

Minutes of Faculty Senate Meeting
Thursday, September 25, 2014
Hemphill 124, ULM Campus
12:30 – 2:00 p.m.

* indicates excused absence; Name/Name indicates Moved/Seconded
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Senators Present: Jeffrey Anderson, John Anderson, Dagley, Eisenstadt, Frye, Giles, Gissendanner, Hare, A. Hill, R. Hill, Kaleem, Lasiter, Lovett, Michael, Nazzal, Stockley, Vangelisti, Wiedemeier

Senators Absent: Craighead*, Niemla*, White

Faculty Senate President Stockley **called the meeting to order**, at 12:31 p.m.

Faculty Senate Secretary Gissendanner **called the roll**.

Approval of Minutes:

- Edits to the 8-28-14 minutes were submitted to Secretary Gissendanner from Senator A. Hill. The motion to approve the edited minutes passed unanimously (Eisenstadt/A.Hill).

Committee Reports:

- Academic Standards: Sen. Lasiter has requested SACS standards information from the administration.
- Faculty Welfare: Sen. Wiedemeier summarized the minutes from two Faculty Welfare (FW) Committee meetings on Sept. 12 and Sept. 19. These are posted to Faculty Senate Moodle site but the Sept. 19 minutes have yet to be approved by the FW committee. A summary of these meetings is as follows:
 - FW recommended that Office Hours stay at 10 hrs/week but that faculty petitions for office hour changes go to School Director first instead of Dean. A comment was made by Pres. Stockley, based on discussions at the most recent Executive Committee, that the Deans were not likely to be supportive of any changes to current office hour policy.
 - The FW recommended the following changes to the Promotion and Tenure (P and T) policies in the faculty handbook: 1) P and T committee should be at program level, not school level and that wording to the faculty handbook should reflect that change; 2) language should be added to the faculty handbook that a School Director should name a mentor for a new tenure-track faculty member; 3) formation of a third-year review committee should be added to the handbook with composition of that committee also specified
 - A question was raised about whether a School Director can be a faculty mentor. The view of the Senate was that the policy should preclude this using specific language in the handbook

- Another comment was made that the make-up of third-year review committee should consist of multiple tenured faculty members to be consistent with the Tenure Committee
 - There was an additional comment that a faculty member may wish to have multiple mentors
 - It was also suggested that mentoring also be provided for promotion to full professor
- The motion to move FW committee recommendations to the Faculty Handbook Committee was approved (Stockley/Eisenstadt)
- Given the time urgency of the issue, there was as motion that a virtual Faculty Senate meeting be setup to vote on the P and T changes to the handbook (R. Hill/Eisenstadt). The motion was approved.
- Discussion then ensued on potential wording changes to Section 5.6.1 of the faculty handbook. These were proposed changes written by Secretary Gissendanner and subsequently modified by Sen. A. Hill. The following is the proposed language that was discussed. Edits (bold) and strikeouts suggested by the Senate are indicated.
- Proposed P and T policy change: “The School Director will form a School, Department, or Program Tenure Committee, as appropriate, containing tenured faculty from that School, Department, or Program. Department or Program committees **shall solely** consist of all tenured faculty from the Department or Program. A minimum of three tenured faculty are required for a Tenure Committee. In cases where there are discipline-specific faculty that are not part of a degree-granting program, all tenured non-administrative faculty in the applicant’s discipline must be selected for the Tenure Committee. If a minimum of three tenured faculty for a program or discipline is not possible, the School Director **in conjunction with th faculty mentor** will identify other non-administrative tenured faculty from closely aligned programs to serve on the committee. ~~The Mentor for the faculty member applying for tenure should Chair the Tenure Committee.”~~
- The motion to send the proposed language to the Faculty Handbook Committee was approved (Eisenstadt/Giles).
- A motion was approved to suspend the meeting agenda to allow President Nick Bruno and VPAA Eric Pani to speak to the Faculty Senate regarding pay adjustments (Eisenstadt/John Anderson).
- The following is a summary of President Bruno’s comments:
 - ULM is on track financially compared to previous years
 - Total undergraduate enrollment increased this year
 - Retention is an area that needs focus. ULM retention increased by a few percentage points this year. Increases every year will increase our undergraduate enrollment. Our area does not have enough qualified high school graduates as a source to increase

- enrollment. Coming to ULM is one thing, doing well and staying is another. Student has to be 23 ACT or higher to be successful; students with ACT of 20 are not as successful.
- Cost of attrition is \$4.1 million. We are gathering data to use our recruitment resources efficiently.
 - 14% of scholarship recipients do not stay. Of interest is that sophomores who resided in residence halls as freshman had an avg. GPA of 3.2
 - Dr. Bruno then handed out and discussed a summary of the pay adjustment plan that will be sent to faculty
 - Civil Service raises will cost \$200,000
 - Total costs of adjustment is \$750,000
 - President and VPs will get \$120,000 for retention raises
 - One use of funds will be to convert school directors to 12 month appointments
 - Dr. Bruno then discussed WISE funding
 - ULM got \$1 million for Pharmacy for library and equipment costs
 - This year, Pharmacy will be allowed to keep funds from tuition increases for the first time. This will allow return of indirect costs. Pharmacy is responsible for its own pay raises.
 - \$800,000 in remaining WISE funds will go to the following programs: accounting, finance, management, CIS, and computer science. ULM will need to raise \$160,000
 - A plan will be submitted to the Bard on Oct. 24th.
 - A question was raised about the one-time bonuses being rolled into salary increases next year. Dr. Bruno responded that if ULM gets a 10% tuition increase, enrollment remains stable, and mandated costs remain stable, then \$4 million could be added to next year's budget allowing for salary increases for faculty

There was continued discussion in the Senate regarding the Executive Committee meeting. At 2:15pm, the meeting ended without formal adjournment due to loss of quorum.

Respectfully submitted,
Chris R. Gissendanner, Faculty Senate Secretary