

MINUTES
TROY UNIVERSITY FACULTY SENATE MEETING
28 October 2009

1. Dr. Shelton called the meeting to order at 3:01 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
Tim Buckner
Jim Davis
Regina Gaillard
Allen Jones
Sam Shelton
Zhang Jun
James DeLoach
Larry Fogelberg
John Irwin
Robert Kitahara
Jim Ryan
John Jinright
Johanna Alberich
Frank Browning
Eddie Clark
Frank Hammonds
Chan Roark
Mary Battaglia
Djuana Burns

b. Members absent: None

3. Minutes for the September 29 meeting were approved as presented.

A motion was made and approved to move Old Business up in order on the agenda to accommodate the schedules of the guests from All Seasons Travel and Mr. Agboatwala.

6. Old Business

A. Patty Bragg and Janine Eisler from All Seasons Travel attended the Senate meeting in order to explain and clarify the University's arrangement for using AST for all airline travel bookings. They explained the workings of Cliqbook Travel, the on-line booking service to which AST subscribes. First-time registration at <http://app2.outtask.com/registration> , registration code: Troy . Login is your current University email login. After registering, login to Cliqbook Travel at www.concursolutions.com . When using Cliqbook, individuals can specify various parameters, including exact itinerary, which will find the best price for that exact itinerary only, or best price, which will find the best price within the time-frame and destination parameters, but may result in long lay-overs, late-night departures and arrivals, etc. Since Cliqbook surveys only U.S. websites, faculty members may be able to find lower fares on foreign websites which are not available on Cliqbook; in that case, click on

“Flexibility,” and one of the consolidator services AST uses will research foreign sites to match the price, but this service is not immediate and usually takes until the next day. Group sales need to be handled by an agent. They also reported that Troy University users are automatically enrolled in several special programs such as frequent flyer and club memberships. The airlines have raised the change fee to \$150, so there is usually no point in looking for a lower fare after purchase, but Cliqbook does continually monitor price changes, looking for lower prices.

Dr. Blum raised the problem that faculty members often have to carry travel expenses on their personal credit cards for months before getting reimbursed. Mr. Agboatwala reminded the Senate that a no-interest travel loan is available from the Foundation, up to \$3000. The application process takes two weeks, and the loan must be repaid within thirty days.

The AST representatives pointed out that the best discounts are available 14-21 days before travel, if seats are still available that close to travel time. International trips should be booked at least 30 days before the flight.

If you need emergency travel agent assistance at any time, the 24-hour assistance number is 866 390-7208, or contact AST at troyuniv@allseasonstravel.com.

Mr. Agboatwala said that there will be training sessions conducted by colleges for those who want further clarification. He added that he is the person to call if you have any questions about the travel policy.

A motion was made and approved to again adjust the agenda to allow Dr. Roach to discuss the overload policy.

C. Dr. Roach began by saying that Troy University has a responsibility to address SACS’s concerns, and that the new overload policy was driven purely these concerns. Dr. Dew handed out printouts giving the exact wording of SACS Core Requirement 2.8: “The number of full-time faculty members is adequate to support the mission of the institution and to ensure the quality and integrity of its academic programs.” The printout also included excerpts from the feedback from the SACS On-site team regarding faculty teaching overloads:

“The committee also observed that unusually high teaching loads of the full-time faculty appeared to compromise their ability to support the mission of the institution related to scholarship and research.

“In the Committee’s professional opinion, faculty members who are fully overloaded with instructional assignments would have little time available to conduct the scholarship and research necessary to stay current and enrich instruction, which is typically expected in higher education, especially at the graduate program level.

“The Committee recommends ‘that the institution appropriately limits and manages the teaching loads, both in-load and overload, of its full-time faculty members such that essential levels of scholarship and research needed to ensure the quality and integrity of undergraduate and graduate courses are maintained wherever they may be taught and delivered.’”

Dr. Roach stressed how seriously the administration takes these concerns. He pointed out that the SACS team’s observations on faculty loads were based on feedback from faculty worldwide. The SACS team was concerned with the overload policy as part of a broad front of changes that TROY is having to deal with as it shifts to a more complex global structure, including institutional effectiveness, and faculty teaching and scholarship. Dr. Roach stressed that this is not a new academic operating procedure, but a revision of the academic operating procedure that has governed overloads for several years, which was made necessary first of all to deal with varying overload practices on different campuses. The Chancellor has always been in favor of allowing overloads to faculty who want them, but SACS demands that these concerns be met as a condition of reaffirmation of accreditation, so this four-year plan was devised as a way to respond to SACS. Dr. Roach said that this policy is a work-in-progress.

He said it is “reasonably certain” that after four years many faculty will not be affected by the new policy.

The SACS team also stressed very seriously that there must be adequate faculty coverage at all sites around the world. The TROY mission statement states that research, service, and teaching are expected of the faculty, but the SACS team said that they do not believe that TROY has adequate faculty coverage, and that some faculty are too busy with overloads to do the kinds of things that the TROY mission statement says that we are trying to do.

Dr. Roach said that one area the Academic Steering Committee is looking at now is relative compensation between face-to-face teaching and e-campus.

Dr. Roach stated that since he has been Provost, there has never been a statement made to a prospective faculty recruit that overload pay would be available as a salary enhancement. Any faculty expectations that overloads will be available when wanted are incorrect.

TROY is currently aggressively involved in recruiting new full-time faculty. The new overload policy is one response to attaining regional and professional accreditation. The senior leadership, starting with the Chancellor, is committed to recruiting and hiring the best faculty that it can.

Dr. Shelton asked Dr. Roach if he felt SACS would accept this four-year plan. Dr. Roach replied that this was a matter of great concern in the formation of the policy, and that this plan is expected to be acceptable to SACS.

Dr. Roach stated that the intent of the administration is not to deal with the increased student population by increasing class size.

Dr. Roark asked how the overload policy would affect faculty teaching University Honors classes, which are taught by regular faculty as overloads. Dr. Roach replied that he and the Chancellor are committed to maintaining the Honors program.

Dr. Allard brought a question from a constituent about consulting, and why SACS is not concerned with the extra paid consulting work being done by some faculty members just as much as they are with overload teaching. Dr. Roach replied that consulting complements teaching and research, so the type of outside work needs to be taken into account. The chair and the dean need to work closely with the faculty members to make sure that professional standards are maintained.

Dr. Blum asked why only overloads were adjusted in response to the SACS team’s concerns, when the SACS recommendation lists standard teaching loads on an equal basis with overloads as a concern for faculty ability to do research. Dr. Roach replied that at the college and dean level, there are opportunities for reduced load on a case-by-case basis, particularly at the graduate level.

Dr. Shelton noted that as new faculty positions are added, there will be less need for overloads; Dr. Roach concurred.

In response to question from Dr. Allard, Dr. Roach said that the hiring of lecturers is in many ways a positive. For instance, on global campus sites, and in the case of retired professionals starting a new career, very often new faculty hires don’t want the added burden of having to worry about tenure and promotion.

Dr. Kolasa asked whether the combination of hiring more full-time faculty, coupled with continued funding reductions, might eventually lead to salary reductions for current full-time faculty. Dr. Roach responded that the administration, beginning with the Chancellor, has absolutely “no intent” of dealing with the funding crisis through furloughs or salary reductions.

4. President’s Report

A. Appointments

- i. Dr. Shelton reported that Dr. John Jinright has been assigned to the New Faculty Orientation Ad-Hoc Committee.

B. President’s Correspondence

- i. Each Senate member has received a copy of the letter Dr. Shelton sent to the Chancellor regarding the establishment of a joint Administration-Faculty Senate Committee on Compensation.
- ii. Each Senate member has received a copy of the memo to Dr. Roach concerning the Overload Policy, to which Dr. Roach responded today.

5. Committee Reports

A. Executive Committee—Dr. Shelton reported that the Executive Committee met the previous Wednesday. The committee approved the letter to Dr. Roach concerning the Overload Policy, and received a preliminary report from Dr. Iris Saltiel on the QEI; Dr. Saltiel will attend the November meeting of the Faculty Senate to update the full Senate.

B. Committee on Committees—Dr. Allard reported that the Ecampus Academic Coordinating Committee is still working on how to proctor exams in the undergraduate classes. The Undergraduate Academic Council tabled a course on The Bible As Literature proposed by the College of Arts and Sciences. The Personnel Advisory Committee discussed changes in the health insurance plan, including the mandatory open-enrollment for all employees. Dr. Roach commented that he has suggested that Mr. Bookout come clarify the open-enrollment with the Senate. He said that the intended purpose of the mandatory open-enrollment is simply to clean up the insurance rolls to ensure the accuracy of the data on-file. Dr. Fulmer reported that the Bible As Literature course was tabled because some of the supporting materials were not in order, but that there was no objection to the course itself. Dr. Roach responded that he did not know the intended timetable for the insurance changes.

C. Elections Committee—Mr. Davis had no report.

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

E. Faculty Welfare Committee—Dr. Roark reported that the FWC will continue to look into the salary structure. She also reported there are continued reports from all campuses that the hand sanitizer dispensers on the campuses still have not been refilled since September.

F. Campus Reports

i. Dothan Campus—Dr. Oliff thanked Dr. Dew for the listening session he held on the Dothan Campus to solicit input for the 2015 Goals Plan. He also thanked the Administration for corrected the letter on the 2% salary increase to include employees who had received promotions in 2009. He also reported that the Dothan campus continues to display the same concerns about the Overload Policy that the other campuses have. He finished by asking if there will be a time when the University releases the SACS recommendations and Dr. Dew's full response. Dr. Shelton responded that he will contact Dr. Dew (who had left the meeting at this point) and ask about this question.

ii. Global Campus—Dr. Esteves reported that Global Campus has been expanded with the addition of a program in Azerbaijan. In addition, Global Campus has been holding personnel training programs.

iii. Montgomery Campus—Dr. Kolasa reported that the Overload Policy is also a hot topic of discussion on the Montgomery Campus. Although the most common attitude there seems to be mainly worry about the income loss, coupled with the recognition that more time for research is good, a portion of the faculty express mainly relief that there will finally be more time for research. He also thanked Dr. Dew for the listening session. Finally, some students have expressed concern that there is no SGA on the Montgomery Campus, but that this is not a major concern. Dr. Roach commented that there is a Senior

Vice-Chancellor for Student Services who is the person to approach on this. Dr. Blum added that while she was Senate President, this same issue had come up, so perhaps this is something the Senate need to contact Dean Reeves about. Dr. Shelton said the Troy Campus SGA President will be at the November meeting, so perhaps that would be a good time to raise this issue.

iv. Phenix City Campus—Dr. Hollingsworth had left for class, but left word that there was no report.

v. Troy Campus—Dr. Allard reported that all Troy Campus concerns had already been addressed during the current meeting.

vi. Library—Mr. Webb had no report.

6. Old Business

B. Contract Procedures—This matter was postponed because Mr. Bookout had left.

D. Joint Administration-Faculty Senate Committee on Compensation—Dr. Shelton reported that the Chancellor's letter of response to the Senate letter suggesting such a committee be formed had been distributed to the Senate. The Chancellor encouraged that such a matter be handled on a college-by-college basis, and asked that the Faculty Welfare Committee draft some potential language for how we might approach the Deans to deal with this matter. Dr. Roach has previously said that he would encourage the Deans in this regard. Dr. Roach added that he encourages the Deans to take input and to discuss with him these matters, so that the difficult issue of salary can be dealt with as equitably as possible. Dr. Shelton sent the matter to the FWC.

7. New Business

A. Listening Sessions—Dr. Shelton berated the Troy Campus faculty for its low attendance at the listening session held by Dr. Dew on the Troy Campus. He reported that there is one more session scheduled for Troy Campus, as well as more sessions on the other campuses. There is also a web page where those who are unable to attend a session can make their concerns known. Dr. Shelton urged the faculty to take advantage of this wonderful opportunity to provide input into the University's future plans. Emails concerning the listening sessions were sent to allusers and allfaculty, and will be resent.

8. The meeting was adjourned at 4:43 pm.