

Faculty Senate Minutes  
October 5, 2022 3:15p.m.

Attendance

Senators present - Carrie Flora, Catherine Leach, Christy McDowell, Dever Norman, Don Kelly, Edward Akoto, Fred Worth, Janna Lock, Marck Beggs, Marty Campbell, Maryjane Dunn, Natalie Scrimshire, Ruth Eyres, Scott McKinnon, Shannon Wittig, Shari Valentine

Alternate attending as senator for absent senator -

Senators absent -

Guests present - Connie Phelps, Krisitina Shelton, Lisa Massey, Trudi Sabaj

1. Call to Order

Dr Norman called the meeting to order at 3:15 p.m.

2. Approval of minutes: September minutes. Motion/second to approve. Passed.

3. President's Report

See Addendum 1

4. Report of committees

a. Executive Committee

There was discussion about the tuition remission policy. Dr Rodriguez is seeking input from faculty on keeping the HSU policy or going to the ASU policy.

b. Academic Committee

no report

c. Procedures Committee

no report

d. Finance Committee

no report

- e. Buildings and Grounds Committee  
no report
  - f. Operations and Handbook Committee  
no report
  - g. Representative to the Board of Trustees  
no report
5. Unfinished Business  
none
6. New business
- a. Dr Norman mentioned the discussion the executive has been having regarding the senate constitution and structure. He is interested in those who would like to be on a special committee to begin that process. It is not limited to senators. Volunteers should contact Dr Norman by October 14.
7. Adjournment
- Motion, second to adjourn. Meeting adjourned at 4:09 p.m.

Respectfully submitted,  
Fred Worth  
Secretary

Questions from faculty to the Chancellor

1. **Can faculty who have been given a single year terminated contract apply for and achieve promotion before leaving the university?**

Faculty members working on terminal-year contracts during the current academic year who are eligible to apply for promotion can do so. Academic Leadership intends to provide an accelerated promotion application process for these faculty members in order to present promotion recommendations to the ASU System Board of Trustees at its March 2023 meeting. An award of promotion will not change the terminal status of the promoted faculty member's contract or otherwise commit HSU to employment of the promoted faculty member beyond the current contract period.

2. **When can remaining faculty apply for tenure and/or promotion?**

Faculty members who are not working on terminal-year contracts during the current academic year will be permitted to apply for promotion and/or tenure on the normal timeline with the expectation that tenure and/or promotion recommendations will be presented to the ASU System Board of Trustees at its June 2023 meeting.

3. **For those who were granted promotion in June, why have they not received the raise that the handbook states accompanies it? This question is raised because the expectation is that the handbook policies are to be followed after exigency.**

While the Faculty Handbook indicates that promotions "should come with an increase in salary of 5%" (section. III.L.7, pg.28), it does not guarantee a salary increase. Unfortunately, the financial condition of the university simply does not allow for promotion raises at this time, but they will be considered as one of the priorities that include cost of living increases and other additions to our wage and benefit structure.

**4. Will terminated faculty be allowed to retire in 2023?**

Faculty members working on terminal-year contracts during the current academic year can retire under the HSU Campus Operating Procedure for “Health Benefits, Basic Life Insurance, and Miscellaneous Benefits Upon Retirement” approved by the ASU System Board of Trustees at its June 2, 2022 meeting.

**5. Are the offices in 3rd floor Womack cleaned by SSC?**

The 3rd floor offices are NOT treated differently from any other facilities on our campus.

The \$1.4M dollars saved annually from a renegotiated SSC contract has had a direct impact on additional positions that have been maintained through the financial exigency process.

**6. Can the chancellor comment on the recent article in the Arkadelphian referencing FOIA requests of communications involving the plans for collaboration with the Queretaro campus?**

The flurry of FOIA requests that occurred throughout the 2022 year have resulted in tens of thousands of emails which have been scrutinized, which is not unusual for such a large scale institutional effort. Jeff Hankins has responded to all of the volume of FOIA requests diligently and with integrity. Our office maintains that any suggestion otherwise is a misrepresentation of the facts. However, if there is any doubt, the matter has been submitted to the Arkansas Attorney General’s office for further scrutiny.