

Faculty Senate Meeting
2:00PM August 27, 2004, Stafford 104
Approved Faculty Senate Meeting Minutes

I. CALL TO ORDER AND ESTABLISH QUORUM:

The August 27, 2004 meeting of the Faculty Senate was called to order at 2:00 PM in Stafford 104 with FS President James South presiding. The following members were present: Fred Alsber, Melody Ashenfelter, Arden Aspedon, Madeline Baugher, David Bessinger, Nancy Buddy Penner, Dayna Coker, Tom Davis, Michael Dougherty, Barry Gales, Terry Goforth, John Hayden, Todd Helton, David Hertzell, Jason Johnson, Robin Jones, Chad Kinder, Kelley Logan, Joseph Maness, Andrew Marvick, Nina Morris, Gus Ortega, Les Ramos, Jeffrey Short, James South, Bill Swartwood, Mark Tippin, Karen Travis, Don Wilson, Jon Woltz, and Justin Ohl.

II. CERTIFICATION OF SUBSTITUTES: None

III. PRESENTATION OF VISITORS: None

IV. APPROVAL OF MINUTES: Minutes of July 20, 2004 were corrected and approved.

V. ANNOUNCEMENTS:

A. From FS President South:

1. Dr. Hays visited with FS Executive Council to report that he has completed his evaluation of individual faculty salaries and is proposing some adjustments which would be retroactive to July 1. The proposal is currently being reviewed by David Misak and Dr. Rice. He also updated the CUPA comparison given to FS at the July meeting. His new comparison uses just-released FY04 data from AAUP (via CUPA). For nine-month faculty, excluding coaches, SWOSU is at 84% of the national average for Prof., 89% for Assoc. Prof., 84% for Asst. Prof., and 98% for Instructors. If Pharmacy salaries are excluded from SWOSU's averages, the numbers fall to 80% (Prof.), 87% (Assoc. Prof.), 83% (Asst. Prof), and remain at 98% for Instructors. He is lobbying (as always) for more money to be allocated. To raise salaries significantly, we must have an increased legislative allocation or raise tuition, since SWOSU funding levels from the state are still at 1999 levels.

2. Dr. Foust is making changes to the P/T section of the *Faculty Handbook* which will be posted very soon. These changes reflect spring and summer motions of the FS. I worked with Dr. Foust on the wording of the changes, and elected not to have them brought before the FS again for approval, since the spirit of our proposals is intact. If the changes prove disagreeable to someone, we can revisit them, but this will allow for quicker implementation.

B. From Provost Rice:

1. The motion regarding 6 hour load across the board for chairs is under consideration and *may* go into effect in Spring 2005.

2. Sayre faculty *will* go through the P/T process exactly like Weatherford faculty. The Sayre Faculty Association will select a representative to serve on the FUTPRC whenever a Sayre faculty member is applying for tenure or promotion.

C. FS Secretary/Treasurer Johnson:

1. Roll Sheet—please sign and update.

2. Treasurer's Report: BancFirst Checking account balance: \$1,941.48

University account balance: \$211.46

D. FS President Elect Logan: No report

E. FS Past President Hayden: No report

F. FS Student Government Representative Justin Ohl: Student Senate elections will be held on next Wednesday (9/1/04) and Thursday (9/2/04). Organizational efforts for the upcoming Homecoming celebration are beginning.

VI. REPORTS FROM STANDING AND AD HOC COMMITTEES:

No reports. Issues pending include: (1) a review of the final exam schedule by the University Policies Committee; (2) overload pay by the Personnel Policies Committee; and (3) summer pay for small classes by the Personnel Policies Committee.

VII. UNFINISHED BUSINESS: None

VIII. NEW BUSINESS:

A. Faculty senators should distribute lists of eligible faculty for FUTPRC. Senators should check with their department/academic unit colleagues to determine willingness to serve on the FUTPRC (if selected) before the September meeting. Bring lists next time with unwilling faculty marked. Eligible faculty members must (as defined by the Faculty Handbook): 1) Not be a candidate for promotion or tenure this year; 2) Not be a chair this year; 3) have not served last year on FUTPRC; 4) hold the rank of Asst. Prof. or higher; and 5) have a minimum of seven years experience at SWOSU.

B. A voting process for selecting members for the Appellate Committee on Dismissal of Tenured Faculty needs to be established. There are eight nominees already in place, from which tenured faculty will select five.

FS Motion 2004-08-01

It was moved and seconded that voting to establish the five members of the Appellate Committee on Dismissal of Tenured Faculty be done by paper ballot.

The Motion passed by voice vote.

FS Motion 2004-08-02

It was moved and seconded that the ballot for selecting the five members of the Appellate Committee on Dismissal of Tenured Faculty be distributed by e-mail as a Word attachment, from which a paper ballot is to be printed and returned by each faculty to the Nominations Committee.

The Motion passed by voice vote.

C. Proposals are now being solicited for Faculty Development. Please send your ideas to President South, and he will pass the proposal on to the appropriate committee.

D. Name Tag Proposal

FS Motion 2004-08-03

It was moved and seconded that the University produce new magnetic name tags for use by faculty, administration, and staff. The name tags should replace the logo on the current tags with the new university logo. Where the current tags have SWOSU, the new tags should have the individual's academic or administrative unit or title.

Rationale: These changes will facilitate the move to identity uniformity discussed at the faculty workshop. These changes will help visitors to SWOSU better identify individuals they meet and will facilitate connections between visitors and SWOSU personnel.

The Motion passed by voice vote.

E. Late Enrollment Deadline Proposal

FS Motion 2004-08-04

It was moved and seconded that the University establish and publish a final date to enroll in classes for each semester. This date should be established such that students enrolling late will miss no more than 1 week of classes. (This semester, the date would have been Tuesday, August 24, at 5PM.) This date shall be published in all literature and web resources provided to current and prospective students.

Rationale: A strong link between attendance and performance has been documented. As a rule, students who miss the equivalent of one week of classes perform 1 grade level below students who miss fewer classes. It is also generally true that late enrolling students have a high failure rate with a strong correlation between the number of days late that they enroll and the probability of failure. The single most common factor in the performance of students suspended from the university is usually poor attendance. A lengthy late enrollment period sends a message to students that they are not missing significant work in the first week of classes and contributes to poor subsequent attendance habits. With packed classes and overloaded faculty there is no compelling reason to admit and enroll students late.

FS Motion 2004-08-05

It was moved and seconded that FS Motion 2004-08-04 be sent to the University Policies Committee for review.

The Motion passed by voice vote.

F. Remedial Courses and Retention Study Proposal

FS Motion 2004-08-06

It was moved and seconded that the University or appropriate Senate committee examine the effectiveness of remedial courses regarding student completion rates, student success in subsequent courses in the discipline, and retention and graduation rates.

Rationale: Recently released statistics from SWOSU show a 1-year retention rate for students with ACT's of less than 16 at 50% or less. Those with 19-20 are marginally higher (56%). With these low retention rates it is possible the university could make more efficient use of its resources by not admitting students with such a low probability of success.

FS Motion 2004-08-07

It was moved and seconded that FS Motion 2004-08-06 be sent to the Curriculum Committee for review, and that information regarding the issue be solicited from Ms. Denisa Engelman, Director of Institutional Research.

The Motion passed by voice vote.

G. Proposal on the Composition of the FUTPRC

FS Motion 2004-08-08

It was moved and seconded that the Personnel Policies Committee investigate the inclusion of Sayre faculty in the Faculty University Tenure and Promotion Review Committee.

The Motion passed by voice vote.

IX. ADJOURNMENT:

With no further business, the meeting adjourned at 2:45 p.m.

Next Faculty Senate meeting: Friday, September 24, 2004, STF 104, 2:00 p.m.

Respectfully submitted,

James South, President

Jason Johnson, Secretary