

MINUTES  
TROY UNIVERSITY FACULTY SENATE MEETING  
31 March 2010

1. Dr. Shelton called the meeting to order at 3:07 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
- Tom Kolasa
- Brian Webb
- Marty Oliff
- Scout Blum
- Jim Davis
- Regina Gaillard
- Allen Jones
- Sam Shelton
- John Irwin
- Robert Kitahara
- Jim Ryan
- Frank Browning
- Eddie Clark
- Frank Hammonds
- Chan Roark
- Mary Battaglia
- Djuana Burns

b. Members absent:

- Tim Buckner (with notice)
- Zhang Jun
- James DeLoach
- Larry Fogelberg (with notice)
- John Jinright (with notice)
- Johanna Alberich

3. The minutes for the February 23 meeting were amended. The Montgomery Campus report, paragraph 5.F.iii, was changed to say that the Montgomery Campus is now closer to a traditional “model,” not “modern.” The minutes were approved as amended.

4. President’s Report

A. Dr. Shelton reported that he has sent the letter to the Chancellor concerning the plus/minus grading proposal. Dr. Roach confirmed that he forwarded the letter to the Chancellor. There has, as yet, been no reply..

B. Dr. Shelton reserved the latest update on combining the Faculty Senate elections and the Standing Committee elections until the Elections Committee report, as no final determination has been made on that matter.

C. The Senate has invited Chancellor Hawkins to address the Faculty Senate at the June 30 meeting, and the Chancellor has accepted. This will be a good meeting for the Chancellor to attend as both current and incoming Senators will be present.

D. Dr. Shelton reported that Dr. Dew will attend the April meeting to update the Senate on the ongoing SACS review, as well as what is happening with the 2015 plan.

## 5. Committee Reports

A. Executive Committee—Dr. Shelton reported that the Executive Committee met with Dr. Roach following the February meeting of the Senate. Dr. Roach had informed the Senate that he was not going to advise the Deans to study faculty salary and workloads on a college-by-college basis, but that the matter should be discussed on a discipline-by-discipline level, and invited the Senate Executive Committee to meet with him to discuss the matter. Dr. Roach very graciously gave the Committee more than an hour of his time, and was receptive to the input from the committee. Dr. Shelton said that he asked that the Provost and Chancellor share the financial challenges of the University with the Faculty Senate, since we are all working together to deal with these financial realities. The Committee learned that in 2007, when he was Personnel Director, Dr. Vardaman had done some research into Troy's comparative salary structure among similar southeast schools. Dr. Shelton asked that such information be shared with the faculty so that the faculty could have a more realistic understanding of the University's position among similar schools in this area. The Committee requested that Dr. Roach again run this comparison and share the resulting information. Dr. Allard suggested at this meeting that the salary base at each position, Assistant Professor, etc., has not changed in ten years, and perhaps this should be examined. It was a very fruitful meeting in many ways, and the Committee appreciates that Dr. Roach was able to meet with us.

In addition to approving the agenda for the March meeting, looked at the Study on Lecturers. This will be discussed under New Business.

B. Committee on Committees—Dr. Allard had nothing to report.

C. Elections Committee—Mr. Davis stated that because of the undetermined state of the Standing Committees elections, all that is certain so far is that the election will be held online from 8:00 am CDT on Wednesday 21 April until 8:00 am CDT on Friday 23 April. A call for candidates will be distributed as soon as the Standing Committees situation is resolved. Dr. Shelton reminded those Senators whose terms are ending that they are all eligible for reelection. Dr. Shelton stated that he and Mr. Davis attended a meeting with the Deans to discuss the consolidation of the Standing Committee elections with the Faculty Senate online elections, as Dr. Shelton had suggested to the Academic Steering Committee. In the 90-minute meeting, there were two predominant issues. First, who would provide the list of candidates? Dr. Shelton indicated that the faculty would create the list of candidates and that the list would then go to the Deans for verification of eligibility of each candidate. The second issue was that the distribution of members of some of the standing committees needs to be reflective of TROY, to insure equal representation on the committees. Some Deans were concerned that an open system of self-nomination would not produce such a system-wide balance of candidates. Dr. Shelton informed the Deans that the Senate's experience with this voting system has resulted in wide representation from all of the University system. Dr. Shelton said that it is his (unconfirmed) understanding that the consolidated election will not occur this year, but will be delayed until next year, if adopted at all. The Senate has delayed its own elections to facilitate this process, so the Senate's election schedule has been truncated this year. As a result, the call for candidates has been extended until Friday, 9 April. The Senators were encouraged to be prepared for the call for candidates and to encourage their constituents to apply for candidacy.

Dr. Gaillard asked if the Deans objected to having the elections taken somewhat out of their control. Dr. Shelton stated that although not all the Deans were present at the meeting, he did not get the sense that any of the College Deans had any objections to the consolidation of the elections. The objections came from another quarter. Mr. Davis added that two of the standing committees need to be represented from every campus, and the way their membership rules are set up now, there are no requirements for that. The Deans in charge of those two committees want to change their membership requirements so that this will be required, and they apparently will not be able to do that for this year's elections, so they are putting the whole thing off until next year so that the membership requirements for those two committees can be restructured. Dr. Allard added that the Standing Committee elections will be taking place, so Senators need to remind their constituents to be prepared for these elections to occur in the normal manner. Dr. Shelton reminded the Senators that the rules state that elections should be the joint responsibility of the Senate and the Deans, so Senators should volunteer to be active in the elections, such as collecting and counting votes, etc.

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

E. Faculty Welfare Committee—Dr. Roark had nothing to report.

F. Campus Reports

i. Dothan Campus—Dr. Oliff reported that there will be a display in the Gallery hall of Gee's Bend photos from the 1970s and '80s. This is a traveling display on loan from the Birmingham Public Library. The head librarian, Chris Schaffer, is running an international film series, which is well attended. Beginning in Fall 2010, the College of Health and Human Services will begin offer classes in Dothan on Nursing, Human Services and Social Work. HHS is currently running ads for six faculty and staff members, for whom there is no room. There are also eleven searches underway for tenure track and lecturer positions, six tenure track and lecturers in A&S, one lecturer in Business, and four tenure track and lecturers in Education. This means twelve new offices, plus the possibility of new classroom and lab space: there is not room on campus. There is new construction planned for new offices in the attic of Malone Hall, but there are problems with this construction. In addition, Alan Belsches, longtime Associate Dean of A&S, is returning to the classroom as of 1 August. There is no word on a replacement.

ii. Global Campus—Dr. Esteves reported that the restructuring of Global Campus sites continues. Some sites are being restructured as student service centers, others are adding courses. GC will also soon be posting 25 new faculty positions. SACS has approved Troy to offer an MBA in Saudi Arabia, to be taught by Troy-certified faculty. There will also be a teaching location in Azerbaijan offering an MBA program.

iii. Montgomery Campus—Dr. Kolasa reported that a colleague had problems with All Seasons Travel with a flight to Switzerland. Mr. Agboatwala asked that details of the problem be sent to him so that he could deal with it, as the contract states there should be a three-minute maximum wait on phone calls. Dr. Kolasa also reported that there is a rumor that they are upgrading to Blackboard 9.1, and there questions about recertification and other possible problems. Dr. Blum stated that the History Department had been to that the upgrade was to take place before term 1 (Fall 2010). Training will begin with the e-colloquium in April. Everyone will need to be recertified, as there are big changes in Blackboard. Dr. Kolasa reported that the History and Social Science Association, a sort of club that he advises, is visiting CNN headquarters this coming Saturday.

iv. Phenix City Campus—Dr. Hollingsworth reported that Dr. Pitts's retirement has been announced.

v. Troy Campus—Dr. Allard reported that Bibb Graves Hall renovation is progressing. Ground has been broken for the new Convocation Center. First Year Studies Program is having its Academic Service Learning Workshop today. The Helen Keller Lecture will be April 6, featuring Anthony Natale. Dr. Allard reported that the Long School of Music has a partnership with the Johnson Art Museum in downtown Troy, and holds regular performances at The Studio across the street. Also, she advised those who visit the University Extended Learning Center on Brundidge Street to pay close attention to the ceramic artwork by faculty member Larry Percy. Finally, a problem with potholes on campus has been reported to the physical plant.

vi. Library—Mr. Webb had no report.

## 6. Old Business

A. Quality Enhancement Institute—Dr. Saltiel stated that a faculty survey run in the fall was completed and she gave highlights of the results. About half the respondents were not aware of any profession development activities at the University. A list of 12 needs was developed of things that people wanted to see: seminars and workshops in motivating students, teaching students how to learn, dealing with difficult students, academic integrity, etc. With the book presentations, about half want face-to-face presentation, while half prefer online presentation. There is also a committee working on faculty orientation, including Dr. Shelton and Dr. Vardaman and the QEI Steering Committee, which includes Dr. Allard, a proposal for orientation specifically for faculty as an outgrowth of the current orientation program. The College of Education has asked Dr. Saltiel to do a faculty orientation specifically for that college. In addition the QEP committees announce that the first day of the E-Colloquium, Monday April 12, will be dedicated to the QEP. Each QEP committee, On-line Learners, Traditional Students, Adult Students, and College Reader, will make a presentation at Hawkins Hall. All campuses, colleges, and ranks of faculty are represented on these committees.

B. Faculty Senate Excellence Award—Dr. Allen Jones reported for Dr. Buckner that the winner is Sam Braddock, out of Global Campus-Atlanta, is this year's winner. He will be attending Honor Convocation to receive the award. There were 7-10 applicants.

C. Admission Standards Study Update—Dr. Shelton reported that the committee mentioned by Dr. Federinko to study admission standards is meeting, chaired by Dr. Doug Patterson. The committee is currently just gathering information. Dr. Shelton told Dr. Patterson that the Senate continues to be interested in the subject and is willing to assist the committee in any way possible.

D. Plus/Minus Grading Study—Dr. Shelton restated that the letter has been delivered to the Chancellor, and we are waiting for a response.

E. All Seasons Travel—Dr. Blum stated more problems with booking flights and hotels through All Seasons. She raised the question of how this deal with All Seasons is benefiting anyone other than All Seasons. She urged the faculty to continue to bring up problems with All Seasons. Mr. Agboatwala responded to the complaints with some of the benefits to using All Seasons. His main concern is with the low level of service of her problems from All Seasons. Dr. Shelton reminded the Senate to continue to send all complaints to Mr. Agboatwala.

## 7. New Business

A. Study on Lecturers—The Executive Committee discussed and recommends to the membership a proposal with justification concerning the Senate's concern with the high percentage of the new full-time faculty positions being announced that are lecturers. This University practice has an impact on the University as a whole, on the lecturers themselves, and on tenure-track faculty. Tenure-track faculty are expected to do certain things that lecturers are not. There is flexibility with lecturers that may not be possible with tenure-track. Dr. Shelton said that he raised a concern with Dr. Roach that there are concerns about employee protections for lecturers, because they can be fired at the end any year of employment, since they always have one-year contracts. The Senate is concerned about the University's treatment of lecturers. Dr. Browning raised the question of how the University reconciles the move toward lecturers, who are not required to do research, with the SACS requirement that Troy move more toward being a research institution. Dr. Shelton urged everyone to look at the faculty handbook to become familiar with the differences in expectations between tenure-track and non-tenure-track faculty. This is what the Executive Committee is urging the Senators to consider, whether Troy's treatment and use of lecturers is consistent with other similar universities. Dr. Kolasa asked if other institutions have multiple-year contracts as a compromise. Dr. Shelton answered that finding out such things would be one of the purposes of this study. Dr. Oliff asked if defacto tenure comes into play in any way here? Dr. Vardaman answered that no, defacto tenure does not come into play because a lecturer is clearly not a tenure-track position, so at no point was tenure offered as a possibility. Dr. Oliff replied that AAUP censure for failing to meet their minimum standards of faculty protection might affect future job applicants who would choose not to apply to Troy because of this. He called on the Senate to alert the Administration to this possible problem. Dr. Shelton again said that the purpose of this study is to find out how other institutions handle this situation. Dr. Oliff's second concern is the role of research in good teaching. He proposed that funds be made available to lecturers to do research, in order to improve their teaching. He said that we do our students a disservice by denying lecturers the financial support to do research. Dr. Kolasa stated that his History and Social Science Department in Montgomery does fund research for lecturers at the same rate as tenure-track. Other Senators commented that their departments and schools also fund research for lecturers. Dr. Gaillard reiterated concerns that SACS might not like the hiring of lecturers as it relates to the SACS requirement that Troy become more of a research institution. Dr. Kolasa stated that he had been told by his Associate Dean that even though there may be this problem with the SACS requirement for more research, the bigger problem of hiring more full-time faculty was solved most quickly and inexpensively by hiring lecturers. Dr. Saltiel pointed out that Dr. Dew, in his letter to Dr. Shelton, had made this same statement. Dr. Oliff asked about overloads for lecturers. Dr. Shelton replied that the faculty handbook addresses that issue. Dr. Shelton replied to all the discussion that all of these legitimate questions need to be answered, and thus the Senate needs to do that investigation itself. The proposal states that the Faculty Welfare Committee handle the study, and that the study committee should include lecturers. Dr. Shelton called the question. The motion carried.

B. Other New Business—Dr. Oliff asked about possible increases in parking fees. So far all is just rumors, but Mr. Agboatwala stated that the rumor that buying Troy license plates will no longer waive the parking fee is false. The license plate policy will not change.

8. The meeting was adjourned at 4:24 pm.