

Approved Minutes Faculty Senate February 3, 2017

Present: Alex, Ambrose, Bartlett, Blodgett, Commissiong, Craig, DeButte, DeOtte, Dursun-Kilic, Ingrassia, King, Klaehn, Meredith, Nam, Osei-Hwere, Ottoson, Revett, Shao, Tao, Seward, Stuntz

Guest: Teri Bingham for Janet Hindman

Absent: Rex Lee; David Lust; Debra Blanton, Vicki Hartin, Choon-Ha Nam

1. Meredith called the meeting to order @ 12:15pm
2. Kristina Drumheller, update on **Workday** and **Extended Payment Plan** – Dr. Drumheller was appointed from academic affairs to join the committee reviewing the new payroll program, **Workday**. She told senate the new program has great features and thinks faculty will like the program once they learn it's features. She also mentioned **Workday** specifies the source of every paycheck and what the check is for. Faculty currently on extended pay will see an increase in monthly salaries once the system changes to **Workday** because salaries will only be split into 9 months instead of 12. Once **Workday** rolls out the university will no longer offer the **Extended Pay** option to faculty on 9 month and 10 month contracts. The full roll-out for **Workday** is expected to be in the spring of 2018 however the program will begin on a limited basis starting fall of 2017. The biggest impact of the upcoming change on faculty is the elimination of the **Extended Pay** plan. However, Dr. Drumheller said the committee was reviewing two potential extended pay replacement options as follows:
 - *Option 1*- Faculty will have the option to add up to five bank accounts to the system and determine how salary is distributed into the accounts added to accommodate summer months. This is something faculty have to manage themselves.
 - *Option 2* (Save for Summer) - Money goes into an account that A&M keeps for faculty, faculty can access the money in the summer. Dr. Drumheller is happy to answer questions about **Workday** and upcoming changes.

Senators asked about the impact of the changes on insurance premiums. Dr. Drumheller explained that premiums will be distributed over 9 months instead of 12 months. Faculty who leave the university in the summer may have an opportunity to apply for reimbursement for paid premiums. Senators also asked about the impact on payroll and tax documents housed on the current system, and whether or not those will migrate to the new system. She encouraged faculty to save those documents as a precaution and said she would follow up on that question and get back to the group with what she finds out.

Commissiong asked if there will be orientation and information for faculty once decisions are finalized for the roll-out? She explained that some of the information was already out but said the committee will come with a plan to train and educate faculty about the new program and answer questions. She reminded the senate it will take sometime for all of this to happen and said she will keep the group in the loop as the program evolves and nears implementation. Bingham recommended departmental meetings as an additional training opportunity during the roll out since there may be unique area/department specific questions.

3. **Associate Dean of the College of Agriculture and Natural Science, Lal Almas**
 - a. *What role do you believe the Faculty Senate should play in the shared governance of the university as it pertains to your college? In academic areas you oversee, what, if any, are some faculty issues you would like the Senate to consider?*

Dr. Almas introduced himself as the Associate Dean for the College of Agriculture and Natural Sciences. He described his college is unique with 3 departments. His college is also unique because it brings in a significant amount of research funds into the university representing more than half of research grants the university receives. The funding require release time for faculty to complete research obligations. Additionally, the college continues to collaborate with the Physics consortium

involving 3 of their faculty members. He was not aware of any individual problems facing faculty in his area at the time of his visit with faculty senate.

b. *What is unique about the budgetary process and resource allocation for your college in comparison to others? What are your thoughts on course fees and where HEAF funds should go?*

Dr. Almas has noticed shortage of money due to budget constraints in his area like others on campus. Unique budget issues include running labs for all the science areas and classes. These labs require TAs but there are limited resources available for hiring TAs. Additionally, the college requires funding for caring for animals housed in the AG area. The college is anticipating about a 4% shortfall budget cuts however Dr. Almas said he didn't know exactly how the cuts will impact different areas of his college until the budget meeting. He added that course fees are essential for the college because they subsidize resources available to the college for the effective functioning of the college. Senators asked if the new AG complex was on schedule – Dr. Almas said yes. He explained that the new complex became necessary because the programs in the college had outgrown the current facilities. The complex is a 50 million dollar facility which will facilitate further growth and expansion of programs in the college.

4. Old Business

c. Instructor promotion proposal update

Meredith sent the proposal to the deans council, he heard back from one dean who was concerned about the budgetary climate and its impact on the proposal put forward. He also followed up with the president who plans to follow up with the deans about the proposal.

d. Committee on post-tenure review update

Direct supervisors are subject to review there is concern that peer review committees may feel as though faculty are getting back at them after they reviewed faculty who perhaps didn't like what their supervisors said in their annual review of the faculty. DeOtte proposed setting up a different review process for department heads separate from that of faculty.

e. Committee on university committees update

Faculty handbook committee is not responsible for reviewing university committees. DeOtte explain that the handbook committee was not responsible for reviewing committees but charged with cleaning up the handbook and sections on committees. Meredith has assigned point persons for committees for completing assignments to bring back to the committee of committee meetings so ask if. Should there be changes or left as is.

f. Promotion and Tenure Assessment Committee update

Brought up the ambiguities in the language of tenure of promotion and assessments processes. He will be moving on that issues. Senators had questions about what the policy is for faculty serving in administrative roles, what is the qualification for eligibility for such roles. The policy is implemented on case by case basis in some areas of the the university and creates a lot of problems so this needs to be clarified.

g. Expenditure discrepancies update

Meredith also followed up with the president about the discrepancies and expressed disapproval with similar issues. The ESS dean clarified issues going on with budget issues.

5. New Business

a. Lunch with Chancellor Sharp report

Officers had lunch with chancellor Sharp to discuss faculty moral and needs on campus. The meeting went well. Chancellor proposed sending Hope – a legal representative down to give training on the H1B process. Meredith will follow up with Dr. Shaffer about getting Hope here.

b. State budget cuts update

Commissioning had a question from a faculty member concerning the upcoming budget cuts as follows: What happened to the monies from the very successful capital campaign the university run a few years ago and tuition revenue from the significant increases in student enrollment the last several years, and why can't the university turn to those resources for hiring new faculty and faculty retention? Meredith will invite the CFO to meet with senators so we can ask questions about budget and funding resources. Dr. Shaffer and human resources are working to clarify the language and implementation of recent hiring freeze imposed by the state. Dr Shaffer may also be able to speak to some of the budget issues concerning academic affairs.

Commissioning also asked if there is a way for faculty to generate the annual supplement from Sedona instead of typing an additional document? Senators also wanted to know if Sedona can be improved and updated into a more user friendly program. The program as it stands now doesn't work very well and the formatting is problematic. Something needs to be done about it. Jarvis is probably the person Meredith will follow up with Jarvis and Amy Andersen about Sedona and invite them to a senate meeting. Senators proposed the university look into implementing a new system.

Senators are concerned departments continue to run out of classroom space during the times students want to take classes and would like to see a resolution. Stuntz explained that our formula funding comes from classroom utilization so we need to get our classroom utilization numbers up in order to request more classroom space.

Other:

Faculty senate reviewed parking proposals that would be sent up for review and consideration.

Announcements

- James Andrews, Director for External Programming, will attend Senate meeting on 2/17 pilot and possibly Quality Matters
- Provost Shaffer will attend 3/3 Senate meeting
- President Wendler will attend 3/24 Senate meeting to discuss teaching effectiveness
- Dean of the Graduate School, Angela Spaulding, will attend 4/21 Senate meeting
- Regents Professor process to be initiated later this month
- Other?

Meeting adjourned at 2:00pm submitted by Enyonam Osei-Hwere