FAYETTEVILLE STATE UNIVERSITY
FACULTY SENATE MEETING
NOV 19, 2009
MINUTES:


Visitors: Derwin Sheppard, Sam Heastie, Judy Fowler, Petur Jonsson, M. Beth Hogan, Bee Yew

Total Present: 39

1. CALL TO ORDER. Dr. Joseph Johnson.
2. **CHAIR’S REPORT.**
   
a. Dr. Joseph Johnson welcomed the group and thanked everyone for participation in the Faculty Retreat on Saturday, Nov. 14, 2009.

b. The Senate members at the retreat worked on the Faculty Handbook. Attorney Jenkins will be available to the Senate to help with revision efforts.

c. The most recent Faculty Governance document (from March 2009) was provided by Dr. Michelle Darnell. Dr. Maurice Mongkuo mentioned that he will make the most recent version of the Faculty Handbook revisions available.

3. **APPROVAL OF AGENDA**
   
a. Dr. Stanley Johnson moved to approve the agenda. Dr. Modibo Kadalie seconded the motion. The Senate voted their approval by acclamation.

4. **APPROVAL OF MINUTES.**
   
a. The Senate chose to table the approval of the minutes from Oct. until everyone had a chance to review them further.

5. **PROVOST’S REPORT.**
   
a. FSU has an enrollment headcount of 6,283 for fall 2009. Informally, there is positive feedback about advisement this semester.

b. Students should be advised to take 15 hours if they are able. This keeps them on track to graduate on time and adds to student credit hours (SCH), which can affect funding.

c. Every student admitted to FSU will have to submit a writing sample. This is in addition to a required 2.3 high school GPA (or better) and SAT scores of at least 700 – 790.

d. Savings made possible by efficient use of fewer adjunct faculty has helped in the Provost’s attempts to justify travel for faculty.

e. The GA sent the message that in order to start new programs, universities must decide which low productivity programs they want to cut. No programs at FSU will be cut without Faculty Senate input.
f. Unless new faculty members are hired by March (or made a commitment to hire in the fall), potential spending and hiring freezes may limit opportunities to add positions.

g. The Provost asked the Senate to clarify the policies for reappointment, promotion, and tenure. He emphasized the importance of policies that uphold the contribution of advising, teaching, or other duties in addition to publishing. The focus should not be on publishing alone.

h. Dr. Jon Young stated that the standards will be raised for faculty activity and accomplishment in the near future. Dr. Young referenced the meeting on Oct. 28, in which the Chancellor stated that it’s up to the deans and the chairs to make the argument for tenure for assistant professors. Dr. Young said that he would consider those arguments and make the most reasonable judgments on those portfolios that he possibly could.

i. Dr. Beth Hogan in Management shared concern about the manner in which reappointment, promotion, and tenure policy is implemented. She felt that there may be faculty members who meet the criteria for promotion, but are denied.

j. Dr. Young identified the Faculty Senate Grievance Committee as the appropriate body to address individual situations.

k. Dr. Abdel Kassem asked about opportunities to fund travel in the spring. Dr. Young suggested submitting travel requests to the travel office. Attach a letter requesting funds from the Office of Academic Affairs for professional development. He added that travel for conferences in which faculty are presenting research would likely receive support if available.

l. Dr. Daniel Autrey asked about the development of policies to reward faculty efforts to recruit students. Dr. Jon Young agreed that while there is not an official structure in place, it is appropriate to reward recruitment efforts.
m. Dr. Maurice Mongkuo asked whether the Faculty Senate previously approved such a measure (to reward certain faculty efforts). Dr. Jon Young answered that the agreement was to look at the policies for further revision.

n. Dr. Gary McConnell mentioned that faculty members who are found in need of improvement are usually considered lacking in publications. This may indicate an emphasis on publication. Dr. Joseph Johnson added that the group has not had a chance to fully vet the revisions to the policies, but it is important to have a debate.

o. Dr. Petur Jonsson spoke about the resolution. Since different colleges have different deans, should a university-wide committee be appointed to consider reappointment, promotion, and tenure? Dr. Young answered that it was an issue that should be discussed further.

p. Dr. Donatus Okhomina asked about the use of an independent body in the formation of committees. Dr. Joseph Johnson mentioned the need for collegiality. He stated that the Deans were not supposed to just appoint committees. Dr. Jon Young stated that there is not specific language addressing the extent to which the Deans must remain hands-off or objective.

q. Dr. Beth Hogan reiterated the potential for Deans to appoint review committees that do not represent a group of a faculty member’s peers, (regarding gender, for instance).

r. Dr. Maurice Mongkuo said that we don’t want to create a system of reappointment, promotion, and tenure in which we create “little dictators” who are unaccountable and have veto power over a faculty member’s promotion. Dr. Jon Young answered that the means to address this exists through the Faculty Senate’s revision of policies and procedures.

s. Dr. Young reasserted his support for the Faculty Senate and the process of shared governance.
6. OLD BUSINESS.

   a. Faculty Assembly Delegates – Dr. Chet Dilday reported that the delegates recommended that random testing for obesity and smoking should not be used. Only after failing to meet positive incentives should an employee be moved to 70-30 rather than 80-20.

   b. Restore HIPA (Health Information Privacy Act) for state employees.

   c. Transfer oversight from GA to an independent board. Decisions regarding deductibles, co-pays, and other concerns should be transparent and accountable to the public.

   d. Dr. Modibo Kadalie asserted the importance of the Constitutional right to privacy.

7. NEW BUSINESS.

   a. Professor Soni Martin reported on the efforts of the Task Force to revise reappointment, promotion, and tenure. The faculty are responsible for taking revisions to the departments. Some departments are inconsistent in their progress in implementing the policies. The annual evaluation is the beta, which is online. The revised RPT policy is poised to replace the existing University policy.

   b. Dr. Peter Jonsson clarified that there were two committees (one for appeals and applications and another that sets the criteria) for reappointment, promotion, and tenure. The process was not run by Department Chairs.

   c. Dr. Beth Hogan stated that an RPT committee may not certain about the policy that they must administer.

   d. Dr. Modibo Kadalie spoke about efforts by his committee to research the potential benefits of a four-day workweek.
e. Dr. Joseph Johnson suggested reconstituting The Faculty Voice Newsletter.

f. Dr. Joseph Johnson shared a draft resolution on the position of the Faculty Senate regarding reappointment, promotion, and tenure. The Senate had previously voiced concern that the body had not had ample time to review the policy.

g. Dr. Joseph Johnson called for fairness in the implementation of the RPT policy. Dr. Jon Young had earlier voiced his opinion that Assistant Professors should not be approved for tenure, although the policy allows it. The Provost’s statement does not reflect policy, but it may influence review committees to reject tenure for Assistant Professors. Dr. Joseph Johnson argued for an application of the reappointment, promotion, and tenure that follows the written policy, pending official Senate revision.

h. Dr. Sam Heastie asked as a point of clarity whether the administration will support tenure only at the associate position. Dr. Joseph Johnson answered that tenure will be considered at other levels, but the stated opinions of the administration may constitute a caveat or qualifier that can influence the decisions of the committees considering tenure.

i. Dr. Ram Yallapragada observed that the opinion suggests that faculty should be promoted before they are tenured. Dr. Joseph Johnson shared that a university in Charlotte, NC calls for the following progression: employment, promotion, tenure. Dr. Johnson stated that this is not a problem, if faculty is given the right support.

j. Dr. Petur Jonsson voiced concern that the resolution may not clearly state the policy. Dr. Joseph Johnson clarified that a resolution need not be a comprehensive document to state details of the policy. Rather, it clarifies the Senate position on the policy.
k. Professor Soni Martin recalled the statement of the Chancellor that he supported shared governance. She called for consistency between the statements of support and the policy.

l. Dr. Joseph Johnson called for a motion to approve the Draft Resolution, which would allow the dissemination of the document to the general faculty. Dr. Okhomina moved to approve the resolution and Dr. Modibo Kadalie seconded. The Senate approved the motion by acclamation.

8. COMMITTEE REPORT.

a. Dr. Michelle Darnell, representing the Academic Affairs Committee, brought two proposals for consideration:

i. New Graduate Certificate Proposal (represented by Dr. Lorenzo Boyd). The AA Committee recommended approval. The Senate voted unanimously by acclamation to approve the proposal.

ii. Modify a concentration in entrepreneurship (represented by Dr. Peter Jonsson. The Academic Affairs Committee recommended approval on the condition that the Senate does not have to approve new courses. (The Dept. will make individual course changes, and send them to the Office of Academic Affairs for final approval.) The Senate approved the concentration unanimously by acclamation.

9. MEETING ADJOURNED.