

Minutes of Faculty Senate Meeting
Thursday, October 15, 2009
Admin Rm 2-91, ULM Campus
12:30-2:00 p.m.

Senators Present: J. Anderson, D. Chandler, J. Feldhaus, C. Grinnell, A. Hill, C. Hutto, M. Matusiak, L. Nicholson, S. Owens, M. Parker, L. Reid, D. Rhorer, C. Steckline, P. Sylvester, B. Walker, H. Wilson

Senators Absent: M. Bontty*, W. Brown*, W. Campbell*, Y. Dupre, M. Lowe*, J. Pankey*, K. Kervin

Call to Order and Roll Call: President Walker called the meeting to order and Secretary Reid called the roll.

Approval of minutes: The minutes of the September 17, 2009 were reviewed and accepted with corrections (Rhorer/Steckline).

Committee Reports:

Executive Board: President Walker reported that a meeting was held on Oct 6th with the deans. A Faculty Chat was held on Sept 24th with the next one scheduled for Oct 19th. He stressed for senators to encourage faculty to attend, as there has not had good attendance at these meetings. Only 10-15 faculty members attended the last meeting and only about 20 attended the October 14th Town Hall chat (see below). Those who attend have been pleased with the informal manner of the discussions.

On October 14th, the President and Provost held a Town Hall meeting with faculty, deans, and a few vice-presidents. The format offered faculty an opportunity to write down issues/questions that were addressed by the President and/or Provost. Some of the issues discussed included concerns regarding the Tucker Commission, the type of complaints the Administration has received such as conditions on campus, compliments received from the community, and capital improvements. President Walker reported on capital improvements in Stubbs and the Nursing buildings. He pointed out that future capital improvements will be minimal due to a lack in state funds. Senator Steckline asked if there was any discussion on Plus-One, that most faculty find it is too much of a workload. It was pointed out that at other universities across the United States, administration has mandated that faculty be required to teach an additional course. Our administration has not indicated this will take place at ULM. Additional discussion included proposed budget cuts (between \$3 million and \$12 million) for the upcoming year. President Cofer expects \$4 million and is hoping for not having midyear cuts. President Walker reported he discussed the budget cuts with the President. The process for making the decisions will be the same as last year which included the deans, college budget meetings, Academic Budget Committee and SRAC, with the inclusion of reports from the University Ad Hoc committees. President Walker expressed that the ULM academy will not look the same in terms of programs

Faculty Welfare Committee: Senator Owens reported the committee met and developed guidelines for Faculty and Friends Gathering. The following information provides the plan:

1. A letter will be sent from the Senate to all new faculty explaining the program and an email to all faculty asking for volunteer friends.
2. Once the date is confirmed, an invitation to the meeting will be delivered to new faculty.

3. A sign-up sheet will be circulated among senators for snacks and drinks for the designated date.

Meeting dates will be Oct 28 (2-4 pm) and Oct 29th (11-1pm). A sign-up sheet for food was circulated.

Faculty Advisory Council: Senator Rhorer reported that the next meeting will be Oct 23 in Baton Rouge and that the Association of Louisiana Faculty Senates has forwarded resolutions to her regarding ORP from two Louisiana universities. Chairperson Rhorer has asked FAC representatives to ask their Faculty Senates to examine how faculty at their universities will be affected by the changes in ORP and to share this information at the October meeting. Additionally, Centenary College is seeing budget cuts and staff layoffs. She also noted that the group will discuss any development coming out of the meetings of the Tucker Commission.

At the last Tucker Commission meeting, the community colleges (CC) presented and at the next meeting, the universities will present. Several issues were discussed; one being the need for consistency in courses. Senator Steckline reported that 60 hours was identified as the articulation agreement between CC and universities. In other states, there is an easy transition between junior colleges and universities. Louisiana does not have this in place. Senator Matusiak reported that Health Studies has an articulation program in place. It was pointed out that the graduation rate in CC is only about 5% and these graduates may not make the move to universities. Matusiak noted that there needs to be mechanisms in place to assist students with ACT scores of 18 to succeed in university courses. Chandler reported that the Curriculum Review Subcommittee discussed the impact of raising the ACT scores at the University to allow students to with lower ACTs to go to CC.

Ad Hoc Committees:

1. **Program Self-Review:** Senator Chandler reported the matrix was completed, presented to the President and the Provost, and returned to the committee with some revisions. The plan is to send it to departments and with efforts to submit a report by mid-December.
2. **Faculty Productivity and Performance:** Senator Nickelson reported the committee is working to develop a workload policy based on the ULS system definition of 24 credit hrs of teaching being "full time". The policy will be based on a model of full-time faculty having 30 workload credits per year. This is based on the assumption that 24 credit hrs of teaching leaves 6 workload credits or 20% of a faculty member's time left for scholarship/research and service. A model will be developed giving "values" for teaching, scholarship and research that will be used to determine a faculty member's "workload" and measure of productivity. Ranges and criteria will be given for various activities with departmental oversight to tweak values as appropriate to the discipline.
3. **Administrative Productivity and Performance:** Senator Matusiak reported that the committee met once. ULM is reported to have fewer senior administrators than other universities. Senator Hill expressed concern that the charge of this committee is not being met, that it is supposed to be addressing all levels of staff and administration.

- 4. Student Success:** President Walker read Senator Brown's report in her absence. The committee is currently working on recommending a self-study looking at the first and second year experiences of students. The key considerations that have been discussed and are being further researched are: integration to build stronger relationships, extension of University 101 to include the second semester, programs needed to combat home-sickness, retention, advising, and withdrawals without advisor approval. The task force has requested data on the following: non-returning students by parish, average financial aid of beginning students, ACT averages from 2006-2009, average GPA after first semester, developmental statistics compared to returning and non-returning students, and drop/fail/withdrawal rates for: Math 093, 111; Biology 114, 120; English 090, 101; and Chemistry 107.
- 5. Curriculum Review:** Senator Chandler reported that the committee is looking at articulation. Chandler reported that they discussed the impact of raising ACT scores at the University to allow students with lower ACT scores to go to CC.
- 6. Revenue Generation:** Senator Parker reported that the committee is working on policies for generating funds from consulting to ensure ULM to get a percentage and faculty to get most. Currently, ULM does not have a mechanism to collect. FS went into Executive Session upon motion by Senator Matusiak with a second by Senator Rhorer. Motion to return to general session (Matusiak/ Rhorer). Senator Grinnell reported that in Germany and at other universities in US ways to increase revenue was to offer 1st semester free for freshmen. The students returning have great retention.

Unfinished Business:

Memoriam to Cynthia (Cindy) Dopson Morris Bennett who died December 19, 2007 after a lengthy battle of cervical cancer.

Cindy Bennett was a native resident who ventured and became an influential ULM School of Nursing faculty member. Cindy graduated from Riverfield Academy in 1978 and immediately entered Tallulah Vocational Technical School to earn a Licensed Practical Nurse certificate. After working for several years, she entered the University of Alabama at Birmingham and earned a baccalaureate in nursing degree. She practiced nursing in a variety of areas from pediatrics in Birmingham to geriatrics in home health and nursing homes in Rayville and Monroe. Still having the desire to learn more, Cindy received a Master's of Science in Nursing from Northwestern State University in 2000. Without her collaboration and friendship during graduate school, some of the nursing faculty members would not have been successful in obtaining a Master's degree in nursing education.

Cindy Morris Bennett was an Assistant Professor in Nursing and loved teaching. She overcame her anxiety about presenting lecture content in order to continue her faculty role. Shy in nature, Cindy preferred the small group interaction with students and reveled in taking students to clinical. Cindy' stellar quality as an educator was her organization and attention to detail. Cindy acted as safety officer for the School of Nursing, taking this responsibility very seriously. Again, her attention to detail made our compliance with safety issues much easier.

We worked alongside Cindy Morris Bennett from August, 1998 until her death in December, 2007. The nursing profession will continue to be influenced by Cindy for many years. Not only because of the many students she helped to educate, but because of her daughter Kylie Morris Brown who will graduate from ULM in December 2009 with a B.S. in Nursing. The administration, faculty, staff and students solute Cindy Morris Bennett for her contribution to the profession of nursing and her excellence as a nursing faculty member.

New Business:

ULM Faculty Senate Resolution: President Walker presented a draft of an ORP resolution. A suggestion for addition was to include that our retirement fell short of social security (SS) benefits. Senator Rhorer reported that ORP does not post retirement funds until 7 days. Other senators noted that this has often taken up to 14 days after it is withheld from our checks for the money to be deposited with ORP carriers. There is no built in disability coverage for members in the ORP plan as compared to those in the state teacher retirement plan. Faculty can purchase disability coverage at 50% of their salary. Concerns were discussed that the retirement is less than SS plan and that upon hiring we have to declare which option we want without full knowledge of the options. Senator Feldhaus asked if the concerns regarding ORP were being presented to Bob Eisenstadt. Senator Wilson expressed concerns as to why ORP has to go through TLRC. This question and concern is being raised and will go to FAC. This will require legislative action. Senator Rhorer reported that Prentiss Ferguson from Louisiana Federation of Teachers occasionally observes FAC and often works with legislators and last year he could not get legislators to sponsor a bill which might have corrected some of the problems we have with ORP. LSU is expected to lead the fight to address ORP issues.

Policies: The many policies written by the FS over the last five years should be posted on the FS website. Senators decided that we would create an area on FS webpage entitled "Policies" with "Decision pending" for those developed, sent to Academic Affairs, but not yet approved. Other concerns expressed included the delay in posting changes to the Faculty Handbook and the eventual disappearance or loss of policies once developed and posted by the College of Pharmacy. Senator Grinnell suggested we post many of these in a system which will allow easy archiving of and access to policies. She will provide more information about how this can be done.

Respectfully submitted,

Linda Reid
Faculty Senate Secretary

* indicates excused absence;
Name/Name indicates Moved/Seconded