

Minutes  
Faculty Council Meeting  
Wallace Hall

Date: June 25, 2008

Time: 3:10 pm

Members Present: Dr. Scout Blum (T)  
Dr. Cindy McCoy (T)  
Dr. Sam Shelton (T)  
Dr. Steven Taylor (T)  
Dr. David Hollingsworth (PC)  
Ms. Alyssa Martin (M)  
Dr. Timothy Buckner (T)  
Mr. Jim Davis (T)  
Dr. Nimol Podder (T)  
Dr. Larry Fogelberg (T)  
Dr. Jim Ryan (PC)  
Dr. Catherine Allard (T)  
Dr. Mark Walker (T)  
Dr. Frank Hammonds (T)  
Dr. Chan Roark (T)  
Dr. Jeanne Wright (T)

Members Absent: Dr. Sandra Harris (M)  
Dr. Dianne Eppler (UC) – with notice  
Dr. Dick Williams (D) – with notice  
Dr. Al Glover (T) – with notice  
Dr. Bud Borders (D) – with notice  
Dr. James DeLoach (M) – with notice  
Dr. Tish Matuszek (M) – with notice  
Dr. Andrew Creamer (T)  
Dr. Sue Hayden (T) – resigned from the University  
Dr. Alan Dennis (T) – retired from the University

New Members Present: Dr. Kris Kimbler (M)  
Dr. John Jinright (T)  
Dr. Allen Jones (T)  
Dr. Eddie Clark (M)

1. Roll was called by Dr. Shelton.

2. The minutes of the April meeting were reviewed. Dr. Frank Hammonds should have been identified as present. Dr. Allard moved approval as amended; seconded by Dr. Taylor; approved.

### 3. Old Business

a. The Faculty Welfare Committee report was postponed until the August meeting.

b. Dr. Allard had nothing to report from the Academic Affairs Committee. Dr. Blum asked Dr. Allard if the personnel information would be available for the August meeting. It was Dr. Allard's hope that it would be available for discussion.

c. Dr. Blum informed the Council that Dr. Sue Hayden resigned from her position from the University and the Faculty Council and that a special election would be held in August or September to fill her unexpired seat from the College of Health and Human Services. Dr. Shelton told the Council that he has discussed the coordination of the special election with Barbara Patterson to set up some dates that will not conflict with her responsibilities with student government or anything. She remains willing to provide the Council with the assistance needed to hold Faculty Council elections through an Internet-based program currently used by the Student Government Association. The system was first used by the Faculty Council for the April elections, and most things went well.

d. Dr. McCoy had nothing to report from the Committee on Committees.

e. Dr. Blum provided an update on the draft copy of the Ad Hoc Committee Report on the Vision 2010 Recommendations on Faculty Salaries. The Council had recommended at its April meeting that the draft report be distributed to the faculty for comment. Dr. Blum heard that there was a lot of approval of the report but there were some faculty members that were concerned that they should also be pushing for competitive salaries and were worried about losing job candidates because the University is not able to offer competitive salaries. There were some that were concerned that what this meant was that the Council was pushing to lower everyone's salary if they were already above the recommended salaries. Dr. Blum tried to convince them otherwise. Dr. Blum suggested that the Council should be pushing for competitive salaries across the board not just averages. She asked if the Council had received any other comments from faculty members. Dr. Blum also received the numbers from the AAUP which are regional. Those numbers are higher than the numbers that the Council has and asked if the Council wanted to attach these as an appendage to the original report. The region that the AAUP report includes is different (a smaller number of states that are included). She asked if the Council wanted to propose any changes to the draft report that they have now before it is forwarded to administration or would the Council like to leave it as is.

Dr. Allard moved that the draft report be accepted as presented with the AAUP information included as an addendum; seconded by Dr. Podder; approved.

f. Dr. Taylor initiated the discussion of the proposals for amending the Faculty Council Constitution. The Council debated the proposals at the previous meeting (April) pursuant to the Constitution's requirements. The Council now needs to decide if it wishes to send the amendments to the faculty for their possible ratification. If the Council chooses to send the amendments to the faculty, the election would be held in the same way and time as the

election for the College of Health and Human Services vacancy in September. The Constitution does require that there is a 2/3 vote of the members present (with a quorum).

Council voting will be by voice vote.

Amendment One (Faculty Council Name Change):

So as to bring the name of the assembly of Troy University Faculty into conformity with typical usage within academia, both regionally and nationwide, be it resolved that the Troy University Faculty Council will be called the Troy University Faculty Senate.

Throughout the document, and in subsequent amendments, the appropriate name change shall be substituted appropriately.

Dr. Shelton called the roll of members present.

Dr. Scout Blum – yes  
Dr. Cindy McCoy – yes  
Dr. Sam Shelton – yes  
Dr. Steven Taylor – yes  
Dr. David Hollingsworth – yes  
Ms. Alyssa Martin – yes  
Dr. Timothy Buckner – yes  
Mr. Jim Davis – yes  
Dr. Nirmol Podder – yes  
Dr. Larry Fogelberg – yes  
Dr. Jim Ryan – yes  
Dr. Catherine Allard – yes  
Dr. Mark Walker – yes  
Dr. Frank Hammonds – yes  
Dr. Chan Roark – yes  
Dr. Jeanne Wright – yes

16 Yes, 0 No: Approved

Amendment Two (Defining an Absent Member and Member Removal):

To create a new Section 5 to Article IV of the Constitution which shall read:

So as to maintain adequate representation of the faculty, the Council shall have the power to remove a member of the Council who has repeatedly been absent from Council participation. After a member misses two meetings during the academic year, the President will provide a notice of excessive absences to the member. On the subsequent absence of the member, the President shall have the power to make a motion of removal for the ejection of the member from the Council. If the motion has the support of 2/3rds of the Council, the member will be

removed and the President will call a special election to fill the remaining time of the member's term.

Dr. Shelton called the roll of members present.

Dr. Scout Blum – yes  
Dr. Cindy McCoy – yes  
Dr. Sam Shelton – yes  
Dr. Steven Taylor – yes  
Dr. David Hollingsworth – yes  
Ms. Alyssa Martin – yes  
Dr. Timothy Buckner – yes  
Mr. Jim Davis – yes  
Dr. Nirmol Podder – yes  
Dr. Larry Fogelberg – yes  
Dr. Jim Ryan – yes  
Dr. Catherine Allard – yes  
Dr. Mark Walker – yes  
Dr. Frank Hammonds – yes  
Dr. Chan Roark – yes  
Dr. Jeanne Wright – yes

16 Yes, 0 No: Approved

#### Amendment Three (Faculty Council Elections)

To change Article III, Section 2, Subsections c, e, and f of the Constitution to read as follows:

- c. Elections shall be completed prior to May 1 of each year.
- e. Elections of the Council will functions as follows: By March 15, the Chair of the Election Committee will send out notices of vacancies in Council seats to the eligible general faculty. By May 1, the Chair of the Election Committee (in cooperation with the Deans) will distribute ballots, count and certify the elections, and present the results to the President. The President will then forward the results to the Executive Vice Chancellor/Provost and the Chancellor.
- f. ... Newly elected members meet in June prior to their term beginning.

Dr. Shelton called the roll of members present.

Dr. Scout Blum – yes  
Dr. Cindy McCoy – yes  
Dr. Sam Shelton – yes  
Dr. Steven Taylor – yes  
Dr. David Hollingsworth – yes  
Ms. Alyssa Martin – yes

Dr. Timothy Buckner – yes  
Mr. Jim Davis – yes  
Dr. Nirmol Podder – yes  
Dr. Larry Fogelberg – yes  
Dr. Jim Ryan – yes  
Dr. Catherine Allard – yes  
Dr. Mark Walker – yes  
Dr. Frank Hammonds – yes  
Dr. Chan Roark – yes  
Dr. Jeanne Wright – yes

16 Yes, 0 No: Approved

#### 4. New Business

a. Dr. Taylor presented the Nominations Committee report. The Council elects officers each year at the June meeting for the next year. He received nominations as follows:

President – Scout Blum  
Vice-President – Cindy McCoy  
Secretary – Mark Waller

Dr. Taylor opened the floor for additional nominations. No additional nominations received, Dr. Taylor moved acceptance of the nominations presented; seconded by Dr. Fogelberg; approved.

b. Dr. Blum thanked the members who are rotating off the Council:

Dr. Steven Taylor  
Dr. Sandra Harris  
Dr. Allen Dennis  
Dr. Jeanne Wright

c. Dr. Blum invited the Council to a party at her house in Montgomery to be scheduled in July. She will send an email and written invitation with additional information.

d. Dr. Fulmer is involved with SACS meetings and asked that the Textbook Policy Revisions discussion be postponed. Dr. Blum will put this on the August agenda.

e. Dr. Shelton has had several faculty members approach him over time and raised a question about the creation of a Troy University Faculty Club, such as the one at the University of Alabama. He understands that several years ago there was at least a room in the Trojan Center that was used by the faculty and staff as a gathering place and lunchroom. Many faculty use the Stewart Dining Hall. The food is good, cheap, and convenient, but it is extremely noisy. It is not conducive for candidate interviews or even conversations among faculty, especially of sensitive topics, because of the noise and proximity of students. There are rumors of new

facilities or facility changes, such as an expansion of Stewart Dining Hall or moving fraternities, that might make it feasible to include a Faculty Club with a dining hall and more privacy. Obviously, this would not be limited to just faculty, and this is not just a Troy Campus issue as all faculty at some time attend meetings or have other reasons to be on the Troy Campus. Dr. McCoy suggested that this issue be given to the Faculty Welfare Committee for further consideration.

d. Dr. Shelton raised a concern from a faculty member responsible for the annual evaluation of some faculty with the new pilot schedule for the year-end faculty evaluation. The year-end evaluations are now due by the end of May and should include student evaluations within the report. However, student evaluation reports were not received until after the faculty evaluations were due. Obviously, if student evaluations are important to a faculty member's year-end evaluation, there needs to be a better scheduling match between the two.

Dr. Allard noted that the student response rate for the online student evaluations was rather weak and certainly not as strong as the old paper system. Dr. Barron has been in charge of the student evaluations, and Dr. Blum and other Council members are on that committee. They will pursue these concerns with the committee.

Dr. Podder noted that the scheduling of student evaluations should be different for regular courses and lab courses. A lab course completes at least a week or two before the final day of the classes, so perhaps the lab evaluations should be completed before the end of lab classes.

e. Dr. Blum invited Dr. Ed Roach, Executive Vice Chancellor and Provost, to give the annual address to the Faculty Council.

Dr. Roach brought greetings to the Council from Chancellor Hawkins, who is in China attending commencements for our 1-2-1 students.

In response to earlier discussion, Dr. Roach will be meeting with the Master Planning Committee. The topic of a Faculty Club has been mentioned, and Dr. Roach will certainly mention the Council's interest in such a facility.

One of the greatest issues confronting the University is the state's appropriation for the coming fiscal year that begins on October 1. It does not appear that the Alabama Legislature will appropriate all the necessary funds, including some funds promised in preceding years. Troy University is at the very bottom of state funding in terms of per student appropriations. Troy University has argued for equity funding. However, with the economy slow down, high gas prices, and appropriations competition, the University did not get this equity funding for 2009. The prospect for the 2008-2009 fiscal year is Troy University will receive almost \$19 million less than anticipated from the State Legislature. The University has revamped the tuition structure which help with some additional revenues, but the University will still need to absorb a considerable drop in anticipated funding.

Dr. Roach, with Mr. Bookout, has completed some recommendations for the budget which will be presented to Board of Trustees if approved by the Chancellor. Dr. Roach thanked all

the academic leaders for their outstanding job at looking at their budgets and doing everything they could to be fiscally responsible. Dr. Stewart has done a very good job at trying to keep into account the needs of the library with it moving up a level for doctoral work, we have a SACS visit upcoming, databases going up in cost, and books and paper going up. The administration is going to do everything possible to cover those costs.

The administration is looking at every way they possibly can to protect jobs and see about raises, but nothing is known at this juncture and will not be known with finality until they have been through every division.

The University is in the middle of preparing for its SACS re-accreditation. Dr. Roach thanked everyone who participates in those activities. Dr. John Dew and the many committees, chairs and those who serve on committees are doing a really fine job with the work that we have to do for SACS. Yesterday, Dr. Roach met with the SACS Leadership Team and reviewed the anticipated schedule:

- June—Preparing the level change document, completing and reviewing the compliance report and verifying the compliance report
- July— the achievement report for 07-08
- July-Aug— refine the website and produce the hard copy report
- Sept— the level change application is due, the certification report is due, the offsite team reviews
- Dec-Jan— on site visits, prepare focus report
- Jan 12, 2009— going to Atlanta to the site orientation meeting all the leadership teams and deans
- Feb 1— QEP report
- April 21-24— Troy site visit
- Aug— Anticipate starting the DMP classes
- Dec— the vote will take place on reapplication
- Jan 2010— the level change site visit will take place
- Mar – the follow up report, if any or required, will take place

The QEP will resonate with most of the faculty. Because the leadership on the various campuses strongly support the initiatives of the QEP, the program will be extended beyond the Troy Campus. The Chancellor has approved this. The faculty will be involved in the QEP activities as they unfold. John Dew's presentation and Eleanor Lee's presentation at the Leadership Conference are on the Troy University's website under "Key Documents," so those are available for faculty to review.

Dr. Roach commented on the proposed constitutional amendment to change the name of the Faculty Council. He shared his views with Dr. Blum in private and wants to make those views public to the Council today. Long before he came to Troy there was a conclusion that the title of Faculty Council would carry with it a positive connotation, and the administration works very well with the Council. The changes to the Constitution, if approved by the faculty, require approval by the Chancellor, and he is not inclined to recommend approval of the name change of this body to a Senate.

Dr. Blum had a question about the SACS visit. She wanted to know if Dr. Roach anticipated a role for the Faculty Council during the SACS visit. Dr. Roach thinks that they would always want a visit with the faculty leadership. SACS will be making a number of site visits to a lot of different places of global Troy, but he does not know yet where and when the visits will occur. He hopes to know this after a meeting in January.

Dr. Blum also had a question about the salary. When Dr. Roach spoke to the Council in October, he mentioned that there was money already set aside for salary increases; was that something that was being considered from the equity funding that the university lost this year in the budget? Dr. Roach said he listened with interest the Council's questions and comments that have been passed along. There are competitive salary issues in disciplines such as nursing that Troy must look at in particular since we are moving to a doctoral level in that program. There is a meeting set of the 30<sup>th</sup> of June to look into those issues. But certainly the anticipation was that the university would be funded more than we are.

Dr. Roach has read the document that Dr. Blum has sent out in draft form. He would say that perhaps she gave meaning to a rising tide lifts all boats, but he did not note in her analysis in that draft any consideration for different salaries between colleges or disciplines within those colleges. The recommendations submitted for consideration contained four actions on data collected from the University's library. The SREB data contained salary information from both peer and non-peer institutions. Obviously a salary comparison will depend upon the sample selected. He commented that the administration is committed to competitive salaries within disciplines, and it has to be conscious of the fact that there are differences in supply and demand relationship in the market. The University anticipated a much better funding than we are getting, but none the less, we must deal with competitive salaries. Dr. Roach will be working with the Chancellor in that regard. The Chancellor will make any statements about raises at the convocation that is scheduled on August 8<sup>th</sup>.

Dr. Blum thanked Dr. Roach for taking the time from his busy schedule to attend the Faculty Council meeting and for providing the Council with a better understanding of the University's funding for the next fiscal year, the SACS re-accreditation process, and the administration's commitment to faculty salaries.

5. The meeting adjourned at 4:12 pm.