

Minutes
Faculty Senate
Wednesday, September 5, 2012

Senators Present: Melzer, Conroy, Czyzewska, Cavitt, McClellan, Wilson, Furney, Payne, Kimmel, Feakes, Blunk, Hindson, Sriraman, Ash

Guests: Trauth, Bourgeois, Sigler, Zamora, Opheim,

1. PAAG

- a. Impact of Freshman and Transfer Numbers Below Estimated Enrollments
Although the actual fall registration 2012 numbers for both freshmen and transfer students fell below estimates, reports across the campus suggest that there is, again, record enrollment for the fall 2012 semester. Even so, the Faculty Senate would appreciate information about the Administration's strategies for confronting lower enrollments that were expected. The President shared the following plans:
- Improve retention of admitted students to maintain record enrollments numbers
 - Increase financial aid for students
 - Increase the current number of faculty so that the faculty-to-student ratio can be improved
 - Increase staff positions
 - Continue funding merit awards for faculty and staff
 - Fund equity adjustments for faculty

The number of students supported by Pell grants was roughly this past summer was roughly one quarter the number who received such funds in summer 2011. This change led to a significant drop in summer enrollments. Also the Hazelwood Exemption (insuring free tuition for Veterans and Veterans' dependents), which is an unfunded mandate from the State Legislature, is increasingly costly to the University (almost \$10 million directly out of tuition funds this year). The Hazelwood Exemption is also neither income-dependent (meaning anyone who is a veteran or a veteran's dependent qualifies, regardless of income), nor combat duty dependent (the veteran does not need to have been in a combat setting).

- b. Adjunct Teaching Award
The current Presidential Awards for Excellence in Teaching are a very positive way to recognize faculty who excel in teaching. However, it is very difficult for per-course faculty and those appointed at the rank of Lecturer to compete for that award when grouped with and compared to faculty members who have the positions of Senior Lecturers, are

tenured, or are in tenure- or clinical- track positions. The Faculty Senate would appreciate hearing the administration's views on the possibility of developing a new teaching award for these valuable faculty members, perhaps modeled upon the recently created award for excellence in on-line teaching.

The Provost and Assistant Provost will work with the Adjunct Faculty Committee to develop and approve a proposal for this award.

c. Salary Equity Adjustment

The effort to provide equity adjustments for faculty this year was very much appreciated. The Faculty Senate is interested in a summary of the process for awarding equity adjustments including:

- How the formula for allocation was determined and how funds were distributed to the Colleges
- The consistency with which the different Colleges determined which faculty member would receive equity adjustments
- The final number of equity adjustments
- Which faculty members received the equity adjustments

The administration followed a new procedure for this round of equity funding, seeking recommendations from Deans, Chairs, and Personnel Committee members, particularly in identifying people who have been in rank for a period of time, with salaries significantly different from their colleagues of similar rank and time at the University. The Provost noted that such adjustments could not be used to reverse previous merit decisions.

Adjustments varied across colleges, although all colleges awarded adjustments to tenured, tenure-track, and non-tenured faculty (approximately 150 faculty members). The money was divided proportionately based on the salary funds per college (mirroring merit funds). Administrative priority in the future will be merit raises available to all faculty, but the administration is being vigilant about issues that have been raised by the higher salaries offered to newly hired faculty.

d. The Tobacco-Free Campus Policy

The President wanted to speak about the tobacco policy and its enforcement. When the policy was implemented after much research and evaluation, the University was lenient in its enforcement. However, now the Administration is considering a more stringent enforcement, and they would like the faculty's opinion (as well as the

staff and the students) on these changes . Senators will discuss this with their colleagues to get feedback for a future discussion.

- e. Senator Conroy suggested (after commenting that she has thoroughly enjoyed being honored as a Presidential Excellence award winner) that there might be some way of publicizing the records and achievements of winners.

2. PAAG Follow-up

a. Salary Equity Adjustment

- i. Concerns that not all PCs discussed the awarding of equity adjustments in their colleges or departments. How might a consistency of process be ensured?
- ii. Tobacco Policy monitoring will be difficult. We will investigate other campuses' policies regarding enforcement.

3. Old Business

- a. The representative for the Adjunct Faculty Committee, who needed to be replaced because of administrative/evaluative commitments, has been replaced.
- b. The Senate denied an appeal for faculty voting status and PC voting membership from a faculty member whose position includes a 50% appointment outside of the faculty member's college.

4. New Business and Approval of Minutes

- a. Why are part-time faculty not recognized with longevity service awards? Can this be reviewed?
- b. Equity and Access Committee has another opening.
- c. How are graduate financial aid (for GPA) appeals conducted in the College of Science and Engineering? There seems to be confusion about the procedures.
- d. Modified retirement for adjunct faculty (Senior Lecturer) – How should it be handled? Does anyone have any guidance or recommendations?