Called to Order

The meeting of the faculty senate was called to order at 4:40 p.m. in the Continuing Education Building. John Mattox, Faculty Senate Chair presiding, Blanche Radford-Curry, Vice Chair, Charletta Barringer-Brown, Secretary, recorded the proceedings for the meeting.

Roll Call

The following senators were in attendance: Aghajanian, A; Autrey, D; Barlow, M; Barringer-Brown, C; Bell, J; Breitzer, J; Brooks, J; Chan, A; Darnell, M; Davis, G; Dilday, C; Ellis, R; Gill, S; Goins, S; Han, S; Hackley, L; Hernandez-Hinek, S; Kassem, A; Johnson, O; Jones, C; Klomegah, R; Martin, S; Mattox, J; Mongkuo, M; Nickolov, R; Okhomina, Okojie, R.; Orban, M; O'Shea, M; Peacock, J; Radford-Curry, B; Swinford, D; Taylor, A; Trong, D; Wang, D; White-Oyler, D; Williams, T; Wilson-Jones, L; Wood, P.

Excused Absences: Akbay, C, Frobish, T; Han, S; Miah, F

Senators were reminded to sign the roll call.

Unexcused Absences: Akbay; Hackett, M; Heastie, S; Montoya, D; Small, H;

Guests: Corey Johnson, Staff Writer, Fayetteville Observer

Adoption of the Agenda

The agenda was adopted as amended.

Adoption of Minutes

September 27, 2007 meeting

Discussion of Executive Search Committee for Chancellor:
Dr. Aghajanian: The organizational management structure needs to be more forward thinking with relevant issues being posed to the prospective Chancellor.

Dr. Radford-Curry, Vice-Chair: Discussion of Resolution of code regarding shared governance

Dr. Breitzer, Parliamentarian-Issue must come forward on agenda before being presented to the committee.

Question from Dr. Mongkuo: Is there a law that states that the Chancellor must participate in shared governance?

Motion: For those in favor of dropping #4 from the agenda

Vote: 8 For-10 Against

The item #4 remains on the agenda

Motion to approve agenda

The motion was seconded, the motion to approve the agenda motion passed.

Radford-Curry, Vice Chair: Consideration of Resolution for code 603/604

The Vice-Chair expressed that there were concerns regarding the resolution and its lack of strength and offering of vague language.

Questions: What constitutes inappropriate? What are the sanctions regarding tenure faculty?

Dr. Michelle Darnell: Motioned: Voting for the Resolution in support of FA suggestions regarding changes to Sections 603/604 of the Code, presented by Dr. Radford Curry, be done electronically and within an appropriate amount of time such that Dr. Curry could present our vote to the Faculty Assembly. The motion was seconded.

Dr. Radford-Curry stated that the issue will be introduced by the secretary through electronic ballot to be completed by November 2, 2007 at 12:00PM.

Question on point #2 in the Shared Governance Resolution. Dr. Radford-Curry responded that the Faculty Assembly is currently reviewing Shared Governance.
Provost Bell stated that the Faculty Assembly is possibly scheduled to make presentation to the Board of Governors around the 2nd week of November.

Dr. Ellis: Motion to vote today on code 603/604 resolution document. Dr. Aghajanian: Motion was seconded. 11 voted for: 14 voted against the motion to vote today on the code 603/604 resolution document. Motion was not carried.

Ms. Martin: Motion to vote by November 2 (12:00PM) to the discussion board or electronic ballot. Motion was seconded by: Dr. White-Oyler Motion carried: Vote on resolution electronically.

Need for election for in-coming Parliamentarian. Dr. Breitzer will be ending term.

Dr. Breitzer, Chair of Governance committee issued statement from meeting: Committee does not agree with the merging of the two schools/colleges (Arts & Sciences).

Dr. Mattox acted as parliamentarian while Dr. Wilson-Jones presided for the shared governance resolution discussion.

Dr. Wilson-Jones, Acting Chair: Motion to discuss resolution. Dr. Hernandez-Hinek: Motion was seconded, vote to discuss

Ms. Martin: Motion to read the resolution silently for 5 minutes. Dr. Taylor: Motion seconded, motion carried

Ms. Martin: It is not in the best interest to approve resolution at this time. Dr. Hernandez-Hinek posed question: Is it a fiscally sound decision to merge the two schools?

Dr. Radford-Curry, Vice Chair: response to Dr. Hernandez-Hinek’s question was that the document was not one constructed through shared governance. The language needs to be reviewed.

Consideration of the shared governance resolution ended with a vote on motion made by Dr. Aghajanian to "not approve the resolution" the vote was 13 for and 3 against the motion to "not approve the resolution"

Report from Dr. Juliette Bell, Provost and Vice Chancellor for Academic Affairs
Good afternoon. I was asked to talk with you about process for salary increases for 07-08 year. The doc I handed out is a summary of the process that was followed. I have 25 copies; I will send one to your secretary for further copying. The salary increases were distributed for meritorious performance and university overall ranking as meeting 80th percentile as a secondary concern. Also, we were told that market and equity should be considered. Every year we get these funds, we get an extensive document, and merit is the primary factor. The base approximately is 5% for faculty and 4% for EPA non faculty. We do not give this 5% across the board. Merit is the primary concern. The funding for faculty was provided as two pools. 4% as proportional share of total EPA system-wide. The remaining 1% was allocated based on the BOG request for competitive salary. Meritorious performance. In addition to funds provided by legislature, FSU has CITI funds. This year, 25% of total funds from CITI are used for faculty salary increases. The protocol we followed: budget office on campus allocated to depts. Based on FTE. The CITI funds were allocated to dept based on amount available. 25% of total recommendation, 125k divided by total number of FTE, which is 0.59%. The total possible amount was 5% from state plus 0.59 from Univ. for total of 5.59%. In my disc with the deans, there should be a baseline market amount for all faculty. We determined that 2% should be across the board. The other 3.59% based on dept chairs and deans. Merit with consideration of market and equity. They were given a pool of money based on 3.59% to be distributed. Some limitations placed on our determination on salary increases: new EPA employees with pre-determined salary cannot get an increase. EPA employ with fixed-term contracts, no increase. In Academic Affairs I have a budget director to work with chairs and deans, a spreadsheet with faculty names, salaries, budget available. For faculty with promotions or change in admin responsibilities, etc., those were considered. For promotion, the increase did not come out of this; it is outside and on top of it. This was an iterative process. I reviewed what the chairs and deans sent. I looked at the record increases to look for gross inequities. We made a few adjustments. Finally, when we reconciled the dollars, they were sent to the personnel office. You will be happy to know that they will be reflected on October 31 paycheck retroactive to July 1.

In your handout, you have a document called Exhibit 6. Each campus has a set of peers. Our peers are not UNCP, etc. These are a list of schools that have been agreed upon. I don’t have the list with me. I can provide the information to your secretary for distribution. Each school is compared. Each school is being compared against its peers. In 2002, our average was 57,594. That was 71st percentile. If you follow all the way across to Fall 2006, average salary for all ranks is 65,011, at 84th percentile; 4% above average of our peers. Akbar: should this be applied to different ranks separately? Bell: this is true for assistant and associate rank but not full tenured professor rank. Not all inequities were resolved, and cannot be resolved in one year. There’s the combination of discipline and rank. But GA at this point is looking at it. As far as they are concerned, we have met their concerns.

The other documents that are shown compare specifically FSU and its peer group, and as you can see again, and for 06-07 year, we were at 105.6% of the mean, 102.1% of 80th percentile. For 07-08, we are projected to again exceed that. We have made great improvements, last two years we are at 16% increase average. To compare all of the sixteen campuses, it shows the allocation that came from the legislature. The total allocations, total percent increase over the last two years, FSU had a total increase for 06-07 9%, 07-08, 7%. The data was provided to FSU as part of our analysis as whether we should ask for tuition increase for 08-09. The argument is that there were increases that have already been made in the last two years. If you want to know the specific formula for your department, talk to your department chair. Are there any questions?

Mattox: letters specifying increase? (Provost Bell) Yes, we’re working on them now. We have 329 faculty.

Dr. Radford-Curry: Do you recall those peer institution? No I don’t; they’re all across the country, none in NC.

I would also like to mention, we’re discussing across-the-board minimum admission standards. Campuses have been asked to have some discussion and give any feedback on this. I didn’t give you a handout. Beginning 2009: 2.0 minimum GPA, SAT 700, ACT 15. For 2010, the same. For 2011 2.3 GPA; 750 SAT. For 2013 2.5 GPA; 800 SAT. This will have a disproportionate negative impact on our students. There has been a 1% exception.
Next Friday: UNC Tomorrow forum. Hope to have a good showing of faculty there. I think it is in the Shaw Auditorium. 9:00 to 10:30.

**Report from Dr. Jon Young, Senior Associate Vice Chancellor for Academic Affairs**

Academic Calendar: We are asking for your feedback. As we try to finalize the 2008-09 academic calendar. Should we change our midterm/spring break timeframe to coincide with Cumberland County school system’s? Traditionally, our spring break has been held at midterm. Another suggestion is to align with our break with Easter; nontraditional students have children at public schools. Spring 08 is regular midterm timeframe. There is a downside: Easter changes every year. People are stuffing the e-ballot box. Dr. Young will review the situation with ITTS to make a better decision of votes.

Dr. Radford-Curry, made suggestion to align FSU spring break with the CIAA schedule.

**Report from Dr. Curtis Charles, Associate Vice Chancellor for Academic Affairs**

Title III: This summer we got together with the deans to discuss Title III funding. Last year, funding ran out in February. We need to come up with some way to make it equitable. Make the $90,000 divided prop among colleges and schools. $30,000 for CBAS, CHSS, and $15,000 for SOE and SOB. Business complained that they need to present as part of publishing. Spreadsheet indicated that prop would be a problem. So make it 90k and 1k cap for each person. To make it competitive, the faculty has to present information research. $30,000 for CBAS, $30,000 for CHSS, $15,000 for each school. Deans and chairs decide which faculty go to which conference. My office should not have to handle this decision. But responsibility came with it, quarterly report on Title III. My idea was to make your deans responsible. The other responsibility was the deans and chairs would decide. Must make report on how it aligned with Title III. I would collaborate with deans and chairs to make the report. I don’t mind doing it, but I wanted deans and chairs to have ownership. Now, no longer do we require a paper. Dr. Barlow wanted to keep the requirement. We will take it off the table for this requirement, then the deans would take control. Faculty would be allowed one travel. We have 312 faculty. Our average $1700. This cap gives more an option. Pre- and post-conference form is optional. Since we know that SACS will be here in 2011, self-study in 2010, QEP self-study 2009. We have to define, once we know what we’re measuring, how do we define student success. We were asking you to go to conference that is tied to student learning outcomes. Tell us how the conference activity would assist your department to enhance student learning outcomes? How the events/paper you would present are tied to learning outcomes? We are not trying to put a burden on you.

PACE: how do we take non-academic and reallocation. We reallocated $15,000 (50k?) to travel because the Title III was not sufficient. We wanted to encourage scholarly papers. Shared responsibilities: work with deans and chairs to develop quarterly reports. We will do whatever we can to help the deans and chairs. Guidelines for PACE: we come to GA. We need to show how faculty activity support core functions. We give release time to coordinators. Barlow question: Require some kind of presentation. I agreed, but not enough time, so grandfather in for this year. The other point: I do not think we should limit to one trip if it only costs $500, maybe we can do two trips. Also: tenure track. Then the decision was made: instructors who were ABD would be supported as well.

Ms. Martin: How are creative performances being evaluated? Disappointment was expressed with Deans and Chairs decisions regarding assignments professional development. There needs to be a resolution regarding faculty opinion.

Dr. Radford-Curry, Vice Chair: There are issues of travel costs of plane/train increasing before schedule time of paperwork being completed through travel departments.
Dr. Okojie: Requirements should be reviewed based on discipline

Discussion of faculty representation on the chancellor search committee was held, Dr. Clara Jones and Dr. John Mattox each agreed to send a letter regarding this to the faculty senators.

Dr. Mattox, Chair: Agenda will be amended. Committees should send reports to secretary to add to the meeting. Chairs asked to introduce themselves, (Thomas, Orban, White-Oyler, and Peacock)

Dr. Mattox, Chair: Motion to adjourn meeting.

Dr. Hernandez-Hinek: seconded the motion to adjourn.

The meeting adjourned at 6:35PM.