

## Approved Minutes of the Faculty Senate Meeting

June 20, 2018

Meeting called to order at 2:06 PM by President Margaret Gnoinska.

**Members Present:** Brittney Armstrong, Jennings Byrd, Sherrionda Crawford, George Crowley, Doug Davis, Dianne Eppler, Patrick Faircloth, Trey Fitch, Margaret Gnoinska, Bill Heisler, John Jinright, Kelly Johnson, Rob Kruckeberg, Jon Lewis, Gina Mariano, Charles Mitchell, Paige Paquette, Jeff Simpson, Michael Slobodchikoff,

**Members Absent:** Gary Manfready (no notice), John Roufagalas (notice), Alberto Arteta (notice), Joe Teng (notice), Carolyn Russell (notice), Dabney McKenzie (notice), Danush Wijekularathna (notice)

**Others Present:** Dr. Earl Ingram (Senior Vice Chancellor for Academic Affairs), and various senators-elect

IV. No guest speaker.

### Committee Reports

V. Executive Committee (Dr. Gnoinska)

a. it has been a great honor and privilege to serve as Faculty Senate President for the past two years and on the Senate in general for the past four years; I really enjoyed working with everyone, especially the Executive Committee, for the betterment of the faculty of our University. ending my tenure on the Faculty Senate does not mean that I will not be serving our faculty, as I was elected to be on the Faculty Development Committee next year. I very much look forward to this opportunity, as well.

b. Speaking of ELECTIONS, please be sure that you VOTE for Faculty Senate Officers - President, Vice President, and Secretary. The ballots are still open until 3:00pm today. You have all received an e-mail under the subject of FACULTY SENATE OFFICER BALLOT. Thank you in advance. The voting process is secret. The votes will be tallied at the end of the meeting today and will let everyone know the results.

c. The Executive Committee over the past few months has been hard at work on the 2017-2018 Report of the Faculty Senate Survey Results: detailed reports have been submitted to the Senior Vice Chancellor for Academic Affairs, Dr. Ingram, and another report of aggregate data has been circulated to all of you and will be included in the minutes and available for all of the faculty to see. **As indicated in the aggregate report,** Dr. Ingram agreed to provide his remarks and observations and will make himself

available on the subject either in August or September 2018 meeting. We look forward to an upcoming, candid discussion on the issues raised by our faculty.

D. The Executive Committee has also been hard at work putting together a proposal on the creation of the Faculty Research Committee of the Faculty Senate, which we believe will greatly benefit our faculty in providing much needed support for research, including research budget issues, library resources, research opportunities and promotion. We envision that the Faculty Research Committee's chair will act as a liaison and work closely with other parts of the University, especially the Faculty Development Committee, the Library, and the Office of Sponsored Programs, and the deans, to ensure that the needs of our faculty are met and that issues raised by faculty regarding research are heard and acted upon when needed. Such issues include, for example, matters related to external grants, library resources, research funding at departmental, college, and university levels, research opportunities, and so on. The creation of the committee is all the more important, as the research expectations have been raised on our faculty members for tenure and promotion while teaching loads and service requirements stayed the same. Therefore, much support is needed from the Faculty Senate. An entity such as the Faculty Research Committee will fulfill this role and I sincerely hope will not only raise the levels of research but will help our University to be more competitive and beneficial to our students. The better researchers we are, the better teachers we continue to be. Maintaining this aspect of our identity as university professors is not only key, but it is indispensable to our mission teachers in the field of higher education. Therefore, I hope that the rest of the senators support this proposal, which we will discuss in more detail later in the meeting.

VI. Committee on Committees (Dr. Paquette)

- a. The Library Committee met. Their budget is staying flat, but prices of books and journals are still going up. They need our support to try to get a budget increase for them.
- b. The IRB met in June and is continuing to work on revising the training for faculty. The committee is still working toward a fall deadline for the training introduction.

VII. Elections Committee (Dr. Kruckeberg)

- a. No report.

VIII. Academic Affairs Committee (Dr. Heisler)

A. The Academic Affairs Committee was involved in several discussions since our last meeting. I want to cover each briefly.

1. We researched the procedure in the Senate Constitution and prepared a draft set of responsibilities for the proposed Faculty Research Committee. I think this Committee has the potential to provide a valuable service to our faculty. I recommend that it be approved and that next year's officers follow up to see that the committee is fully functional. Approval to establish the Committee requires

only a majority vote if the members deem the establishment of the Committee to be feasible and appropriate.

2. We investigated concerns about the level of indirect fees charged by the Office of Sponsored Programs for faculty research grants. These fees are available on Troy's website. After reviewing the fees charged by several other institutions, including the Univ. of S. Florida and the Univ. of S. Alabama, I found TROY's fee structure to be competitive and somewhat lower than these other institutions. TROY's fee structure is also negotiable if the funding agency considers the indirect rate to be too high. Where there may be room for future discussion is in the level of support services that TROY's office provides to principal investigators. For that reason, I recommend having Ms. Judy Fulmer address the Faculty Senate next year so that members can discuss the type of support they need in preparing research grant proposals.

3. Finally, we investigated a concern regarding the deadline for submission of graduate theses. There was a report that the submission deadline had been moved up from 2 weeks prior to graduation to 3 weeks making timely completion and submission of the revised thesis more difficult. However, a review of the Thesis Guidelines published in 2014 clearly states that graduate theses must be submitted no later than 3 weeks prior to graduation. Dr. Templeton confirmed this deadline and its necessity. It is possible that the issue resulted from delayed approval on the part of the College involved. Therefore, it might be good to remind all graduate students in programs requiring a thesis and their faculty to review the Thesis Guidelines and timetable which are available online.

#### IX. Faculty Welfare Committee (Dr. Jinright)

- a. The Faculty Welfare Committee investigated procedures concerning retirement/resignation and the impact on benefits coverage. Here are the findings:
  - a. All 10-month contract faculty are not entitled to any benefits after May 31<sup>st</sup> unless they plan to return August 1<sup>st</sup>. Full-time faculty can elect 12 months' pay scheduling in order to keep insurance from lapsing over the summer only if they are returning in August. The only exceptions would be for those faculty who are retiring AFTER teaching Summer Terms AND they are carrying a "normal" summer load. In that case, benefits would cease with the last check. Normally, a faculty member retiring July 1<sup>st</sup> will see their health coverage cease when their contract date ends on May 31<sup>st</sup>.
  - b. On behalf of the faculty senate, a request was made that this information be available to employees as an easily accessible checklist of things to do prior to leaving TROY U.
  - c. H.R asked that we share the following recommendations with the senate and all faculty:

- i. 1. Benefits policies constantly change, so it is recommended that employees meet with both HR and RSA advisors at least 90 days prior to retirement or resignation to ensure that there are no surprises.
- ii. HR would welcome our (Faculty Senate) leadership in “co-sponsoring” an annual retirement counselling workshop and invite speakers from both HR and RSA to address faculty who may face these issues. Simply pick a date, contact HR and RSA to confirm and then publicize the word to everyone. We used to do these on the TROY campus but it has been at least 3 years since one has occurred.

#### X. Educational Technology Committee (Dr. Arteta)

- a. No report.

#### XI. Ad Hoc Student Appreciation Day Committee (Dr. Faircloth)

- a. We had 34 contestants and 4 winners for the essay contest. At the beginning of the fall, they will each have a photo-op with the chancellor. Everything else is wrapped up.

#### XII. Dothan Campus (Dr. Armstrong)

- a. Students seem to be registering for classes so hopefully we will have a good enrollment for T1.

#### XIII. Global Campus. (Dr. Fitch)

- a. After speaking with a variety of faculty members with Global Campus there is a strong commitment to keeping the faculty senate position for faculty who teach outside of Alabama. But a name change might be needed. We have found a way with the helpdesk to generate an email list that covers most of these professors. This concludes the report.

#### XIV. Montgomery Campus (Dr. Roufagalas)

- a. No report.

#### XV. Phenix City Campus (Dr. Crawford)

- a. Troy University Alumni Chapter will be sponsoring a BBQ dinner and silent auction with Jeremy McClain (Athletic Director) on Tuesday, June 26th at 6:30 pm EST (drinks and dinner provided). POCs: Lisa Rushing (706-332-9500) and Kaylee Ann Wilkes (334-224-9585)
- b. Movie Night: Special screening of “The Player” hosted by Way Down Film Society on Wednesday, June 20th at 6:00pm in Classroom 311 at the Riverfront Campus. Bring favorite take out and friends!
- c. Master of Social Work (MSW) pinning ceremony will be held on Thursday, June 21 (6-7:30 EST) in the lobby of the Riverfront Building

- d. Troy Employee Appreciation Day will be held on Thursday, June 28th from 1:00-3:00pm in the Riverfront Lobby. Hotdogs, ice cream, music and giveaways! Please RSVP to [atravis@troy.edu](mailto:atravis@troy.edu) if you plan to attend.

#### XVI. Troy Campus (Dr. Crowley)

- a. Our Spring commencement was the largest ever with Gov. Kay Ivey speaking. Session A is also ending and Impact sessions are beginning.

#### XVII. Old Business

- a. University Standing Committees – Faculty Senate Recommendations
  - i. We should receive formal word about adding faculty members to the Student Services and University Development Committees by August 1.
- b. Global Campus – Faculty Senate Recommendation
  - i. We have discussed what to call the Global Campus at Large position and whether or not we should have this position as there is no longer a global campus. The faculty at what was formerly known as Global Campus seem to be near unanimous that the position should be kept. And the help desk shows about 300 faculty in places formerly known as Global Campus. That faculty believe that their situation and concerns are different enough to warrant a representative.
- c. 2017-2018 Faculty Survey Results
  - i. The aggregate data report has been submitted to the Senate and will be included in the minutes (at the very bottom).
- d. Other
  - i. None.

#### XVIII. New Business

- a. Faculty Senate Officer Elections
  - a. Officer elections were held by secret ballot. The officers elect for president, vice president, and secretary, respectively are: Paige Paquette, Rob Kruckeberg, and Jon Lewis.
- b. Resolution re: 2018-2019 Meeting Schedule
  - a. Passed unanimously. The Resolution can be found on the Faculty Senate Web site.
- c. Faculty Research Committee Proposal

#### **Faculty Research Committee of the Faculty Senate**

##### Purpose

The purpose of the Faculty Research Committee is to stimulate interest in and support for research on the part of the faculty and to recommend policy pertaining to research and to the environment for research at Troy University.

This Senate committee will provide leadership in increasing awareness of the faculty's research mission and serve as a means for promoting the faculty's research mission and disseminating research accomplishments within the various colleges of the University.

### Members

The Faculty Research Committee shall consist of six members, one member from each of the five colleges and one from the University Libraries at TROY. Members will be appointed annually by the Senate President from among the senators elected by the various colleges. The Committee Chair will be elected annually from among the committee membership.

### Meetings

Regular meetings shall be held each semester to review the status of research activity and the environment for research within the University and to make recommendations to the Faculty Senate for changes to enhance research activity and improve support for research within the University. The Committee Chair will report monthly to the full Senate on the activities and accomplishments of the Committee.

As amended.

- a. PASSED with one vote against it.
  
- d. External Grants
  - a. Dr. Heisler noted that the Office of Sponsored Programs' fee for supporting external grants seems to be competitive with other institutions or even on the low side. He also noted that they are willing to negotiate that fee in order to be more competitive to give our faculty a better chance of getting the grant. He suggested that the Faculty Senate might have Judy Fulmer as a guest speaker next year to address these issues more fully.
  
- e. Other
  - a. None.

Adjourned at 3:39 pm.

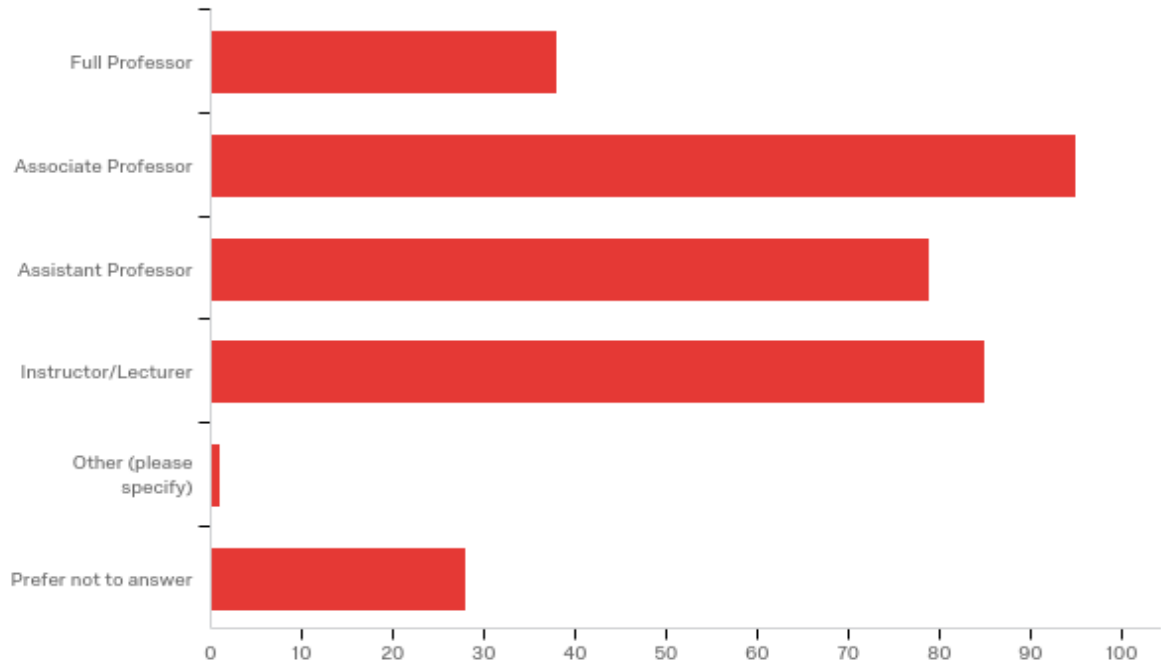
## Aggregate Data - 2017-2018 Faculty Survey Results

The 2017-18 survey consists of the annual survey approved by Senate Resolution 1 – 2015-2016 and available on the Standing Committees website as Resolution Attachment A (<https://trojan.troy.edu/employees/standingcommittees/resolutions/FS/1b-Annual-Faculty-Senate-Survey.pdf>). The survey was uploaded to Qualtrics with the aid of Student Services and Administration and a link to the survey was emailed using the All-Faculty email listserv (which includes all active TROY faculty plus faculty who weren't actively teaching during the fall 2017 semester). This email list is the official means of contact with TROY faculty and includes retired or deceased faculty plus staff who only teach part-time or occasionally.

A detailed report was prepared by the Executive Committee of the Faculty Senate and provided to the Senior Vice Chancellor for Academic Affairs, including matters regarding communication, leadership, and evaluation/T&P – issues that are crucial to Troy University's faculty's welfare and morale, as well as its role in shared governance. The Senior Vice Chancellor for Academic Affairs has assured the Faculty Senate President that he will provide comments, reflections, observations, and remarks on the 2017-2018 Faculty Survey Results in the Faculty Senate's August or September 2018 meeting to ensure that areas, which need improvement are addressed. The Faculty Senate is committed to soliciting annual feedback from the faculty to ensure that areas of concern, especially those, which have surfaced repeatedly over the years, are dealt with at departmental, college, and university levels. *The Faculty Senate looks forward to an upcoming, candid discussion of the results with the Senior Vice Chancellor for Academic Affairs and wholeheartedly thanks Troy University Faculty who participated in this important survey.*

In the 2016-17 academic year, 989 faculty were reported by the Office of Academic Support (OAS) as "active," of which 569 were full-time faculty members. According to the OAS, the average number of full-time faculty employed during the 2017-18 Academic year was 555. During the fall semester of 2017, 492 full and part-time faculty members responded to our survey and 31 chose to opt-out of participation, leaving a sample size of 461 and a response rate of 47% (compared to 46% in 2016-17). The response by rank (where "other" was Professor Emeritus) is indicated in the graph below:

### Rank



Slightly more than half (54 to 56% of respondents) provided data on rank, tenure status, years of service, location, and college affiliation. (N=252 to 256). The remainder of that data is shown below:

#### Length of Employment

#	Answer	%	Count
1	5 years or less	30.98%	79
2	6-9 years	18.82%	48
3	10 years or more	36.08%	92
4	Prefer not to answer	14.12%	36
	Total	100%	255

#### Tenure Status

#	Answer	%	Count
2	Tenure-Track	19.14%	49
3	Tenured	42.19%	108
4	Other	23.83%	61
5	Prefer not to answer	14.84%	38
	Total	100%	256



### Years of Service

#	Answer	%	Count
1	5 years or less	30.98%	79
2	6-9 years	18.82%	48
3	10 years or more	36.08%	92
4	Prefer not to answer	14.12%	36
	Total	100%	255

### Location

#	Answer	%	Count
1	Dothan Campus	6.35%	16
2	Montgomery Campus	6.75%	17
3	Phenix City Campus	1.98%	5
4	Troy Campus	48.41%	122
5	Troy Online or Support Center	10.32%	26
6	Prefer not to answer	26.19%	66
	Total	100%	252

### College Affiliation

#	Answer	%	Count
1	College of Arts and Sciences	23.14%	59
2	College of Communication and Fine Arts	14.12%	36
3	College of Education	16.86%	43
4	College of Health and Human Services	16.86%	43
5	Sorrell College of Business	14.51%	37
6	Multiple Affiliations	1.57%	4
7	Prefer not to answer	12.94%	33

Questions measuring faculty satisfaction with the dean's performance were grouped into variables measuring Communication (DeanCom), Leadership (DeanLead), and Evaluation/T&P (DeanEval). **Only survey responses listing college affiliation were used to compare means**, leaving a sample size range for the 3 variables of 172 -203 responses.

### **Quantitative Results**

A one-way Analysis of Variance (ANOVA) was used to compare satisfaction scores between the 5 colleges on the 3 variables. Significant differences between colleges were found with all variables { Communication [F(4,213)=3.447, p=.009), Leadership [F(4,183)=4.414, p=.002,], and Evaluation/T&P[F(4,204)=4.809, p=.001]. Post hoc comparisons were made using the Tukey's HSD test and are reported by variable.

### **Qualitative Narrative**

To understand the mean differences in satisfaction scores between colleges with the dean's level variables and the general variables, the qualitative comments were grouped by college and organized into a narrative structure that reflects the general tenor of feedback provided by the faculty for each college. Overall the comments centered on top-down leadership, lack of timely faculty evaluations and feedback, lack of mentorship for tenure and faculty recognition, and little faculty involvement in decision-making.