business

A. Faculty Senate Communications with Faculty—Dr. Shelton stated that although the minutes of each meeting are posted on the Faculty Senate website, there is often a lag of a month or even several months when the Senate doesn't meet, as during the summer, so the minutes aren't approved for some time so that they can then be posted. He suggested that at-large Senators on each campus might send an email to faculty on their campuses giving a brief summary of each meeting as a way of communicating the business of the Faculty Senate to their constituents. He asked if anyone has any other suggestions on how to accomplish this goal.

B. Faculty Salaries—Dr. Shelton read a letter from Larry Fogelberg, who could not be present, stating that he would like for the Senate to request an official letter from the Chancellor explaining what the administration is planning to do about the plan to raise faculty salaries up to the regional average. Dr. Fogelberg stated in his letter that there could be any number of appropriate reasons for the plan to be delayed, such as a statement that the plan could not be implemented until proration ended, but that some binding statement from the administration is needed. Dr. Shelton's thoughts on the matter are that he would like to see the creation of a University-wide committee including both faculty and administration, fully recognizing that he has no authority to request such a committee. Dr. Shelton stated that he is aware that the administration is concerned with raising faculty salaries, and offered the Faculty Senate as a resource at the disposal of the administration to help with this plan. Dr. Roark raised the question of where to find information on which to base our decisions, such as where to find the regional average salaries, etc. Dr. Shelton referred the matter to the Faculty Welfare Committee.

C. Sodexo-Marriott Food Service Contract—Dr. Shelton continued reading the letter from Dr. Larry Fogelberg, in which Dr. Fogelberg suggested that the Senate send a letter to the administration asking that the University employ competitive bidding before next renewing the Sodexo-Marriott food service contract. This request is prompted by the fact that in the past year Sodexo-Marriott has doubled prices for faculty while substantially reducing service at the cafeteria. Dr. Shelton said that he approached Mr. Bookout about the matter, and read a letter of reply in which Mr. Bookout defended the pricing and quality of service. Dr. Shelton said that Dr. Roach had suggested that the Faculty Senate invite Mr. Bookout to this meeting to discuss the issue, but that Mr. Bookout had a scheduling conflict and sent this letter instead. Dr. Fogelberg's motion asking that competitive bidding be required of Sodexo-Marriott was voted on and defeated. Dr. Marty Olliff moved that the matter be referred to the Faculty Welfare Committee because the bigger issues of competitive bidding and faculty representation in the decision-making should be considered. The motion carried and the matter was sent to the Faculty Welfare Committee.

D. Other New Business—i) Adjunct Pay Periods—Dr. Shelton raised the issue of whether it is fair that adjunct faculty who teach full semesters have to wait four months or more for their pay, while those who teach shorter sessions get half their pay after two months. He read a letter from Toni Taylor stating that the adjunct pay policy is being administered uniformly, and the decision to implement the policy has been made and is final. After discussion the matter was dropped.

E. Dr. Shelton asked that Senators send best wishes to Dr. Barron and Dr. Amy Spurlock, who are both undergoing surgery. He also asked for a motion to allow him to send a letter to Chancellor and Mrs. Hawkins thanking them for the luncheon. The motion passed.

8. The meeting was adjourned at 3:41 pm.