Minutes of the Faculty Senate Meeting

15 November 2007

Present: Abdelmajid Kassem (Natural Sciences), Chet Dilday (Social Work), Michelle Darnell (Govt. & Hist.), Cary Adkinson (Criminal Justice), Michael DeValve (Criminal Justice guest), Cevdet Akbay (Natural Science), Shubo Han (Natural Science), Daniel Autry (Natural Science), Clara B. Jones (Psychology), Jonathan Breitzer (Natural Science), Steve Gill (Psychology), Radoslave Nickolav (Math & Comp. Science), Donatus Okhomina (Management), Soni Martin (Perf. & Fine Arts), Gloria Elliott (Phys. Ed. & Health), Michael O'Shea (English & For. Lang.), Socorro Hernandez-Hinek (Perf. & Fine Arts), Jane Peacock (Eng. & For. Lang.), Maurice Mongkuo (Govt. & Hist.), Thomas Williams (Management & Econ.), Akbar Aghajanian (Sociology), Richard Ellis (Marketing & Business), Dean Swinford (Eng. & For. Lang.), Dianne White-Oyler (Govt. & Hist.), Maria Orban (Eng. & For. Lang.), Juliette Bell (Provost), Albert Chan (Math & Comp. Science), Garistine D. Simmons (Accounting), Raphael Okojie (Math & Comp. Science), and Dothang Truong (Management).

I. Call to order

Chair John Mattox called the meeting to order and asked for a motion to approve the agenda. The motion was made by

Richard Ellis and second by Soni Martin.

II. Adoption of agenda

Discussion: Akbar Aghajanian raised question regarding the wording of item #6—Faculty Forum on Shared Governance—suggesting the deletion of—on Shared Governance. Maurice Mongkuo also had the same question. Jonathan Breitzer also concurred. It was agreed that the wording—on Shared Governance should be removed from item #6. For item #4 the word reinstatement—of textbook rental ... was corrected with the addition of the wording Consideration of
reinstatement – of textbook rental. The agenda was adopted. (Agenda attached)

Chair Mattox also raised the question counting of absentions votes. Soni Martin also concurred with counting of absence votes Parliamentary. Breitzer read from Roberts Rule of Order pointing out that it is not appropriate to count abstentions except in a roll-call vote. The discussion was deferred to the next general faculty senate meeting (January 2008).

III. Approval of 10/25/07 Faculty Senate Meeting Minutes

Chair Mattox shared several edits to the minutes which were discussed and verified by Ellis and Breitzer. With acceptance of the edits, the motion to approve the minutes was given by Diane White-Oyler with a second by Michelle Darnell. The minutes were unanimously approved.

IV. Remarks from Provost Bell

1. Consideration of reinstatement of textbook rental includes two possibilities – textbook buy back or rental. We are limited by time for the current academic year. The buy back would consist of 50% of the cost of the book. At the same time we would revisit reinstatement of a textbook rental policy of 2008-09. There is a committee currently reviewing options. Provost Bell requested feedback from the faculty senate on the textbook matter.

   Discussion: Items to be considered include the length of the rental term and paper vs hard cover text. Dean Swinford expressed the concern that the textbook rental implies for the culture of our students that they do not need to purchase textbooks. Soni Martin expressed whether it is possible to utilize a combination of rental and purchase – rental for 100 and 200 level courses and purchase for 300 and 400 level courses. Jane Peacock expressed whether it is possible to include text written by our faculty. Provost Bell noted her receptiveness to have these suggestions related to the current book policy committee noted above. Mattox requested that Jane Peacock represent the Faculty Senate on the University textbook committee which she accepted.

2. On the topic of enrollment management, Provost Bell related that a general faculty meeting is scheduled for November 28, 2007 from 2-4 pm to discuss enrollment, retention/graduation and new system wide enrollment requirements. The meeting will also include a mini workshop by Human Resources on sexual harassment. She requested the faculty senate to present any other possible items for inclusion at this General Faculty meeting. She related that there is currently an Enrollment Management Committee considering the specifics of FSU’s response to the University wide minimum requirements. The committee’s recommendation will be forwarded to the Board of Trustees December 13, 2007.

   Question: Will the faculty senate have input in this work? Provost Bell, yes – there are subcommittees (Chair Mattox is currently serving on one of the subcommittees) who will present their recommendations to the full committee (i.e. the Enrollment Management Committee) who will then submit their recommendations to the Chancellor who will then submit
them to the Board of Trustees. The recommendations will be presented to the faculty at the November 28, 2007 meeting.

V. Enrollment Management Committee – 2nd faculty appointment

Discussion: Jon Young shared the importance of this committee for the faculty. The number of faculty is driven by the enrollment. The enrollment requirements are related to students’ ability to complete the work and successful graduation. The forthcoming University wide enrollment requirements could affect the number of faculty at FSU.

Chair Mattox related that he is only able to attend some of the meeting due to his teaching (lab) schedule. The committee meets every other Tuesday. The floor was opened by Jane Peacock for nominations of faculty and second by Maurice Mongkuo for nominations of senators to represent the 2nd faculty appointment. Michelle Darnell and David Gray were nominated and Blanche Radford Curry moved to close the nomination which was second by Maurice Mongkuo. Gray declined due to class conflict. Darnell related her teaching of Phil 110 courses that provided her with substantial insight about students’ abilities during their first and second year along with her willingness to work with other committee members. Darnell selected by acclamation to be the 2nd faculty to represent the faculty senate on this committee.

VI. Plans for a Faculty Forum

Chair informed senate of Chancellor Hackley’s acceptance to forum with faculty scheduled for November 29, 2007 from 4:30 pm - 6:00 pm. and opened the floor for

suggestion of specific topics and questions to be proposed.

Discussion: Chair Mattox related that the agenda would be finalized Monday prior to November 29th. Raphael Okojie related that the forum should avoid confrontation and making demands. Dean Swinfond asked whether there are any best practices of faculty senates? Akbar Aghajanian related that it is the responsibility of the faculty senate to advise the administration on various matters just as the faculty assembly advises the the Board of Governance. Blanche Radford Curry noted: (1) the Minimum Shared Governance document of April 2005 prepared by the Faculty Assembly Governance Committee and accepted by the Faculty Assembly members and (2) consideration of shared governance as a topic for the planned faculty senate workshop.

VII. Plans for a Faculty Senate Workshop, January 2008.

Chair Mattox will meet with Provost Bell to plan faculty senate workshop around mid year conference with the goal of a
VIII. Committee Reports

Committee on Committees

The Committee on Committees met on November 13, 2007 at 3:00 pm in the Faculty Senate Office. Present: Drs. Mongkuo, Aghajanian, and Radford-Curry. Committee members focused responsibilities of senators and committees for a more effective senate. Four recommendations were proposed: (1) Each senator must serve on at least two committees. (2) Committee on Committees currently needs at least two additional members. (3) Each committee is expected to meet regularly regarding its 2007-2008 goals and provide a status report at the Senate meeting along with a written report to the secretary. (4) Each committee should have a 2/3 majority of representation of senators in particular Academic Affairs in order that more senators are substantially more familiar with proposals. The committee adjourned at 4:00 pm.

Discussion: Recommendations one, two and three were approved by the senate, while four was not. Academic Affairs Committee Chair, White Oyler objected that senators were not willing to serve and noted concern about intimidation of senators – most of the committee member (non-senators) are tenured and thus less subject to intimidation. Objections also noted by Darnell and Dilday that 2/3 requirement was too much. Mongkuo and Aghajanian spoke in support of 2/3 requirement noting that having more senators on the Academic Affairs Committee would provide greater in depth knowledge of proposals by senators, as well as underscoring that the committee’s work is indeed being done by senators. The chair called for a vote, resulting in a tie for and against acceptance of item four. The chair resolved the tie, voting against acceptance of item four. Each committee had additional senators to join, including Academic Affairs. Committee on Committees will provide update of status of senators’ committee service per letter provided to each senator regarding the responsibilities of a senator and other items at January 2008 Faculty Senate meeting.

Student Affairs

The Student Affairs Committee met on Tuesday, October 23, 2007 in Rosenthal Gallery/Rosenthal Building at 4:00 pm.

AGENDA

1. Elect a Chair – or – Co-chairs.

2. Elect a secretary.

3. Discussion of the “charge” of the committee. (Faculty Senator, Jonathan Breitzer has forwarded an example of the type of issues which our committee might consider addressing).

Student Affairs Committee

Duties of this committee are:

1) To monitor and recommend guiding policies and procedures related to: student recruitment, financial aid, academic scholarships, registration, admission of freshmen and transfer students, evaluation of transfer students,
transcripts, student advisement, retention of students, and athletic programs

2) To advise administrative officers and committees on issues pertaining to student affairs that may be of interest or concern to the faculty.

The Committee discussed the option of electing “Co-chairs”. Michelle Darnell and S. Hernandez-Hinek were voted to serve and share the task of Co-chairs and Angela Taylor was elected to serve as Secretary of the committee for the 2007-08 year.

The Committee reviewed the charge as stated in the bylaws.

Members raised one recent development which directly impacts students at FSU and discussed during the mid-year conference. Specifically, the new admission policy of the University related to minimum G.P.A. and SAT standards. Members agreed that in order to gain a wider understanding of what the current student are more fact finding would be necessary on behalf of the committee members.

Meeting adjourned at  5:00 p.m.

Governance

The Faculty Senate Governance Committee met on November 13, 2007. Present were Drs. Breitzer, Okhomina, Mongkuo, Van Cantfort, and Radford-Curry.

The object of the meeting was to consider changes to the faculty governance document and in the bylaws. The “faculty governance document”, adopted in 1990, serves as our constitution. It contains items, such as about committees, that belong in the bylaws. Tom Van Cantfort presented a “cleaned-up” version that he entitled “Charter of Shared Governance”. A motion to change this to “Charter of the Faculty Senate” passed.

Some concern was expressed in regards to the changes in what constituted a voting faculty member. The current governance document includes all full-time faculty. The Charter of Shared Governance includes only tenured or tenure-track faculty. The two sides of the issue were as follows:

1. Historically, non-tenure-track faculty have been overrepresented in department governance; and if they are similarly overrepresented in the Senate, there will be two problems: the particular interests of tenure-track faculty will not receive adequate consideration, and a body composed of too many faculty hired year-to-year will lack sufficient independence from the Administration.

2. Depriving non-tenure-track faculty of representation in the Senate will give them no representation at all. Additionally, the Code (502 D (2), second paragraph) states the following:

“The chancellor shall be responsible for ensuring that there exists in the institution a faculty council or senate, a majority of whose members are elected by and from the members of the faculty. The general faculty, however,
which shall include at least all full-time faculty and appropriate administrators, may function as the council or senate. […]"

This seems to imply that the faculty, for purposes of representation, comprises all full-time faculty, tenure-track or otherwise, as well as administrators who hold faculty appointments.

Although no resolution was arrived on this issue, the sense of the committee was that the Code should be the primary guide for designing a new Charter; and if the committee feels that parts of the Code should be changed, that should be a separate issue.

Jonathan Breitzer

Budget & Planning

Thursday, November 15, 2007  Faculty Senate Budget & Planning Committee Report

The Faculty Senate Budget & Planning Committee consists of six members of the senate who volunteered to serve on the committee. The members are Daniel Autrey, Assistant Professor, Natural Sciences; Akbar Aghajanian, Professor of Sociology, Sociology; Michelle Darnell, Assistant Professor, Government & History; Blanche Radford-Curry, Associate Professor, Government & History; Dothang Troung, Assistant Professor, Department of Management; and Thomas Williams, Associate Professor of Finance, Department of Managerial Economics & Finance. The committee had its first meeting on October 9, 2007 with five members present, and elected Thomas Williams to serve as the committee chair and Michelle Darnell to serve as the secretary. The duties assigned to the committee are as follows:

1) To convey to appropriate administrative officials, through the Faculty Senate, concerns of faculty members regarding the budget.

2) To review the budget-making process, and the budgetary support of various academic programs, and to recommend changes, when deemed necessary, in specific components of the above.

3) To review and make recommendations regarding the policies governing the awarding of faculty salary increases.

At the meeting the committee members agreed that we should establish a Blackboard platform to be used to conduct the affairs of committee. We now have a functioning Blackboard platform open to the members of committee to share information and engage in dialogue regarding the affairs of the committee.

The members felt that the committee can only effectively carry out its mandate if it had the relevant information to review and make constructive recommendations. Therefore, our first order of business it to make request for:
i. The publication of budgets (dean, department chair, and senate)

ii. Information that will provide an understanding of the budget-making process

iii. Information that explains how merit based pay increases are determined

iv. Clarification of how salary increases are determined across disciplines.

With the information being requested, we will have a more enlightened faculty, who can then make more constructive recommendations to improve the allocation of resources within the university to better serve its constituents.

Publication of budgets: The information should be published to the university community.

The merit-based component of the salary increase should be less than currently obtains. One approach may be to require that the fixed component of the salary increase at least covers inflation for all faculty members; this is assuming the salary increase exceeds the inflation rate.

There is also a concern about salary increases for comparable accomplishments across disciplines. Some members of the committee are of the opinion that using a percentage increase puts faculty members with lower base salaries at a disadvantage and suggest fixed dollar amounts. However, faculty members with higher base salaries could also make a similar claim if fixed dollar amounts are used instead of percentages.

This issue of merit pay and compensation of comparable accomplishments across disciplines may have to be put to the full faculty before we formulate any kind of recommendation to the administration.

Faculty Welfare

The Faculty Welfare Committee met October 30, 2007

Present: Soni Martin, María Orban, Jane Peacock, and Peter Valenti

1. The meeting was convened at 1:00 p.m. in the office of Professor Soni Martin at which time Professor Martin located the charge for this committee and found that we are to review and make recommendations concerning fringe benefits, retirement, salaries, working conditions, communication strategies, and other factors which contribute to the professional satisfaction of the working conditions on this campus.

2. This committee requests faculty input on the phased retirement policies that are in place and it recommends that the two year phased retirement be changed to a three year phased retirement, putting our campus on the same page as most other campuses in the UNC system.

3. The Welfare Committee also requests that there be more time allowed in the planning of the Faculty
Senate meetings for reflection and discussion. If and when an administrator attends our meetings and delivers a speech or proclamation, the Senators need to be allowed a chance to debate among themselves and then with the administrator to clarify mutual understanding.

4. Dr. Jane Peacock was elected chair of this committee.

5. The Committee agrees that a good university has a good communication system. The Foundations of Excellence might be a way of achieving a better working situation for faculty by encouraging faculty empowerment, improving morale, and promoting a feeling of enfranchisement.

6. The meeting adjourned at 1:55 p.m.

Faculty Evaluation and Development

Faculty Evaluation and Development Committee of the Faculty Senate Fayetteville State University Minutes of the October 23, 2007 Meeting 5:00 p.m. Rosenthal Gallery

Faculty in attendance: Dr. Cevdet Akbay, Dr. Shubo Han, Ms. Soni Martin, Dr. Maurice Mongkuo, Dr. Maria Orban, Dr. Jane Peacock, and Dr. Linda Wilson-Jones (Dr. Kassem Abdelmajid was not informed of the meeting)

Ms. Soni Martin convened at the October 23, 2007 meeting of the Faculty Evaluation and Development Committee. A Chair for the committee was elected: Dr. Maria Orban.

The committee members discussed the purpose of the committee and voiced the need for each member to have a copy of the Senate’s description of the duties of the committee. Dr. Orban and Ms. Martin volunteered to obtain the information.

Committee members discussed their concern at the inconsistency of mentorship for new faculty on the campus since some schools or colleges have more rigorous mentoring programs in place than others. After Dr. Wilson-Jones, Dr. Akbay and Dr. Han discussed the mentorship in their respective school/college, it was obvious to the committee members that an inconsistency in the type of mentoring existed at the university. The committee has an interest in pursing the development of a university wide mentoring system for all new faculty each academic year. An approach to this would be considered and addressed at the next meeting.
Members of the committee also discussed the possibility of Teaching Enhancement Workshops be required for new faculty and optional for existing faculty during the summer. Dr. Mongkuo spoke highly of his experiences with that particular type of workshop.

Members of the committee discussed the limitations of the Title III funds and felt further discussion was needed.

Members agreed to the 5:00 Tuesday or Thursday meeting time for future meetings.

The committee completed its business by 6:00 p.m.

Academic Affairs

Each of the proposals below was discussed at the faculty senate along with questions and acceptable responses in some instances. The Senate approved each proposal. Minutes of the Academic Affairs committee discussion of the proposals follows listing of proposals voted on below followed by discussion of Petition to Re-Establish MA Program in History.

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<th>PROPOSALS VOTED BY THE FACULTY SENATE NOVEMBER 15, 2007</th>
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<tr>
<td>Task Force Recommendations for Student Outcomes--CORE Review (results of 4 years of Faculty Research led by University College)</td>
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<td>Revision of the Nursing Program to comply with the state guidelines</td>
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<td>Addition of two Courses to the MIS Curriculum MIS211 and MIS212</td>
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<td>Addition of a Concentration in Applied Mathematics</td>
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<td>Addition of a Minor in Intelligence Studies</td>
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<td>Petition to Re-Establish the MA Program in History</td>
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<tr>
<td>INTENT TO PLAN a BS Degree Program in Physical Science Education</td>
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<td>INTENT TO PLAN a BS Degree Online Completion Program in Computer Science</td>
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<td>INTENT TO PLAN a BS Degree Online Completion Program in General Business Administration</td>
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<td>AUTHORIZATION TO ESTABLISH BS Physics</td>
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<td>AUTHORIZATION TO ESTABLISH BS in Health &amp; Leisure (Recreation, Community Health, Sports Management)</td>
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<td>AUTHORIZATION TO ESTABLISH MA in Environmental Studies</td>
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Academic Affairs Committee met Friday, November 09, 2007.

I. Call to Order.
The meeting was called to order at 2:20 p.m. by Dr. Dianne White-Oyler, Academic Affairs Chair.

II. Organization.

The meeting started with the adoption of the agenda as set. Members present for the quorum included, Dr. White-Oyler, Dr. Heckert, Dr. Yew, Dr. Lari, Dr. Okhomina, Dr. Hargrove and Dr. Gillis-Olion.

III. Items for Discussion and Vote

1. Revision: Concentration in Applied Mathematics.

Dr. Zhang began by thanking the Academic Affairs Committee for its' support and input in this process. He presented the information on revisions to a Concentration in Applied Mathematics adding that the program would offer many advantages to students at Fayetteville State University as well as the University itself. A suggestion was made to change wording to Business Mathematics or Financial Mathematics. Further discussion was held and it will remain the same so it can be associated with the Department from which it came. After group discussion a vote was taken and the item was approved unanimously.

2. Revision: Implementation Strategies for Student Outcomes.

Dr. Brooks presented the committee with information pertaining to suggestions by the University Advisory Board to implement strategies for student outcomes. The committee had questions in regards to carrying the program forward and how to make sure it doesn't duplicate or overlap the assessments already in place. Dr. Brooks agrees to confer with Dr. Charles and attend the next Faculty Senate Meeting to answer any questions about the program that may arise. After group discussion the item was approved unanimously.

3. Intent to Plan a BS in Physical Science Education.

Dr. Singletary presented for the department. He stressed the need for more students graduating universities with a BS in Physical Science Education. There was shown to be a need for more High School teachers possessing a Physical Science Education. Dr. Singletary explained the structure of the proposed program and the different tracts or concentration areas. The committee had questions in regards to changes in taking the Praxis and it was decided that this would not be a problem. After group discussion the item was approved unanimously.

4. Minor in Intelligent Studies.

Dr. David Gray presented the committee with information in regards to offering a Minor in Intelligent Studies at Fayetteville State University.

Dr. Gray discussed the program as linking with Psychology, History, Criminal Justice, Political Science and Foreign Language disciplines. Committee members expressed concern over program objectives and the rewording of the credit hour expectations in foundation courses. It was suggested that this be closely regarded. The committee also had concerns with students needing security clearances, need for additional faculty and what pre-requisites would there be for classes? Dr. Gray explained that this would give the student an opportunity to concentrate in another area not currently offered at Fayetteville State University. The pre-requisites would only apply to the upper level course. After additional group discussion the item was approved unanimously.

5. Authorization to Establish: Online Completion Program for General
**Business Administration.**

Dr. Lightner gave the presentation and explained the need for just such a program. The program would complement the Community College System’s Business Administration courses. Committee members had questions over credit hour costs which will be determined by the University. This program would serve as a means for persons serving in the military to continue their course-work while deployed or in transfer to other bases. After suggesting clerical improvements to the proposal the committee discussed the program further and approved the item unanimously.

6. **MIS 211/MIS212**

Dr. Lari presented the information to the committee. Questions over courses added were addressed. Courses added to technical knowledge to enhance the program. Discussion was held over commercial software needed and it was agreed that a change in wording be made to refer to this as Business software. After group discussion both items were approved by a vote of 5. Dr. Lari abstained.

7. **Petition to Establish BS in Health and Leisure.**

Dr. White-Oyler presented the information in Dr. Elliott’s absence. Changes had been made to the proposal per the committee’s recommendations last month. After group discussion the item was approved unanimously.

8. **Petition to Re-Establish MA in History.**

Dr. White-Oyler presented the information to the committee to re-establish the MA in History. Questions regarding the productivity criteria for general administration arose. Discussion was held briefly about the reasoning behind the revoking of the MA in History. Dr. Hargrove, previous Faculty Senate Chair shared with the committee that Dr. Bryant told him that she regretted revoking the MA in History and if she had known that the Academic Affairs Committee had not voted to dissolve the MA in History, she wouldn’t have revoked it. Questions arose over the budget and Dr. Hargrove told the committee there was no budget before.

After additional group discussion the item was approved with a vote of 4 in favor and two committee members abstaining.

9. **Authorization to Establish MA in International Studies.**

Dr. Kamalu presented the information to the committee. Questions from the committee were asked about the pre-requisites for the program, consulting of Foreign Language Department before now and students entering the program with an established competency. These items were discussed and it was agreed by the committee that the English and Foreign Language Department be consulted and appropriate documentation gained before moving forward with the program. A vote was taken and the item was approved unanimously with the condition that suggested consulting and documentation garnered a forehand.

IV. **Adjourn.**

With no further business, Dr. White-Oyler adjourned the meeting at 5:05 p.m.

The next scheduled meeting of the Academic Affairs Committee is scheduled for January 25, 2008 at 2:00 p.m. in the conference room of the JSK Building.

LeAnn B. Blackmon, Recording Secretary
Discussion: Petition to Re-Establish MA Program in History presented by White-Oyler requesting Chancellor to petition GA for re-establishment of the Program (in lieu of her understanding in conversation with GA). She related that the MAT in History required a MA in History. Provost Bell asked about the format of the petition to which White-Oyler responded that it was a resolution and that Appendix A was not available, only part C. Provost Bell related that inorder to reconsider this request background support was needed. White-Oyler related that surveys (as requested by the Chancellor) were being completed to document the high number of graduates. The question was raised as to whether the petition would be stronger with the results of the requested surveys.

IX. New Business

Discussion: Radford-Curry asked for status of Chancellor search from senate representatives John Mattox and Clara Jones. Mattox related that the search was proceeding as schedule and that updated reports (minutes of meetings) from Board of Trustee’s Chair, Ben Brown could be reviewed on our web.

X. Announcements

Provost Bell related that three Dean positions would be posted: Arts & Sciences, Business and Economics and Graduate Studies

Adjournment 6:45 pm