

Faculty Senate Minutes

3 MAR 22

Senators present - James Engman, Carolyn Jester, Janna Lock, Deepak Pant, Matthew Gross, Catherine Leach, Richard Miller, Robert (Matt) Breece, Darrel Farmer, Michael Loos, Holly Cothren, Carly Cate, Connie Phelps, Mark Mosser, Torri Ellison, Brian George, Fred Worth, Jonathon Barranco, Carrie Flora, Dever Norman, Steve Adkison, Patrick Wempe, Shannon Wittig, Jane Adams, Megan Hickerson, Shari Valentine

Alternates serving as senator in place of their senator - Amanda Jones

Senators absent but whose alternates were present - Sally Crain

Senators absent but no alternate present - Aaron Calvert, Beth Wyatt

Alternates present but their senator was present - John Price, Joe Campbell, Marck Beggs, Lim Angela Tchoi, Allison Divine, Thom Copeland

Staff Senate Representative - Tommie Campbell

Guests - Chris Todd, Penny Whelchel, Shelley Austin, Christopher Golston, Margarita Peraza-Rugeley, TaLisha Givan, Paul Williamson, Lacy Wolfe, Jack Higginbotham, Tiffany Rogers, Millie Bowden, Willica Morgan, Holly Boyette

Called to Order by Dr Engman at 3:15 pm.

Approval of Minutes - The minutes of the 2/2/22 meeting were approved as written. The minutes of the two special minutes from 2/9/22 were approved as written.

President's Report - see addendum 1

Concern was expressed regarding what the Huron Report would produce and when it would be available. Specifically, will it differentiate between instructional costs vs administrative costs per student? That was not known.

Committee Reports

1. Executive Committee - see new business
2. Academics Committee - The Academic Committee met and elected Steve Adkison and Carly Cate co-chairs. Steve initially agreed to serve as chair, but noted that his term on Senate ends in December. He suggested that another committee member whose term is just beginning serve as co-chair to help ensure continuity on the committee. Carly agreed to serve. The committee then began discussing the course drop date, as charged by Senate and quickly determined that we needed more specific information concerning numbers of student drops and when they occurred,

as well as information concerning past practices. The committee is gathering that information in concert with the Registrar and will resume the discussion once we have more information.

3. Board of Trustees Representative - no report
4. Building and Grounds Committee - see addendum 2
5. Finance Committee
 - a. Megan Hickerson will be chair-elect.
 - b. In speaking with Bernadette Hinkle. She does not currently have a plan for regular budget committee meetings. There is too much uncertainty in advance of the cuts to be decided on.
 - c. Committee also discussed other agenda items not ready for senate discussion yet.
6. Graduate Council - The committee did not meet live during its normally scheduled time (which would have been the first Tuesday of the month, March 1, 12:30pm). Instead, we approved by email the second reading of a proposal from the Business School to change the three hour course, MGM 5243 Special Topics in Management, from a 3-hour course to one that can be listed as 1, 2, or 3 hours. This proposal had passed first reading on February 1, 2022.
7. Operations and Handbook Committee - Carolyn Jester was designated as chair.
8. Procedures Committee - no report
9. Shared Governance Committee - The committee met and populated the university committees. The committee tried to give first choices and not overburden everyone. It is still in process.
10. Staff Senate Representative - no report

Old Business

None

New Business

1. Faculty Senate Exigency Committee
 - Catherine Leach, chair
 - Jane Adams
 - Jonathon Barranco
 - Angela Boswell
 - Talisha Givan
 - Jim Hunt
 - Janna Lock
 - Marc Miller
 - Dever Norman
 - Celya Taylor
 - Kenneth Taylor
 - Shari Valentine
 - Shannon Wittig
 - Fred Worth

There was a motion and second to make the deans and provost ex officio members of the committee without voting privileges. After some discussion, the question was called. The vote to call the question was 16-4. The vote for ex officio status passed with two abstentions.

A motion was made and seconded that the committee makeup be approved as listed above. The motion passed 14 in favor, four opposed, one abstention.

[secretary's note - During the meeting, when the secretary posted the list in the chat, Jim Hunt's name was inadvertently omitted. The first resolution approved here makes clear that the senate's intent was to include him on the committee but the secretary neglected to add his name to the list. However, he is now included here. The secretary apologizes for his error.]

2. A motion was made to hold the April senate meeting in zoom, second. The motion passed.

Adjournment - motion, second to adjourn, passed at 4:57 p.m.

Respectfully submitted,
Fred Worth, Secretary, Faculty Senate

Addendum 1

President's Report to Faculty Senate, 2 March 2022

On February 23rd I met with HSU Chancellor Dr. Charles Ambrose

We discussed the fact that HR has not let employees know what their pay will be during the furlow period. This is important to allow people to plan and budget accordingly. It is not safe for people to simply assume that there will be a 20% reduction in take home pay, as circumstances specific to individual employees will vary. He told me that he would check on having this information sent out.

A question has been raised about Foundation funds that have been donated to specific programs or scholarships, and what would happen to those funds if the program or scholarship no longer exists after the restructuring planned for this Spring. The donors, if they can still be contacted, would be given the opportunity to redirect their funds to another area of the university, or potentially have donations refunded.

We discussed a situation in which athletes on campus have food catered to Wells and/or Formby Center on the weekends. The food is the same that would be available in the cafeteria that day, where most athletes would be able to eat without incurring extra costs. The costs of catering are high. He is looking into the situation.

A constituent asked about statements that the Chancellor had made regarding the renegotiating of contracts as a cost saving step. The constituent was concerned that this might mean reducing base salaries in future contracts to faculty. Dr. Ambrose clarified that the contracts to be renegotiated would be contracts with vendors, not with university employees.

We discussed the Executive Committee's work to populate a committee, as outlined in the financial exigency section of the Faculty Handbook. It is the task of that committee to examine specifics of programs and faculty lines, and to make recommendations about changes. The initial recommendations are to consider programs and numbers of faculty, but not to make recommendations with respect to specific faculty. The Executive Committee has proposed a makeup of that committee, and as of this writing, all spots are filled with individuals willing to serve. The makeup of the committee needs to be approved by the Senate as a whole, which will come up as new business in the March 2 meeting. The handbook directs that the Senate Committee will work closely with the VPAA, and Dr. Hunt has agreed that he would be willing to serve as an Ex Officio member. I asked if the committee could make suggestions beyond the reduction of employees and programs as cost cutting measures, and include suggestions regarding increasing revenue generation or reductions to areas outside of academics. He said that the administration will be willing to consider all suggestions, but given the immediacy of the need to make reductions within academics, that should – in his opinion – be the primary focus of the work of the committee.

A faculty member expressed concern about past cases where HSU student athletes took LAC classes at an online university. The Office of the Registrar worked with the Senate to stop accepting credits from that university. Dr. Ambrose is checking to see if this procedure has stopped completely.

For a variety of reasons, state legislators are blocking higher education institutions' appropriation bills from approval, at least for the time being. Henderson's appropriation bill, however, did go through, at the anticipated level of funding, approximately \$24M.

The refinancing of HSU's bond debt is one cost-cutting avenue being considered. Some questions remain to be resolved before any definite statements can be made about the outcome of this process.

We spent some time discussing concerns regarding the effect that the restructuring timeline will have on the ability of programs and students to know what courses will be available in the fall, in what form and at what times they will be offered. Many students will have registered for fall courses before the university knows what faculty will be here in the fall, and at what times classes can be offered, due to shifting responsibilities and reductions. Unfortunately, there does not seem to be a solution to that problem at this time.

The ASU system has again contracted with the Huron Group to conduct more detailed analysis of the workings of the HSU campus. I asked Dr. Ambrose to provide a description of what that contract work will entail, and he provided the following information.

The Academic Performance Portfolio and the Work Ahead with the Huron Group, Institutional Research at ASUS and our Campus for the Remainder of the Spring Semester:

- A specific financial target for the reduction of annualized costs through program and instructional line eliminations will help define the scope and outcomes of our restructuring decisions. The academic performance portfolio is the data informed tool that will be used and the Huron Support will provide facilitative support throughout the process for decision making and long term solutioning with campus stakeholders.
- A proposed framework and overall academic performance portfolio to be utilized to allocate resources, achieve cost savings through the reorganization of the academic administrative structure, and refocus academic programs on institutional performance measures described on a net cost basis
- A proposed framework and assessment for student success measures (programmatic enrollment, completion) that empowers students to complete degrees that align to 21st century workforce need
- The campus will have full access to the Academic Performance and Viability Portfolio defined by institutional research and data analysis tools

- Academic partnerships with ASUS institutions including Jonesboro, ASU Three Rivers and OBU will be part of our allocation planning and long term solutioning
- Restructuring and reducing the administrative overhead costs will align with the restructuring of instruction
- The Academic Performance and Viability Portfolio is a tool that will be utilized across the ASUS
- Long term, the Portfolio will be utilized for the allocation of instruction for enhanced educational outcomes and administrative efficiencies.

Performance metrics to Assess and Evaluate academic programs viability:

- Net cost basis of delivery and overall net revenue production
- Unit-based cost of instruction defined at the seat level
- Student success rates with weighted priority for degree completion
- Alignment to community-based needs and 21st century durable skills

The work of the Huron group is an agreement with the Arkansas State System to build academic performance templates that can be used for all member campuses to analyze programmatic productivity. The initial data assessment survey (with a very limited scope) was at a cost of \$25,000. This second phase (under the accelerated time frame and comprehensive scope) focused on the tool building required to measure institutional efficiency/effectiveness and program reform is \$400,000.

Faculty Senate President's Meeting with Provost Dr. James Hunt, February 21, 2022

Dr. Hunt and I met and discussed matters related to the formation and functioning of the Faculty Senate Financial Exigency Committee. We discussed whether he would prefer to serve directly as a member of that committee, or to communicate with the committee outside of its meetings. He stated that he would be comfortable working in either way, depending on the decisions of the Senate.

I asked about progress on resolving the issues resulting from the decoupling of the HSU and OBU academic calendars. He is working with Registrar Dr. Elwyn Martin on that matter.

Addendum 2

HSU Building and Grounds Committee

February 17, 2022

Members attending: Robert (Matt) Breece, Brian George, Deepak Pant

Acting Chair – Aaron Calvert

Old Business –

1. None

New Business –

1. The B & G Committee voted for Deepak Pant as chair.

Bylaws description –

<https://www.hsu.edu/pages/faculty-staff/faculty-senate/by-laws/>

2. B & G meeting minutes need to be posted on page online.
3. Discussion of resources provided by David Warren regarding work done by 2021 Building and Grounds committee.
4. Discussion regarding walkthrough of RFA and meeting with property manager/groundskeeper
5. Discussion regarding the Role of the Committee as presented in the Bylaws.
6. Next meeting date scheduled for March 8th, 2022 at 11:45 AM