

## Minutes for the Faculty Senate Meeting

March 29, 2017

- I. Meeting called to order at 2:00 PM by President Margaret Gnoinska.
- II. **Members present:** Brittany Armstrong, Joel Campbell, Sherrionda Crawford, George Crowley, Dianne Eppler, Trey Fitch, Margaret Gnoinska, William Heisler, Jeffrey Ickes, Jennings Byrd, John Jinright, Jacqueline Jones, Robert Kruckeberg, Gina Mariano, Dabney McKenzie, Paige Paquette, Jeff Simpson, Michael Slobodchikoff, Michael Stewart, Joe Teng, Jonathan Taylor, and Zhiyong Wang.

**Members absent:** Catherine Allard (no notice), Tonya Conner (excused), Kelly Johnson (excused), and Gary Manfready (excused).

**Others present:** Dr. Lee Vardaman, Dr. Dionne Rosser-Mims, and Dr. Glynn Cavin

**Guest Speakers:** Dr. Dionne Rosser-Mims, and Dr. Glynn Cavin

- III. Dr. Gnoinska made note that the minutes from the February meeting have been approved and are available on the Faculty Senate website.

### IV. **Guests or Speakers:**

#### **Dr. Dionne Rosser-Mims, Associate Dean of the College of Education and Chancellor's Fellow**

- Dr. Rosser-Mims is one of five serving as the Chancellor's Fellows this year. The other fellows are Mrs. Lauren Cole, coordinator of career services; Dr. Jeffrey Wade Forehand, associate professor and coordinator of community partnerships and practice for the School of Nursing in the College of Health and Human Services; Dr. Carmen C. Lewis, assistant dean of administration in the Sorrell College of Business on the University's Dothan Campus and an associate professor of quantitative methods and information systems; and Dr. LaKerri R. Mack, assistant professor of political science, public administration and criminal justice.
- The Chancellor's Fellows have been tasked with gaining a sense of what the faculty have been doing to reduce expenses for students.
- The role of the fellows is not to convince the faculty to move to Open-Ended Resources (OER) but to see what the faculty are doing.
- Dr. Rosser-Mims has moved many of her classes to where students do not need to buy textbooks.
- The survey the fellows are sending out to the faculty is to determine what the faculty are doing to lower textbook expenses for students.

#### **Dr. Glynn Cavin, Associate Vice Chancellor for Troy Online**

- Dr. Cavin came to discuss the Textbook Initiative and to try to alleviate concerns Faculty Senate members might have.
- A textbook initiative task force is in place to formulate a process to see what faculty members are doing to lower textbook costs and what might be done. The task force met with the deans. The members have also written a draft of standards and principles for the OER. There is a faculty member representing each college on the task force.

- Dr. Cavin shared many of the thoughts and goals of the task force.
  - OER will not be forced on the faculty.
  - The Troy Online staff members working on OER and task force members are here to help in searching for low/no cost textbooks.
  - The standards for selecting OER textbooks will be as strict as those for selecting textbooks now.
  - Textbook goals will be set with the deans. Over time, every course will be reviewed. Some will have more economical alternatives, but some will continue to use the current textbooks because they are the best. One example is *Gray's Anatomy* in nursing. It is expensive, but it is the best textbook for that discipline. World literature books that are \$86 dollars can be replaced with very similar books for free.
  - The Instructional Design department is available to help with the redesign of OER courses. The instructional designers will help incorporate new materials and share what sources are available.
  - Dr. Cavin assured that those associated with OER have realistic expectations. Much information is available for K-12. There is less college information available, but the list is growing daily.
  - A few of the areas where one might find OER resources are Canvas Commons, Merlot, and Stacks.
  - The ultimate goal is to save students money.
- Nicole Finkbeiner is coming to conduct town halls based on her OER experiences at Rice University. They used Open Stacks. Rice set realistic goals, put a process in place for continuous review, and assured that the initiative was faculty driven. The hope is that Nicole will encourage faculty who are skeptical and have concerns. Dr. Cavin hopes many of the faculty members will come to the town hall meetings.
- Dr. Gnoinska stated she has spoken to many faculty members and the executive committee about OER. She felt like many are nervous about the definition. She read the definition on the first draft of the Fellows' survey. She shared words like edit, customize, and modified concern faculty members. She also asked, while the instructional designers are helpful, what happens to the role of the reference librarian? Dr. Cavin responded sharing that one person on the committee is a Troy librarian. He explained that creative commons has three levels: no restriction, only use in the classroom, and only with permission. Merlot has copyrights, and no one can change the material. He urged everyone to think in terms of having a wider range to get materials at no cost.
- Dr. Gnoinska mentioned that we assume the OER information is peer reviewed. This can cause problems with academic rigor. Dr. Cavin explained that MERLOT's open materials are peer reviewed. They have a strict standard that materials must reach standards.
- Dr. Stewart shared his thoughts that no quality control is weakening quality of course. He said he wants a book that is the highest quality it can be. He isn't sure that sifting through the web to find good information can always provide the highest quality. He is concerned because he feels as if many will take the easy way out.

- Dr. Gnoinska mentioned some classes have gone through three rounds of changing books which cost the students money. Departments must look at options with better costs. Students in history are getting the best quality and prices.
- Dr. Gnoinska explained she was concerned the conversion will be 100%. Dr. Cavin assured it will not be 100%.
- Dr. Jones told the senate about free textbooks available for Molecular Biology of the cell. It is an open source that is government funded.
- Dr. Rosser-Mims explained that for a while she struggled herself. There are a range of resources we can use in our courses when it makes sense to reduce costs. Many times, there is an online version that costs less. She offered a challenge to be open to the array of resources available. Some disciplines may be more in line with OER than others. As faculty, it is our responsibility to consider the availability of resources.
- Dr. Gnoinska mentioned there are predatory journals that might not be good quality. Dr. Jones shared there are indicators to help prevent selection of lower quality resources.
- Dr. Cavin suggested some senators might want to be liaisons for their colleges. He emphasized the liaisons will play a critical role. Dr. Gnoinska asked if some academic standards were already in place. Dr. Cavin said Enesco and MERLOT have set standards. Dr. Stewart reminded that not all faculty members are as expert in their field as one would like.
- Dr. Gnoinska suggested we should invite others to share their views and input on the survey.
- Dr. Cavin shared the task force is just starting to work with the various colleges and to select liaisons. Dr. Gnoinska is on the task force. Dr. Jinright shared that one representative from a college like CCFA does not give a voice to everyone. Dr. Cavin suggested the liaison should know everyone in the college. Dr. Rosser-Mims explained the liaison will not be making the decision for the entire college. There is a new committee still in development.
- Dr. Rosser-Mims reassured the senate that before any changes are made, they have to go through colleges and departments. She does not expect to see mandates. We should see guidelines to help determine if texts are appropriate.
- Dr. Gnoinska mentioned faculty members are concerned about costs but quality really counts.
- Dr. Slobodchikoff interjected that skepticism from the faculty comes from a long line of things such as the Canvas move not being everything we had hoped.
- Dr. Cavin suggested we have an opportunity to create something good. We want it to be controlled from the academic side. Dr. Gnoinska mentioned she does not want to lose credibility among other institutions.
- Dr. Cavin explained that OER is one tool we can use to save costs. Dr. Stewart pointed out some instructors do not use textbooks. Dr. Wang shared his concerns about the cost of textbooks. They are very expensive. OER might be one way to help. It is worth the effort to identify if there are areas to improve. Dr. Slobodchikoff reminded the senate we must be careful about saying books cost too much and faculty needs to look for other books because those books may be the best out there.

- Dr. Cavin shared that UMUC is 100% OER and re-emphasized the task force is not in favor of that. We cannot go 100%. Each class will be evaluated on an individual basis.
- Dr. Heisler suggested one thing to consider is time pressure. Faculty must do research and writing. He asks the task force to keep faculty obligations in mind. Dr. Cavin said there will only be 2 OER classes per term. It will not be a fast process. Many of the courses will be Gen Ed.
- Dr. Paquette shared much of her class already has sources aside from the textbook. She agreed to convert to OER. The Instructional Designers sent her several online textbook options, and she chose an anthology provided by the University of North Georgia. It has all of the readings her Norton books have except for one. She will teach her first OER course in Term 5.
- Dr. Jones proffered someone speak to the bookstore. There are times when a book is only \$80, but the bookstore includes a mark up.
- Dr. Cavin suggested we might soon see publishers and bookstores lowering prices. Barnes and Noble acquired a company that curates material for OER. The OER industry should drive other prices down. This led Dr. Slobodchikoff to say that authors will lose out on royalties and may stop writing books.
- Dr. Jones mentioned Tophat, which is a place where writers can create textbooks. It is free for faculty members. It is an electronic publication with a low cost to students. These publications do not count toward a faculty member's tenure.
- Dr. Cavin concluded by asking the senate to send any questions to Dr. Gnoinska, Dr. Heisler, or Dr. Cavin.

### **Committee Reports**

#### **V. Executive Committee-Dr. Gnoinska**

- The University Review Council (URC) in a post-mortem met last Wednesday. The committee validates the process of Tenure and Promotion and makes recommendations to the Senior Vice Chancellor. This year, the URC suggested change in the wording changes in the wording for requirements from the colleges in the Fall 2017. The changes are nothing to be alarmed about.
- The College Review Committee (CRC) will be working much harder to make the guidelines clearer for Tenure and Promotion.
- Dr. Gnoinska and the executive committee have been in contact with Andy Ellis about the results from the faculty senate survey. Mr. Ellis asked that a focus group be developed within the senate. Dr. Jinright volunteered to participate on the group. The goal is to establish better communication within the colleges.
- Dr. Jones referred back to the discussions about Tenure and Promotion mentioning that most publications in the field of science have multiple authors. She asked if those publications would count toward Tenure and Promotion and are those differences taken into consideration?
- Dr. Gnoinska informed the senate that funded grants will be considered for one of the peer reviewed articles in the Fall 2017. Dr. Stewart asked if they will count as a paper? Dr. Gnoinska said they will count as an article/paper. This will not be a requirement; it is just an option.
- Dr. Slobodchikoff said there is one member from each discipline on the College Review Committee to explain the differences in disciplines.

VI. **Committee on Committees-** Dr. Slobodchikoff

- The Faculty Development Committee met and had more requests for the Spring than money. The committee decided to grant paper presentations and not research grants. Dr. Fulmer was going to meet with deans to make them aware. The committee is trying to determine what to do. There will be a mid-April follow up meeting. Dr. Slobodchikoff reminded the senate that the positive is that more faculty members are asking for research money, meaning more research is being done, but the money just isn't there.
- Dr. Kruckeberg asked about lecturers receiving money to travel. Dr. Slobodchikoff explained the Faculty Development Committee has a heightened awareness that many lecturers are working to get on the tenure track. Tenure track faculty get preference over lecturers for paper presentations. Lectures are not eligible for research money.
- One issue discussed was that many faculty members are not going to the department with funding requests first. That often takes away money from other areas for needed research.
- Dr. Byrd, who is also on the Faculty Development Committee, stated that a few of the research grants were funded because those faculty members had reached the limit.
- Dr. Jones reminded the senate that some discipline's research costs more than others. She often applies for outside grants.
- Dr. Paquette mentioned this is the first time that the problem has occurred, so we should not believe it will be the same every time.
- Dr. Slobodchikoff explained the Faculty Development Committee provides money twice a year. There is \$100,000 for the year. In the past, the money has been evenly distributed between fall and spring. However, this year many more requests in Spring. Moving forward, the faculty cannot expect all of the money from the Faculty Development Committee. They should consider the department covering the bulk.
- Dr. Gnoinska said it would be ideal to increase the Faculty Development Committee budget.
- Dr. Crawley asked why we are funding travel and papers instead of research.
- Dr. Paquette, another member of the Faculty Development Committee, assured the committee is very aware of the Jr. Faculty's needs.
- Dr. Jones asked how much a faculty member might get in a year. Dr. Slobodchikoff said the maximum is \$1000.00.
- Dr. Wang mentioned the size of the department makes a difference. Dr. Paquette said many faculty members have felt as if they should go to the Faculty Development Committee first but really should go to the chairs and deans first.

VII. **Elections Committee-** Dr. Paquette

- a. Elections will be coming up in April. There is a link to describe the standing committees and requirements on the Faculty Senate page.
  - Letter will go out to faculty and deans next week.
  - Please encourage others to run for the positions.

- Dr. Jones asked if she would need to run again if she replaced someone else. Dr. Gnoinska said she would.
- We are looking forward to a great election process.

VIII. **Academic Affairs Committee-** Dr. Heisler

- The protocol presented previously to the Senate concerning faculty access to student data for research purposes has been posted on the IRB website.
- Regarding the Senate's request to permit students to waive the right to view faculty letters of recommendation for graduate study, Mary Anne Templeton is still awaiting a status update from IT.

IX. **Faculty Welfare Committee-** Dr. Jinright

- Dr. Jinright shared the following report. In recent weeks we have investigated situations where our faculty incurred large out of pocket expenses because our insurance did not cover emergency medical transportation. BC/BS pays what is customary and reasonable for the service provided. If the provider is part of the Preferred Provider Network, they have agreed to accept what BC/BS pays and you may have to pay a copay of up to 20%. If the provider is out of network, they will usually bill for 100% of whatever BC/BS doesn't pay. If the emergency transportation was ordered by a hospital that is a Preferred Provider, the hospital may have signed an agreement with BC/BS requiring ALL of its subcontractors to accept the BC/BS payment. If the subcontractor bills a patient anyway, this is insurance fraud. It's difficult to know what provider agreements are in place. If an unexpected expense is billed to you, start by asking BC/BS about the provider's relationship to the network.
- Dr. Teng asked if the information is readily available to us. Dr. Jinright said when you get the statement or a bill, you should contact Blue Cross Blue Shield.
- Dr. Gnoinska asked the committee if we should invite someone from HR to speak, possibly Ashley English.
- Dr. Vardaman explained that health insurance isn't actually purchased from Blue Cross. Universities and "our" money pay for all claims. Improved coverage will come out of our pockets. We have to decide how much we want to pay for our insurance. We outsource processors like Blue Cross Blue Shield. Dr. Gnoinska asked how we gauge this and what faculty has to do. Dr. Vardaman reminded the insurance applies to faculty AND staff. There is a personal advisory committee reviews and makes changes.
- Dr. Jones shared a situation with a colleague who had to use express medical and fees were not covered. Dr. Gnoinska assured the Faculty Welfare Committee is looking into this particular situation.
- Dr. Vardaman said HR will give you the number to contact BCBS. HR is still our advocate. In the end, we have a policy that is published. It is sent out during open enrollment.

X. **Educational Technology Committee-** Dr. Wang-

- The Technology Committee has contacted Ms. Donna Schubert, the Associate Vice Chancellor for Marketing and Communications, about the necessity of having two separate website systems for our university: [www.troy.edu](http://www.troy.edu) and [trojan.troy.edu](http://trojan.troy.edu). We are informed that currently there is a project underway to determine how we can best communicate online. The project is led by Gen. Walter Givhan. The Marketing and Communications team has been gathering information from faculty and staff regarding

their needs and welcomes input from the Faculty Senate. We encourage our fellow senators to collect thoughts and suggestions from the faculty and pass them on to the Technology Committee.

- We have also worked on issues including eliminating or reducing parking fees for adjunct faculty, improving lighting around parking lots, and improving access for the disabled. We are still contacting appropriate parties and working with the Executive Committee to find solutions.

XI. **Ad Hoc Students Appreciation Day Committee-** Dr. Conner

- Student Appreciation Day on April 5 is fast approaching. All campuses, sites, and Trojan Café are celebrating with a variety of activities, food, fun, and giveaways. Faculty volunteers from each college are supporting our students by participating in this special event. I would like to thank the many sponsors providing food and prizes for our students. The essay contest has been extended to March 31 to provide students with additional time to participate. Please encourage your students to take part in the essay contest to express what “Making a Difference at Troy” means to them. The winners will be posted on the Student Appreciation Website on April 5. Thanks again to everyone helping to make this day a success.

[www.troy.edu/appreciation](http://www.troy.edu/appreciation)

**College and Campus Committee Reports**

- I. **Dothan-** No report... Dr. Manfredo is doing much better. We miss him and wish him well!
- II. **Global Campus-** Dr. Fitch-
  - The Global Campus sites will be offering many activities for Student Appreciation Day such as cookouts and prizes for students. We thank all of the site coordinators for the support of this project. The Pensacola location will be providing professional development for students and local professionals. A certificate in marriage and counseling from the Gottman Institute will be offered this term. And the counseling faculty continue to express concerns about the accreditation status set to end in 2018 if the faculty ratio issues are not addressed.
- III. **Montgomery-** Dr. Taylor
  - Basic preparations under way for student appreciate day; Town Hall meeting with Dr. Ingram went well and was positive and productive.
- IV. **Phenix City-** Dr. Crawford
  - Student Appreciation Week- April 3-6
  - **Women, Peace and Security Symposium** hosted by WHINSEC on Ft. Benning  
The purpose of the Women, Peace and Security Forum is to hold an International Women's Day-WPS forum to increase awareness and education among U.S. and partner nation (PN) military members at the Western Hemisphere Institute for Security Cooperation (WHINSEC). March 30 (9:00 am – 2:30 pm)
  - Alabama Association for Play Therapy (AAPT) presents: *Ethics A to Z: What Every Child Clinician Should Know to be held at the TROY UNIVERSITY RIVERFRONT CAMPUS* for additional information or to register, please call 1-334-448-5106 or access the following link: <http://troy.edu/phenixcity/> Friday, April 28, 2017 (8:30 am – 4:00 pm)
- V. **Troy-** Dr Johnson
  - No report

VI. **Old Business-** None

VII. **New Business-** OER Survey

- The Faculty Senate members had several concerns about the first draft of the survey.
  - Listing wikibooks as an option because they are not credible. (Question 10)
  - The assessment question caused concern because unsure how to test students' knowledge. (Question 14)
  - Is the definition of OER accurate? Maybe we should not include that definition or determine who is defining it. (Question 9)
  - Is the survey anonymous? It indicates it is not. (Question 26)
  - Some questions are redundant. Questions 18-19 are really unanswerable.
  - What is the purpose of the gender question? (Question 1) Possibly it should be department or college instead of gender.
  - Shouldn't Question 25 be first?
- Dr. Crawley had a general comment that some of the wording seems like a marketing issue. People reading this could become concerned. It should be bolded that no one will be required to do something different. It is being explored. It isn't mandatory. It should be emphasized this is a fact finding tool.
- Dr. Heisler said that there are many better definitions of OER available online.
- Dr. Mackenzie shared the OER information can be alarming, yet she was comforted when Dr. Cavin said Instructional Designers cannot handle very many courses at one time. The important take away from all of this is to consider how faculty can diminish costs to students. What can we, as faculty, do in the long run?
- Dr. Gnoinska suggested the demographic questions should be at the end. She also commented that students who are on financial aid and military have to go through Barnes and Noble . Are we as a senate supporting this? Are there other recommendations?
- Dr. Paquette suggested the purpose of the survey should be determined and the questions should be asked accordingly.
- Dr. Slobodchikoff suggested we need to contact the Chancellor's Fellows and present our concerns and recommendations.

No other topics were introduced during the meeting. The meeting was adjourned at 4:00.