

9-9-88

Minutes of Faculty Senate

Sept 9, 1988: Rm 122 HmH 12:00 NOON

Members present: J. Martin, E. Reeves, R. Satterfield,
S. Nelson, P. Nelson, M. Davis, J. Johnson, D.
Ingham, S. Raman

Absent: J. Culbert, D. Driskill

I: Election of officers:

- A. President: Donna Ingham was elected ^{late} last spring to fill the President's position (replacing K. Brown) with the understanding that she would remain President through the 1988-89 school year.
- B. Vice President: S. Nelson nominated Gene Reeves, Seconded by J. Martin: P. Nelson moved the Gene Reeves be elected by acclamation: Seconded by J. Martin: All present vote in favor of the motion.

II: New Business:

- A. the senate discussed pay increases for promotions relative to pay raises; Question was raised as to whether there was still a salary scale. All agreed the clarification is needed.

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DONNA INGHAN Agreed to Ask Dr. Boyd and Dr. Griffin to attend the next meeting and clarify salary concerns.

B. the Senate discussed the matter of student labor (due to concerns expressed over stagehands for productions).

G. Reeve moved to table further discussion on this matter until more information could be obtained.

Seconded by J. Martin: All vote for motion.

C. Several member of the senate and faculty expressed concerns on building security due to custodial service changes. when will building be lock and open and who is responsible? Also discussed was the mowing of lawns during class times as some building do not keep out noise.

D. Several faculty have expressed concerns on sick leave and personal leave. the senate will appoint a committee to review the present policy.

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E. the senate to conduct an election to elect 2 faculty members to the Rank and Tenure Committee. Pam Nelson will be responsible for the election.

3. OLD BUSINESS:

A. The Faculty form was discussed. Some of the moderators listed on the Sept 8 notice were not senate members.

B. Discussion on the Brown Bag Lunches concluded with the suggestion that Kenny Brown would be the logical moderator.

C. Pam Nelson moved to make an all out effort to reconcile the Fall Break with that of the public schools. Seconded by G. Reeves
Vote: All member voted for the motion.

D. the next Senate meeting will be Oct 4, 1988
At 12:00 noon, Rm. 122 HNH.

10-4-88

Faculty Senate Minutes
Tuesday, October 4, 1988

Members present: Donna Ingham, Doris Looper, Eugene Reeves, Sam Nelson, Pam Nelson, James Culbert, Mindy Davis, Rachel Satterfield, Joyce Johnson, Jerry Martin.

Minutes were read and approved.

Senate had been asked to elect at large members to the Rank and Tenure Committee. Discussion followed concerning qualifications of committee members. Why do they have to have a PhD? Dr. Reeves and Dr. Woodward were elected.

Salary scale was discussed. Dr. Boyd and Dr. Griffin were contacted. The raise was not necessarily given if we were above scale and was not given if promotions were earned. Salary scale? Are we still on the Salary Scale? Discussion followed.

Sick leave was discussed. If classes are covered, a sick day is still lost. "Last year sickness" might be a problem with retirement. Only allowed to accumulate 120 days of sick leave. Committee will continue to look into the policies of other Oklahoma Universities.

A discussion about student labor followed. Work study federal money -- where does it go? This topic was tabled because no information could be obtained from administration.

The faculty senate is accepting suggestions on the Brown Bag luncheons. Several suggestions have been made. One suggestion was to make it an informal get together with no formal presentation. The topic was tabled.

Dr. Boyd requested that the senate make a study on academic student retention. It was suggested that such a study had been made two years ago. Maybe that study could be found and used. Senate members were asked to go back to their faculty members and ask for suggestions. Committees will be appointed next meeting if necessary.

Freight is a problem with Sherry's reduced hours. There should be a student that can let you in in the afternoon. Communication seems to be a problem.

Parking in handicapped spaces is happening a lot. Boyd said that they are monitoring this like crazy and giving tickets. Are the tickets being paid and are they being paid at full price?

There is a new state wide faculty organization for higher education (HEFA - Higher Education Faculty Association). They are having a meeting November 18, 1988 at Central State University in Edmond, Oklahoma. The meeting starts at 8:30 and ends at 3:00. They have sent a copy of the proposed Constitution and By-Laws and asked us for input.

There was a discussion that followed about general morale problems of faculty. Donna volunteered to discuss this with Dr. Boyd and Dr. Griffin.

Meeting was adjourned.

11-1-88

Faculty Senate Minutes

Tuesday, Nov. 1, 1988

Members Present: D. Ingham, Sam Nelson, Pam Nelson, T. Gilbert, M. Davis, L. Johnson, S. Ramon, R. Satterfield

I: Call to order: Pres. Donna Ingham called the meeting to order at 12:15 pm.

II: Minutes of Senate meeting of Oct 4, 1988 were approved.

III: Old Business

A. D. Ingham reported on her visit with Dr. Griffin relative to salary scales. He explained the rationale used in determining salaries for this year. Increases were strictly on a % basis.

B. D. Ingham indicated that she would visit with Dr. Boyd on the issue of faculty morale & have some discussion on the subject.

C. Senate members expressed concerns on the lack of communication on events occurring at the university. The Senate indicated that some communication should be given to the Faculty and Staff on possible developments the University is considering.

Think tank

not
D. Pam Nelson reported on her survey of policies of other institutions on Sick and Personal Leave. Donna Appointed Pam Nelson and Mindy Davis to draft a suggested policy of Sick and Personal Leave to be brought back to the Senate at a later date.

E. Mindy Davis inquired on the status of the Academic retention item of ^{the} previous Senate Agenda. It was suggested that Dr. Bob Neel may have information on this matter.

NEW BUSINESS:

A. Donna reported on a letter received from the Assoc. of American Publishers, Inc. concerning the selling of sample textbooks.

B. Some members of the Senate expressed concerns on the negative feedback they have been receiving from area residents and supporters.

2-10-89

Minutes of the Faculty Senate Meeting
February 1989

Donna Ingham

The Panhandle State University Faculty Senate met February 10, 1989 in Hamilton Hall Room 122 at 12:00 p.m.

Those senate members in attendance were: Dr. Gene Reeves, Dr. Jim Culbert, Mindy Davis, Joyce Johnson, Dan Hutson, and Rachel Satterfield.

Mr. Tom Fagan attended the senate meeting as a guest of Gene Reeves.

Dr. Reeves, President Elect presided over the senate meeting since Donna Ingham had to attend to other responsibilities.

Dr. Reeves announced that the Higher Education Faculty Association (HEFA) meeting will meet February 23, 1989. Donna Ingham has more information if you would like to attend this meeting.

Each school's faculty senate representative has a survey to be distributed and then filled out by all faculty members. The survey may be returned to the faculty senate representative or to Donna Ingham by February 17, 1989. The survey data will be tabulated by Gene Reeves and Donna Ingham. The results will be shared with the faculty and transmitted via the fax machine to the HEFA committee.

A report was called for from the academic retention committee. One member was present and reported that the committee has not met as a group. However, each committee member does have a copy of the 1985 student retention/image study to review. It was reported that several of the concerns have already been addressed by the current administration. It was noted that most of these concerns would probably not be classified strictly as an area of academic retention. Dr. Reeves made a request for the committee of academic retention to meet.

Dr. Reeves wanted the minutes to reflect that it is time for the Deans of the schools to select/elect the new senate members. Dr. Reeves would like for this task to be accomplished by the April, 1989 senate meeting.

Dr. Reeves also urged all faculty members to consider applying for advancement in rank and or tenure. The application forms are available in the office of the Vice President for Academic Affairs.

Reeves requested that the following information be placed in the February minutes of the faculty senate meeting. [Dr. Reeves had written information handed to him from Ingham (no name) of a conference with Dr. Griffin February 8, 1989 relative to fees. The fees were advocated by student services. Dr. Boyd met with the student committee to explain that the fees were increased because the student service is in the red. This written information of a conference was to inform the faculty of the situation. If there are no new fees, then services must be cut.]

The next faculty senate meeting will be held in Hamilton Hall, Room 122 at 12:00 p.m. on Friday March 3, 1989. Please mark your calendars now.

Meeting adjourned *Rachel*

Rachel J. Satterfield, Acting Faculty Senate Secretary

Special Faculty Senate Meeting:
May 11, 1989 1:30 pm. Hughes-Strong Audit.

Senate Members present:

D. Ingham, E. Leever, Sam Nelson, Pam Nelson, Rachel Satterfield, Joyce Johnson, J. Culbert, S. Ramey:

Guest present: R. Guthrie, L. Housh, H. Rachel, Jo Dunham, J. Hankla, K. Brown, Jay Lark, ^{Sandol} Sandra Johnson Gwartney, Kim Smith, Emm Shultz, Jack Alexander, D. Murphy, K. Woodward, Dr. ^{L.} Miller, Pat Twitch, S. Latham, T. Lewis, W. Manning.
K. Bayless

Pres. Donna Ingham called the meeting to order at 1:35 pm:

Donna Explained the reasons for the meeting and the Agenda.

A: Unfinished Business:

1. Evaluations and Merit Pay:

the following points were discussed relative to Evaluation and Merit pay:

A. School Deans were not given enough information in order to evaluate the Faculty

B. Many present had concerns on the need for rank-order ratings of Faculty in each school; etc. (Essentially that there could be no equals)

C. Some pointed out that they essentially lost dollars by going back to school.

D. Concern that experience by Faculty did not count in Merit Considerations.

E. That present procedure kills incentive to go back to school

F. Some suggest that there is a need to develop ~~specific~~ specific criteria or goals on merit scale or to go to a NON-ACADEMIC bonus system.

Senate Pres. D. Ingham called for those present to ~~submit~~ ^{present} their feelings on 2 Questions:

1. Your opinion on whether ^{the} present Merit System is working.

24- indicated a negative response.

0- favored the present system.

2. How do you suggest the merit System be improved.

Suggestions will be summarized by Donna and presented at a later date.

Sam Nelson moved to have the results tabulated on Question 2 and that the results be sent to all faculty and any other appropriate individuals.

Seconded by Pam Nelson:

Senate Vote:

All Voted for the motion:

Sam Nelson moved that the Senate Express its concerns on

1. the serious enrollment decline
2. the division of expenditures between Instruction and Administration
3. Meeting the deficiencies expressed by the State Dept. of Ed. relative to the Teacher Ed. program at PSU
4. the amount ^{of} and number of scholarships
5. Status of Faculty morale

Seconded by E. Reeves

Senate Vote: All Voted for the motion
(over)

Pam Nelson moved to adjourn at
3:06 pm.