

Dr. Marilyn Duran — Past President , ex-officio
Dr. Mark Shipman – President-Elect

Dr. Sandra Graham — President
Dr. Vicky Johnson – Secretary/Treasurer
Dr. Laurie McAdams - Parliamentarian

Faculty Senate Minutes
Monday, December 10, 2012

PRESENT:

Annette Albrecht, Robert Anderson, Kendra Bowen, Jesse Crawford, Art Dearing, Marilyn Duran, Gloria Fragoso-Diaz, Rex Gamble, Sandy Graham, Reggie Hall, Matthew Hallgarth, Vicky Johnson, Laurie McAdams, Jimmy McCoy, Harold Rathburn, Mark Shipman, Manon Shockey, Alex Tanter, Sara Taylor, Cathy Wilterding

ABSENT:

Tommy Quarles, Wendell Sadler, Jason Sawyer, Mark Weber

CALL TO ORDER:

The meeting was called to order by Dr. Graham at 3:04

APPROVAL OF MINUTES:

Ms. Wilterding moved to approve the minutes of the last meeting. Dr. Shipman seconded. Motion carried.

TREASURER'S REPORT:

Current balance is \$6196.06

ANNOUNCEMENTS:

- ▶ First meeting of the spring semester will be on January 28 since the Monday before is MLK Day.

SPECIAL GUESTS

Dr. Dottavio

- ▶ Legislative session update
 1. Spoke with the Chair of the Senate Higher Ed Committee, the Chair of the Senate Finance Committee, and the Chair of the House Appropriations Committee. They believe that we won't see cuts this year and maybe some attempts to repair funding. K-12 will be a high priority.
 2. Tuition Revenue Bonds (TRBs): We haven't had TRBs in Texas since 2006. We don't know if Tarleton will get anything, but most are optimistic that there will be some kind of TRB program this year. Our priorities are:
 - a. Combined College of Business/Ag building at Lillian St. and the current Ag building would be knocked down
 - b. Permanent facility in Fort Worth
 - c. Additional library renovation and expansion
 3. Shift from enrollment-based funding to performance or outcome-based funding
10% is moving to outcome-based, and may increase to 25%. Tarleton will fare better than most because of the last 3 years of student success initiatives. Formulas are being devised to ensure fairness between smaller institutions and the larger universities with more stringent admission standards.
- ▶ Question/answer
 1. **Question:** Will the outcomes be based upon departmental or college graduation numbers? Concern over some departments that have very low retention rates.
Answer: The overall score is institutional, not by department or college.
 2. **Question:** What about transfer students and part-time students?
Answer: Measures have been put in place to account for those students, which is a significant change from before. Otherwise, Tarleton could be negatively impacted by our outreach centers.
 3. **Question:** If the objective is to produce graduates in the most effective/efficient manner, perhaps we need better support for summer school.
Answer: At the state level, the discussion is about incentivizing timely graduation by capping the number of hours to fund at 135 hours (outside that number, out-of-state tuition would apply). The Budget

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Advisory Council is also considering a flat tuition fee for those students who take over 12 hours per semester.

4. **Question:** How will this affect students with a minor or a double major?
Answer: Institutions have questioned whether 135 is the right number and whether/how it might be possible to treat those students differently than those whose extra hours are not so deliberate. For example, Senator Branch stated that he had not fully understood the consequences of the cap on all student types.
5. **Question:** In the music area, students would be penalized for registering for ensembles. They are only required (for example in a music education degree) to take 3 hours of ensemble credit, yet in order to prepare for careers as band or choral directors, would take at least 14 hours of these.
Answer: I was not aware of this dilemma. Send me a summary of that situation in a paragraph to look into.
6. **Question:** Other students that would be adversely affected would be those with transfer hours that do not count toward the degree, those with developmental course credit, and any who switch majors.
Answer: (Dr. Edwards) Regarding developmental education, we are adding “Structured Learning Assistance” (mandatory SI) beginning in the spring semester.
7. **Question:** Students coming from community colleges have often already exceeded their extra 15 hours by the time they get to Tarleton.
Answer: There is also discussion at the state level about requiring students to leave the community college after completing a certain number of hours and to be more deliberate about having students leave with 60 hours and an Associate’s degree.
8. **Question:** Will there be a committee in place to grant waivers for individual circumstances?
Answer: I don’t see why not. Students that may need special consideration are those who have returned to school after having begun a number of years earlier.
9. **Question:** Will post-baccalaureate students be included in the cap policy?
Answer: (Dr. Edwards) No.
10. **Question:** Will this not lead to grade inflation pressures?
Answer: The intention is to improve the quality of education, not to affect the rigor. Let me know if this pressure is ever implied. In theory, it could happen, but in reality, our faculty will do what they have done in the past to maintain standards in the classroom.
11. **Question:** Will enrollment continue to increase as we have seen recently?
Answer: As compared with fall/spring of last year, retention is up. We will expect more students next fall, but not such a large percentage jump. We are moving admission standards up gradually. We will have over 10,000 students in the spring semester for the first time.
12. **Question:** There has been concern about the effect of Ranger College coming into the area.
Answer: We have received pressure to work with them, but we believe that Tarrant, McLennan Weatherford, Navarro, and Hill work well with us. At this time, we are not working toward bringing Ranger College into that group.

Dr. J. Edwards

- ▶ Thanked faculty for assistance with the transition in Student Success. They are applying a Customer Service approach working hard for help students persist and help them graduate on time. These initiatives include the Freshman Seminar Course, the Academic Early Alert System, SI, tutoring, and mentoring
- ▶ In Academic Advising, Rusty Freed has met with all department heads to improve this process
- ▶ Targeted diversity programs include the *Mental Freedom* program with Reggie Hall helping black and Hispanic males who currently have the lowest retention rate.

UNIVERSITY COMMITTEES:

Reports/Committee assignments

- ▶ Academic Council (Graham)
Curricular items were forwarded by the Curricular Committee.
- ▶ Curriculum Committee (Hallgarth)

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Dr. Hallgarth will officially represent the senate on this committee; the committee met and rubber stamped several items.

- ▶ SEMEC (Shipman)
Committee will meet Friday.
- ▶ CII Advisory Council (Wilterding)
Ms. Wilterding is not listed as a member of the committee yet.
- ▶ Employee Benefits Committee (Graham)
Dr. Dottavio wants the committee to look at ways to acknowledge recognition of service and recognition for retirees to comply with the existing SAP; committee will meet again in January for further discussion.
- ▶ University Planning Council (Graham)
The weblink for this committee is the best place to see the current status. That link is:
<http://www.tarleton.edu/ORG/strategicplan/council/index.html>
- ▶ University Calendar Committee (Johnson)
Committee has not met since next year's calendar was approved in a two-year plan last year.
- ▶ Diversity, Access and Equity Committee (Graham)
No report.
- ▶ CLASS (Graham)
See Dr. Edwards' report above. Also, several sub-committees have been formed to set goals and are in progress. The entire committee will meet next week. More solid information will be available for the January senate meeting.
- ▶ Faculty Handbook Committee (Shipman)
Faculty Senate is well represented on the committee. The main goal is to clarify and minimize conflicts with the University rules and SAPs. The committee is currently updating chapter 3, but has not yet tackled chapter 4 which deals with promotion and tenure. The handbook is much more accessible than rules and SAPs so it will be retained and revised. Dr. Graham encouraged senators to report to their respective departments and to give feedback about the content of the handbook and the revision process as it proceeds.
- ▶ Budget Advisory Council (Tanter)
 1. Mr. Tanter reported that Dr. Dottavio will be given \$100,000 from the general budget toward Student Success initiatives. Ms. Shockey requested that how this money is accounted for should be provided. [Note: To clarify this statement the day after the senate meeting, Dr. Sundarajan sent the following statement to Dr. Graham concerning the Budget Advisory Council discussion on funding special projects/initiatives/programs:]

The Budget Advisory Council is looking and discussing possible funding sources for special projects/initiatives/programs that currently are not line item budget areas. At this time there have been no dollars, sources of funds, or specific initiatives identified. One example of an initiative would be Project Graduation. This is still in the discussion stages with the BAC and later in the spring semester they hope to bring recommendations to the President's Cabinet and at that time they will be happy to share those recommendations with the Faculty Senate.
 2. Flat rate tuition – the committee is looking at equivalent institutions for additional information
 3. New A&M system Tuition and Fee Guidelines suggest that differential tuition recommendations must be supported with specific and measureable academic outcomes (e.g., increased retention and graduation rates).
 4. Dean Pierce presented a proposal of a \$30/credit hour additional fee for Nursing courses. This fee would be used to cover additional Nursing program expenses—such as an additional Nursing program counselor, Nursing class equipment, and funds for student qualifying exam materials. Program is currently getting state grant monies to support their program expenses—these are not permanent. Dean Pierce also presented more general proposals for Medical Lab Sciences, Engineering and Engineering technology
 5. Dean Benavides presented his proposals in a structure to support the College of Business Administration's plan to receive AACSB certification by 2020/21. To realistically meet the more stringent requirements for this certification (beyond current ACBSP certification) Dean Benavides estimated the college would need an extra \$1.2 million annually. These funds would be used to reduce Academically Qualified faculty's teaching loads to support their increased research requirements under the new standards. These funds would also be used to recruit new faculty, to replace retiring ones, at

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current much higher standard compensation rates. Additionally funds would be used to hire two College of Business Academic advisors.

6. Summer school task force still has not met. This summer will be the same as last. The task force will look at 2014. Pell grants will only be available for fall and spring semesters, not summer.

OLD BUSINESS

Summary Meeting with Drs. Dottavio and Murray

Salary Compression issues

Dr. Graham had received several emails and had conversations with faculty members asking about administrator's raises. Dr. Dottavio confirmed that the Administrative vice-presidents got sizable compression salary adjustments resulting from the hiring salary of Tye Minckler. Related to the salary compression issue, 30-40 faculty members received salary compression adjustments. Faculty senators discussed the possibility of a formal statement to the administration on behalf of the faculty. Dr. Graham said she would meet with Mr. Minckler and hopefully come back to the senate with some concrete numbers.

Core Courses

One senator said that it has been reported from the department head level that core courses will not be allowed to be taught totally online in the future. Dr. Murray said that there was overwhelming evidence that online courses have a higher DFW rate. She did clarify that there would still be fully online courses, but that there would be discussions regarding who could take them. Senators remarked that it will be difficult to come up with a suitable metric to identify these students. Dr. Graham encouraged senators to check with their departments if this will be an impact. One senator remarked that if our online courses become restricted, students will opt to take those online courses at community colleges instead. Dr. Graham will ask for clarification from Dr. Murray on this. If there has been faculty input on this issue, it is not clear where that dialogue has happened.

NEW BUSINESS

First Year Seminar

Dr. Graham passed out a list of recommendations that have been made. It is still unclear who will teach the courses, although some components of the course are assigned to Student Life. This will be a 1-hour core course required of all students. We may have Diane Taylor come in to talk about it.

EmpowerU

These are system initiatives that affect some programs and departments. The website is listed on the handout.

Greater Expectations

Laurie McAdams reported on this task force chaired by Dr. Sudman. It was initiated to make recommendations to increase student attendance and engagement. A lot of discussion relates to what faculty can do to motivate students. Dr. McAdams requested senators to contact her with any suggestions or ideas.

OTHER:

There was no other business.

ADJOURNMENT:

Dr. Duran moved to adjourn. Mr. Dearing seconded. Motion carried and the meeting was adjourned at 4:52p.m.