

Faculty Senate Minutes  
Wednesday, February 4, 2015

Senators Present: Ajay Aggarwal, Lea Ann Alexander, Steven Becraft, Kristen Benjamin, Alan Blaylock, Victor Claar, Shannon Clardy, Debra Coventry, James Duke, Vincent Dunlap, Greg Gibson, Matt Gross, Dana Horn, Franc Hudspeth, Jana Jones, Travis Langley, Patricia Loy, Richard Miller, Holly Morado, Ingo Schranz, Brett Serviss, Joyce Shepherd, Suzanne Tartamella, Maggie Tudor, Charlotte White-Wright, Peggy Woodall, Meredith Wright

Senators Absent: Emily Gerhold

1. Call to Order: President Brett Serviss at 3:15pm
2. Discussion with Provost/VPAA, Dr. Steve Adkison

Dr. Adkison discussed the role and function of the Shared Governance Oversight Committee. Three initial proposals will be considered by the committee. These are also discussed in the President's Report (see Addendum). In addition, Dr. Adkison discussed the recent assessment of campus technology.

Representatives from Ellucian (the company that completed the assessment) will return in March.
3. Minutes from the November 19<sup>th</sup> special meeting, the December 4<sup>th</sup> meeting, and the January 28<sup>th</sup> meeting were approved.
4. The President's Report is attached as Addendum I. Discussion with the Provost followed regarding compensation and retention to graduation. In addition, questions were raised on university fundraising status and goals.
5. Reports of Committees
  - A. Executive Committee – No new items to report
  - B. Academics Committee – A recommendation arose from the committee to merge the Academics Committee with the Ad Hoc Committee on Academics. The recommendation was supported by the co-chairs of the Ad Hoc committee, was voted on by the faculty senate, and passed with none opposed.
  - C. The Academics Committee also initiated discussion regarding concerns over the policy on early registration of athletes, including the associated requirements of

the NCAA and the effects of this policy at HSU. After discussion on the challenges of summer enrollment, including course reliability, compensation, and how summer school affects student retention, President Serviss referred both issues to the Academics Committee for further consideration.

- D. Buildings and Grounds Committee – The committee was set to meet immediately following the Faculty Senate meeting to elect a chair. Notification was given that the renovated Garrison Center still suffers from a leaky roof and standing water on the floor in the post office area. The unreliable temperature in buildings on campus was also discussed.
  - E. Finance Committee – No new items to report at this time.
  - F. Operations Committee – No new items to report at this time. The committee was set to meet immediately following the Faculty Senate meeting to elect a chair.
  - G. Procedures Committee – No new items to report at this time.
- 6. Old Business – There was no old business to discuss.
  - 7. New Business –
    - A new representative to the Staff Senate was elected as Ms. Holly Morado had a regular conflict with Staff Senate meeting times. Dr. Maggie Tudor was elected without opposition.
    - Issues concerning the bookstore were discussed. President Serviss will look into this further.
  - 8. The meeting adjourned at 4:25pm

## **Addendum I:**

### **Report from the President Compensation Study Status**

Dr. Glen Jones stated that the data from the compensation study has been collected and is currently being analyzed. The Compensation Committee will, sometime in February, forward their recommendation to address faculty and staff compensation to the University Budget Committee for further consideration. Subsequently, Mr. Bobby Jones, Dr. Steve Adkison, and the University Budget Committee will then make a final recommendation for faculty and staff compensation for implementation in the 2015-2016 budget.

### **Student Retention**

Dr. Jones also stated that the university as a whole must become more involved with student retention. We must closely and precisely investigate and evaluate why our students are not being retained, and subsequently develop and implement a series of measures to increase retention.

Dr. Jones mentioned that we must be able to identify and recruit students who can clearly articulate that they want to be at Henderson and why they want to be here. In order to accomplish this, we must do a more thorough job of initially screening prospective students.

### **Student Behavior on Campus**

Dr. Jones expressed a growing concern among faculty, staff, and students about student behavioral issues that have surfaced on the campus and has asked Dr. Lewis Shepherd to take the lead in identifying and implementing a series of recommendations that will address these concerns. As a component, the university must clearly convey to all students our expectations for academic performance and requirements for proper conduct on campus. In addition, it appears that we must monitor our conditionally admitted students more closely and perhaps consider intrusive advising methods (e.g., fixed schedules and frequent mandatory meetings with advisers) during their first two years at HSU. We have to make our standards and expectations clear to students up front and then subsequently follow through with appropriate student support and implementation.

### **Report from the Provost/VPAA Shared Governance Proposals**

Dr. Steve Adkison stated that three proposals from the Office of the Provost will be submitted through the shared governance system in late January to early February. More specifically, the proposals involve: 1. creation of a policy for academic integrity and appeals by students; 2. creation of a sanding committee on retention; and 3. production of a set of guidelines and expectations for online courses. The Faculty Senate previously passed a policy for academic conduct and appeals by students in 2010 and a set of guidelines and expectations pertaining to online course offerings in 2013. Dr. Adkison intends to use what was passed by the Senate as the basis for the aforementioned proposals.

### **Chairs Council**

Dr. Adkison stated that he has created an “informal” chairs council that consists of the department chairs of the university, and this council will function as an advisory committee and facilitate direct communication between the Office of the Provost and academic departments and faculty. The chairs council will meet monthly and the chair of the council will also be the chairs’ representative on the Shared Governance Oversight Committee.

### **Technology Needs Assessment**

Dr. Adkison mentioned that a technology needs assessment will occur toward the end of January in order to gather information and provide a better understanding of technology needs for the campus.

### **Evaluation Process for Administrators**

He also mentioned that the evaluation process for administrators (president, provost and other vice presidents, and deans) is being re-evaluated and will likely be revised in an attempt to increase participation by faculty and staff in the evaluation process. Long-standing concerns with the execution of the process, such as anonymity, will be addressed.

### **Complaints Reporting System**

Dr. Adkison also stated that the university is currently investigating a potential contract with the company EthicsPoint in order to potentially implement a system for receiving and registering complaints anonymously.

### **Climate Control for Campus Buildings**

He also stated that the heating and cooling infrastructure for campus buildings is a matter of great concern, and strategies for long-term correction of the problem are currently being discussed and evaluated, with a solution to the problem forthcoming as soon as is feasible.

### **Report from the Vice President for Finance**

#### **Recommendations by Committees**

Mr. Bobby Jones stated that the Fringe Benefits Committee is currently working on a recommendation in regard to whether or not the university will continue to fund health care benefits for retirees until they reach 65 years of age.

Mr. Jones also mentioned that the Compensation Committee will provide a series of recommendations regarding faculty and staff compensation.

He also stated that the committee currently investigating the potential for outsourcing of Physical Plant functions must make a recommendation as to which, if any, outsourcing companies will be invited for on-campus interviews and forums. The three committees should have their recommendations issued by February.

### **Climate Control for Campus Buildings**

Mr. Jones stated that the heating and cooling of campus buildings is a serious concern and that the university is currently working with Schneider Electric (an ESCO company) in order to potentially implement a change to the system by which climate control (heating and cooling)

for campus buildings is accomplished. If implemented, the current system of chillers will be replaced by a cold water loop that will provide cool and warm air to buildings more efficiently and reliably than our current system. In addition, Mr. Jones mentioned that if a particular building loses its individual heating or cooling capacity that the cold water loop would be able to maintain a supply of cool or warm air to that building until its individual climate control system could be repaired. The initial phases of the conversion to the new system could begin as early as April or May 2015, but it is contingent upon funding and approval by the Board of Trustees.