

Austin Peay State University
Faculty Senate
Meeting of Thursday, November 30, 2023
Morgan University Center, Room 307 | 3 pm

Minutes

Call to Order: Senate President Soma Banerjee

Recognition of Guests: Mike Licari, Maria Cronley, Tucker Brown, Perry Scanlan, Elif

Demiral, Elaine Berg, Gena Shire-Sgarlata, Amanda Wornhoff,

Roll Call of Senators: Senate Secretary Mahesh Pallikonda

Approval of Today's Agenda: Motion made, seconded, and passed to approve the agenda

Approval of Minutes from October 26, 2023 Meeting: Motion made, seconded, and passed to approve the minutes

Remarks:

1. Moment of Silence: Dr. Dil Bhatia (1939—2023)
2. Senate President Soma Banerjee (5 minutes) and Faculty Spotlight Dr. Elif Demiral Saglam (College of Business) (10 minutes)

Senate President Soma Banerjee thanked the senate body and updated the senate about the events that will take place in the month of December which includes Teach me a song Exhibition, Women's Empowerment Month, Constellations Ball, Christmas with David Steinquest and Friends and Volunteers Tuesday. Following it, he welcomed Dr Elif Demiral.

Dr Elif Demiral informed the senate that she mainly teaches economics, principles of micro and macroeconomics. She conducts research especially with her students and love engaging in interdisciplinary research. Demiral also share personal details, including being originally from Turkey, completing their PhD in the United States at George Mason University, followed by a research fellowship with Harvard at the Ruminant

Public Policy Program. Furthermore, she explained being a behavioral economist and her focuses on gender differences in economic decision-making, particularly in negotiation, competitiveness, and confidence. She discusses the persistent gender pay gap and emphasize the importance of understanding micro-level decisions to address broader gender disparities. Finally, mentions conducting experiments, highlighting that women are less likely to negotiate job offers, and explores the role of entitlement in influencing gender gaps in willingness to ask for more. The presentation concludes with gratitude for the audience's attention.

3. University President, Dr. Mike Licari (10 minutes)

President Licari informs the senate of the Board of Directors meeting on December 8, 2023 and plans to tour some physical spaces on campus. He provides insights from the recent Tennessee Higher Education Commission meeting, noting mostly flat recommendations for state budgeting and potential budget decreases for some universities. President Licari emphasizes the importance of the College's proposal for a military academic building, detailing its impact on various academic programs. He expresses hope for successful funding and mentions the hiring of Stephen Gentile as the new director to the THEC. President Licari anticipates the governor's budget proposal in early 2024 and shares news about the transition of the Honda building into the O'Malley family Welcome Center, with construction fencing expected soon.

4. University Provost, Dr. Maria Cronley (10 minutes)

Provost Maria Cronley addresses the audience, providing updates on various topics. She reminds everyone about the upcoming commencement ceremonies, emphasizing the importance of attendance for faculty. She reports on enrollment figures, highlighting a 6.6% increase in overall enrollment, record-high graduate enrollment for the second

consecutive year, and a substantial increase in the freshman class, making Austin Peay the leader in the state. Provost Cronley discusses the ongoing reaffirmation process with SACSCOC, expressing satisfaction with the positive feedback received. She outlines the six areas of concern, including finance, faculty credentials, and tying the strategic plan to the budgeting process. The provost assures the audience that most concerns are minor and pro forma, thanking the team involved. She also mentions the call for candidates for leadership roles in University College and provides information about cafe director interviews and open forums.

5. RTP Updates: Guidelines for Informal Optional Written Responses. Dr. Uma Iyer, Dr. Mickey Wadia, and Prof. Elaine Berg. (Information Item) (10 minutes)

1. Are faculty permitted to write an Informal Optional Written Response after receiving one negative action? (Short answer: YES.)

In the interest of fairness, a faculty member under review is permitted to submit an Informal Optional Written Response to any negative recommendations at the departmental level for retention years 3, 5, 6, tenure year, or for promotion to Professor. Candidates seeking retention for year 4, tenure, or promotion to Professor are also permitted to write an Informal Optional Written Response at the college level when either the college committee's or the dean's recommendation is negative. These responses are limited to two pages and are addressed to the next level of review.

2. Can a faculty member use an Informal Optional Written Response to address individual "negative" evaluative comments within a positive majority report?

(Short answer: NO.)

Occasionally, a positive majority report at the departmental or college level might contain

evaluative comments or opinions related to the three areas of review that might be perceived by the faculty member under review as being negative. Faculty members are not permitted to submit an Informal Optional Written Response to each and every "negative" opinion expressed within a majority report. For example, members of a review committee often have differing opinions about the quality of a published article in Area Two (2). In these cases, the faculty member may respond to those opinions or comments within a formal appeal.

3. What are the steps for rectifying any substantive inaccurate information using the Informal Optional Written Response?

Occasionally, personnel reports produced by a departmental committee, a chair, a college committee, or a dean may contain substantive inaccurate information about the faculty member under review. For example, a report might state that the faculty member attended four (4) conferences in the current cycle, when in fact the e-dossier documents establish that the faculty member presented papers at two (2) conferences. In a situation such as the one described above, the faculty member under review shall be permitted to submit an Informal Optional Written Response to rectify the inaccurate information. This Informal Optional Written Response cannot introduce anything new that has not already been included in the original e-dossier. In order for the Informal Optional Written Response to be included in the e-dossier for the next level of review, the faculty member shall contact the Office of Academic Affairs. Faculty are strongly urged to use the Informal Optional Written Response sparingly.

6. Staff Senate President Gena Shire-Sgarlata (5 minutes)

Staff Senate President Gena Shire-Sgarlata expressed her goal to strengthen ties with the Faculty Senate. She proposes the formation of a joint group for regular discussions,

aiming to bridge the gap between staff and faculty regarding their respective issues.

Shire-Sgarlata emphasizes the importance of improved communication and offers herself as a liaison due to her role dealing with faculty, staff, and students. She encourages involvement, inviting questions and task force participation via email. The speech concludes with gratitude and contact information provided for further inquiries.

7. Student Government Association, President/Vice President, Campbell Moore/Logan Sykes (5 minutes)

Student Government Association, President/Vice President, Campbell Moore/Logan Sykes were not able to attend the meeting.

8. Associate Vice President and Chief Information Officer. Dr. Sherry Lawdermilt (5 minutes)

Associate Vice President and Chief Information Officer. Dr. Sherry Lawdermilt was not able to attend the meeting.

9. Assistant Provost for Institutional Effectiveness and Research, Dr. Amanda Wornhoff (5 minutes)

Assistant Provost for Institutional Effectiveness and Research, Amanda Wornhoff discusses the role of her office in Institutional Effectiveness Assessment, Decision Support, Cisco Research, and the Quality Enhancement Plan. Focusing on assessment for academic programs, she highlights the importance of compliance with SACSCOC requirements for student learning outcomes and continuous improvement. Wornhoff outlines the office's approach through structural processes, faculty and staff engagement, and a systems perspective. She introduces initiatives such as the Assessment Redesign Institute, the General Education Student Engagement Mini Grant, and potential collaborations with CAFE's Points program for faculty doing assessment-related projects.

The positive result in the SACSCOC off-site review indicates a need to continue efforts and move beyond compliance towards excellence.

New Business

1. University Curriculum Committee Updates, Dr. Manisha Gupte (10 minutes)

UCC representative Manisha Gupte provides an overview of recent meetings, focusing on resistance encountered during discussions about a new course, Reading 4005, mandated by the Tennessee Education Department. There was debate over removing existing linguistic courses to accommodate the new requirement. Despite some resistance, the motion passed with 11 votes in favor and 5 against. Gupte details subsequent meetings in October and November, highlighting resistance to proposed concentrations within the University College. Ultimately, two out of four concentrations were approved, with ongoing discussions about structural changes and faculty composition in the new University Studies department led by Dr. Loretta Griffith. Gupte concludes with updates on other agenda items, including course changes and additions to the honors program.

2. Policy 2:006 Faculty Professional Development Sabbaticals and Policy 2:046 Faculty Workload (Action items—10 minutes)

Motion to approve changes to Policy 2:006 Faculty Professional Development Sabbaticals was made, seconded, and passed.

Motion to approve changes to Policy 2:046 Faculty Workload was made, seconded, and passed.

3. Academic White updates: Prof. Kathy Heuston (Chair) (5 minutes)

Prof. Kathy Heuston discusses the task of reviewing General Education (GenEd) courses with the other members Matt Hampton, Cheryl Lambert, and Sam Ligo. The team has

met several times to examine GenEd courses at other LGI schools, exploring redesigns and approvals. Their primary mission is to formulate a mission statement for GenEd, which is still a work in progress. Heuston emphasizes the ongoing nature of their efforts.

4. 2023 Interim Fall Faculty Senate Election Results (2 minutes)

Senate President-Elect Osvaldo Di Paolo Harrison announced the interim election results. Dr Mir Hasan from College of STEM and Dr Florian Gargaillo from College of Arts and Letters were elected as senators.

Adjourn: The meeting was adjourned at 4:32 PM.