

Troy University Faculty Senate Meeting

Minutes

August 27, 2014

- I. Call to Order 2:05 PM (V-tel difficulties)
- II. Roll Call
 - A. Members Present:

Jonathan Taylor	Amanda Paul	Dionne Rosser-
Trellys Riley	John Jinright	Mims
Jason Orrock	Catherine Allard	Tonya Conner
Ruth Elder	Johanna Alberich	Deborah Rushing
Margaret	David Carlson	Tammy Esteves
Gnoinska	Christi Magrath	Jeffrey Ickes
Vijaya Gompa	Gina Mariano	Dianne Eppler
Zhiyong Wang		Lane Eckis
 - B. Members Absent:

Ronald Shehane (with notice), Keri Outlaw (with notice), Richard Voss (with notice)
 - C. Others present: Dr.s Jeffrey, Hildebrand, Nokes, Ingram, Barron, Fulmer, Sarapin, and Mr. Agboatwala.
- III. President's Report:
 - A. Senators can access Faculty Senate section of Blackboard; notify us if unable to access.
 - B. Goal #1 = Encourage Shared Governance
 - a. As we tackle problems, seek solution-oriented approaches.
 - b. Look for common good.
 - c. We'll increase SVC (Senior Vice Chancellor) voices in meetings.
 - i. Sept Meeting features Dew/Starling – Recruiting & Faculty Efforts/impact
 - ii. Oct Meeting features Givan/Schubert – Marketing & Faculty
 - iii. Nov Meeting features Fulmer – Student Success Center
 - C. Goal #2 Committee reports/ideas shared with senior leadership
 - D. Goal #3 Collect/Disseminate Ideas to increase instruction quality and curriculum quality
 - E. Finally, remember that Dr. Ingram has open door policy. And Dr. Rosser-Mims has open door policy. Flow of information is crucial; it's our responsibility to communicate.
 - F. Recognizing past leadership; Certificates presented to Carlson, Alberich, Harrington, Kolasa, MaGrath, Riley, S. Taylor, Voss, and Nokes. Remarks by Dr. Ingram = Leadership from faculty senate demonstrates a job well done"
- IV. Reports
 - A. Executive Committee met to set agenda
 - B. Committee on Committee (see committee assignments appended) If there are corrections or if you want to be moved, notify Lane Eckis.

Web-EX accounts are available for committee meetings.
 - C. Campus Reports –

- a. Dothan – Dr. Chris Shaffer is new Dean of Library Services. Upcoming 5th Annual Wiregrass Economic Summit on Sept 17 @ Dothan Civic Center
 - b. Global Campus has a new Vice Chancellor Dr. Don Jeffrey (report not audible @ Troy campus due to V-tel problems)
 - c. Phenix City – No report.
 - d. No other reports, SGA Faculty Reps are: Voss (Dothan), J. Taylor (Mtgy), and Magrath (Troy)
- D. Elections Committee – Call for candidates in upcoming special election awaiting approval by Academic Affairs. Voter List updates were requested 2 weeks ago; to date, only one college has responded. Jinright will send reminder to deans with call for candidates.
- V. New Business: - Dr. Ingram’s Address
- A. Today’s leadership emerges from faculty interests. Without a senate, there’s a missing voice in decision-making.
 - B. Provost/Deans work for faculty, not the other way around. Provost is only as effective as his counsel. He’s an advocate for faculty, program quality and curriculum that serves students’ needs.
 - C. Every student wants:
 - a. Job
 - b. Grad school
 - c. Professional program access
 - D. Emerging market – adult continuing education. We’re not selling knowledge, we’re creating opportunity for people and our students are diverse.
 - E. Friction sometimes occurs between academics and other divisions; we all have our own missions. Provost’s role is to bridge division and represent student interests. Students are why we’re here. He welcomes counsel and strives to keep an open mind.
 - F. SVCs care. They want to know emerging issues. Everyone is dedicated to making things work for students.
 - G. Faculty Senate Committees: Job #1 is to voice problems and give recommendations (i.e. “bring it forward”)
 - H. Former provost Fred Davis’ description of Academic Affairs:
 - a. Four Train Engines pull university forward
 - i. Undergrad Academic Council
 - ii. Graduate Academic Council
 - iii. CRC/University Review Committee
 - iv. Faculty Senate
 - b. It only works well if curricular level changes are driven by faculty.
 - c. Not every idea will find success, but good ideas stem from committee system.
 - d. At the departmental level, curricular changes are evaluated for feasibility/usability
 - e. At the College level, the evaluation process continues
 - f. Deans approve/refine changes
 - g. At the appropriate academic council meeting, other colleges have a chance to review.

- I. Point = you have to have constructive participation at all levels from faculty. If idea makes it through the approval process, it will probably become reality.
- J. Apathy is the enemy. Elections and participation are very important. All 4 “Engines” must be running and not asleep.
- K. State of the University – How are we doing?
 - a. Fall enrollment down 9%
 - b. Enrollment numbers give us discretionary spending capacity to increase quality
 - c. We are financially healthy, but challenged by trends of lowered contributions to savings.
 - d. This year we’ll contribute less to reserves than any other time in past 10 years.
 - e. This is the only state university in past 24 years to be able to consistently provide salary increases for faculty.
 - f. Academic affairs earns on average 90% of projected income; normally we spend 87% of that income.
 - g. In recent belt-tightening, we cut 85 positions. This next year, we’re performing without a net. We predict we’ll earn 95% of projected income, but we will also be spending that 95%.
- L. Conclusions
 - a. We must do better with relevance of programs and retention of students
 - b. We are demographically diverse:
 - i. 900 International students
 - ii. 1000 veterans (a different kind of student)
 - iii. Troy is #2 provider of online education out of all public 4 year institutions.
 - iv. SE Asia = 1000 students in Vietnam
 - v. Will return to Kuala Lumpur (Malaysia) soon; these students want psychology, communication arts and business classes.
 - c. Online education will continue to be important.
 - i. 47% of students will take an online class
 - ii. 12% of students on Troy campus are also taking an online class
 - d. Provost’s focus will be on:
 - i. What is best mix of programs for Montgomery, Dothan, Phenix City, and online?
 - ii. We must be frugal about what we support
 - iii. We can place any e-Troy degree in any location in Alabama w/o SACS or ACHE permission as long as 51% or more content is delivered online.
 - iv. Blended courses can reduce seat time and benefit adult learners.
 - v. Here at Troy campus, we don’t have a classroom shortage, we have a utilization problem.
 - vi. We must examine our teaching and create methodologies that reach students where they are.
 - 1. Old focus = listening/reading and testing
 - 2. Current focus = doing things
 - 3. Future focus = students must be ready to “be” in the workplace

- vii. Internships/practicums are not natural within many colleges; this should change.
- viii. Impact = we must revise curriculum for relevancy's sake and change our teaching methods to better serve our students
- ix. Managing growth
 - 1. Improve credit hour production
 - a. In the past, we've always said "recruit more students". Our current recruiters are trained to recruit students to any campus, according to student need/interest, even if they're stationed outside Alabama.
 - b. Troy campus is doing well in traditional student recruiting, but recruiting more is not the whole answer.
 - 2. Secret Ingredient = retention and graduation
 - a. 80% retention rate at Troy from year 1 to year 2
 - b. The national rate is 75%
 - c. But 4-5 years later, only 44% graduate!!!
 - d. For every 1% of those students, we don't keep, we lose \$770,000 in income.
 - 3. Some of you have 145 hr programs that are not competitive in the marketplace.
 - 4. Another Secret Problem is advising
 - a. Reasons students drop out
 - i. Money
 - ii. Family/life issues
 - iii. Bad advising
 - iv. Bad experience w/ faculty/staff
 - v. Course availability
 - b. If we solve items #3-5, then we're in good shape.
- x. Academic Quality
 - 1. Must define in perspective of stakeholders
 - a. Faculty – must find ways to engage students
 - b. Students – define education quality based on experience, engagement, and opportunities when they graduate
 - c. Employers/community
 - d. Alumni//Donors
 - e. Regulators/Accreditation bodies
 - 2. Student Expectations
 - a. Faculty must engage them
 - b. When classes are finished, then education must be relevant = this must drive our curriculum
 - c. We have about 570 full time faculty, 330 adjuncts. Each must be engaging students; this is the feature that makes the most difference.

3. Other divisions are engaged, too
 - a. Sohail & financial aid = help students stay in
 - b. John Dew & student services = helps in recruiting
 - c. All 4 engines must have energy to make it go
 - e. Questions/comments –
 - i. Check website for Academic Operating Procedures, RE: faculty/adjunct loads
 - ii. Deans/SVC's/Chairs = expectation of transparency and intention of transparency. We don't hide anything; the info is available
 - iii. If adjuncts teach 9 or more hours, then health and retirement costs are owed.
 - iv. Anyone who teaches a course in our inventory must meet same qualifications as our full time faculty. Adjunct/lecturer status is no reflection of reduced quality.
 - v. Chain of command =
 1. If you have an issue, take it to chair 1st.
 2. If not satisfied, go to dean. Ignore any associates/assistants.
 3. If no solution, see provost. Provost will try to re-engage/reconcile issues with chair/dean. Deans/chairs are accountable for answers. There always has to be a rationale for their decision.
- VI. Old Business/Other Business:
- A. Campus reports historically just an event list, should modify to reflect organization of issues by college to better align with Chancellor's OGU model.
 - B. Important to hear from other campuses.
 - C. Problem is due to lack of report "definition" (Carlson)
 - D. Reports must focus on faculty issues (Magrath)
 - E. Senate needs to change reports to reflect structural changes (Nokes)
 - F. Reports should contain info from faculty AND deans (Rosser-Mims)
 - G. Issues raised should go to agenda items (Allard)
 - H. We're not talking about replacing/eliminating campus representatives (Rosser-Mims)
 - I. SACS wants faculty info disseminated; we should have briefings like SACS reports/QEP etc, so that senate can brief faculty (Fulmer)
 - J. Motion to draft a resolution to change definition of campus reports (Carlson) 2nd
Gnoinska - Passed
 - K. Motion to Adjourn (Allard)

Addendum:

FACULTY SENATE MEMBERSHIP

Draft Committee Roster

Faculty Senate-Internal Committee Assignments

2014-2015

Name	Position	Faculty Senate Committees	Email	Term Ends 7/31	Faculty Senate Appointed Representatives
Tammy Esteves	GC (AL)	Academic Affairs	tlesteves@troy.edu	2015	Educational Technology Committee
Jonathan Taylor	M (AL)	Faculty Welfare	jetaylor@troy.edu	2017	SGA Representative-Montgomery
Richard Voss	D (AL)	Elections Committee, Faculty Senate Excellence Award Committee	vossr@troy.edu	2015	SGA Representative-Dothan
Trellys Riley	PC (AL)	Academic Affairs-Chair	tariley@troy.edu	2016	
James Orrock	T (AL)	Academic Affairs	jorrock@troy.edu	2017	
Ruth Elder	Lib (AL)	Faculty Welfare	relder71917@troy.edu	2015	Safety and Security Committee
Margaret Gnionska	A&S (T)	Faculty Welfare	mgnionska@troy.edu	2015	
Vijaya Gompa	A&S (D)	Faculty Welfare	vgompa@troy.edu	2017	
Zhiyong Wang	A&S (T)	Academic Affairs	wangz@troy.edu	2017	
Lane Eckis	B (D)	Vice President, Committee on Committees-Chair, Faculty Welfare	lbeckis@troy.edu	2016	
Ronald Shehane	B (GC)	Academic Affairs	shehaner@troy.edu	2016	
Dianne Eppler	B (GC)	Faculty Welfare	deppler@troy.edu	2015	Personnel Advisory Committee
Amanda Paul	B (T)	Faculty Welfare	anpaul@troy.edu	2015	
Maureen Casile	B (T)	Faculty Welfare-Chair	mcasile@troy.edu	2016	
John Jinright	CCFA (T)	Secretary, Elections Committee-Chair, Faculty Welfare	jjinrig@troy.edu	2016	Personnel Advisory Committee
Catherine Allard	CCFA (T)	Academic Affairs	callard@troy.edu	2017	
Johanna Alberich	CCFA (T)	Elections Committee	jalberich@troy.edu	2015	Personnel Advisory Committee

David Carlson	A&S(T)	Elections Committee; Co-Chair, Faculty Senate Excellence Award Committee	rdcarlson@troy.edu	2015	Safety and Security Committee
Christi Magrath	A&S(T)	Academic Affairs	cmagrath@troy.edu	2015	SGA Rep-Troy
Gina Mariano	Ed (T)	Academic Affairs	mtempleton@troy.edu	2016	
Dionne Rosser-Mims	Ed (GC)	President, Faculty Welfare	drosser-mims@troy.edu	2016	
Tonya Conner	Ed (D)	Elections Committee	tconner22269@troy.edu	2017	
Jeffrey Ickes	Ed (GC)	Faculty Welfare	jickes@troy.edu	2017	
Deborah Rushing	HHS (T)	Elections Committee	drushing@troy.edu	2015	
Keri Outlaw	HHS (T)	Academic Affairs	koutlaw@troy.edu	2016	Educational Technology Committee