Faculty Senate Minutes

The approved minutes from the faculty senate meetings.

- 2026-2027
  - October 2, 2026
  - September 18, 2026
  - August 21, 2026
- 2025-2026
  - April 17th, 2026
  - April 3rd, 2026
  - March 20th, 2026
  - March 6th, 2026
  - February 20th, 2026
  - February 6th, 2026
  - January 16th, 2026
  - November 21st 2025
  - November 7th, 2025
  - October 3rd, 2025
  - September 19th, 2025
  - September 5th, 2025
- 2024-2025
  - April 18th, 2025
  - April 4th, 2025
  - March 21st, 2025
  - March 7th, 2025
  - February 21st, 2025
  - February 7th, 2025
  - January 17th, 2025
  - December 6th, 2024

- November 15th, 2024
- November 1st, 2024
- October 18th, 2024
- October 4th, 2024
- September 20th, 2024
- September 6th, 2025

2026-2027

Faculty Senate Minutes for the 2026-27 academic year

2026-2027

October 2, 2026

ARKANSAS STATE UNIVERSITY

FACULTY SENATE MEETING

October 2, 2026

HSS 1028

Attendees:

Banafsheh (Bana) Aghayeeabianeh, Kacie Altom, Timberly Baker, Kousik Biswas, Robert Bradley, Toccara Carter, Jason Causey, Michael Cooper, Nicole Covey, Eric Dry, Gary Edwards, Melany Fulton, Stephanie Gotay, Bert Greenwalt, John Hershberger, John Howard, Mark Lewis, Anne McGee, Suzanne Melescue, DayDay Robinson, Veronika Scudamore, Richard Segall, Alexander Sokolov, Rollin Tusalem, Kim Vickrey, Rob Williams, Jason Zhou

Teams Attendees:

Scott Mangan, Stephanie Hoeckley, Pradeep Mishra, Pankaj Nagpal, Mohamed Milad

Proxy Attendees:

John Howard for Matt Weeks, Kevin Berry for (Kristen) Renee Sumler; Alexander Sokolov for Eric West; Alexander Sokolov for Julie King, Alexander Sokolov for Audrey Folsom

Guests:

Dominique White (Access and Accommodations); Gregory Hansen (Faculty); Hans Hacker (UPRTC)

Absentees:

Kristin Sumler, Eric West, Julie King, Audrey Folsom, Andrea Brown, Khem Aryal, Marceline Thompson-Hayes

The meeting was called to order at 3:00 pm by John Hershberger

Order of the day:

Motion to approve the order of the day made by Richard Segall; seconded by Rollin Tusalem; all are in favor, the motion carried.

Approval of Minutes:

The motion to approve the September 18, 2026, meeting minutes was made by Eric Dry, seconded by Rob Williams; all in favor, the motion carried.

New Business

Dominique White--Access and Accommodations (New Policies)

- Old policies caused delays
- All exam materials must be received by 8am the business day before the exam. If materials are not received by 8am the day before the exam, faculty are being asked to proctor their own exams with the accommodations. A&A offers training for what it looks like to meet accommodations.
- This reduces anxiety for students and chaos for staff. Low distraction for students includes having the exam ready to go when the student gets there.
- Students must request to take an exam in A&A at least 3 business days prior to the exam. There is only space for 10-11 people at a time, so other spaces have to be reserved when exam loads are high.
- It has always been an expectation to have the testing contract. What if there are last minute changes to the exam? You can call A&A to notify them of changes.
- Is there a reason that the document is called a contract or agreement? The data management system uses that term. It cannot be changed.
- What happens when a student is found with a phone in the exam room? How are faculty notified? How long after the incident?
- Incident report is filled out, and faculty are notified after that.
- All exams are proctored via camera. Students are asked to put their belongings in a locker. They are not being searched, but are requested to leave items at the front. If student says they have done so, they are trusting that. Faculty can request footage of the exam when reasonable suspicion of cheating occurs, and at minimum a screenshot is sent. A&A won't pre-emptively send footage due to privacy for other exam takers. There is "no reason footage wouldn't be provided if requested." A faculty can request the full video of the testing session to ensure that additional instances of use of the phone (or other items) are not located on the footage prior to the incident caught by A&A staff.
- Are they monitored live? Student workers and testing coordinators are monitoring sessions live.
- Unless the contract specifically states to end the test on suspicion of cheating, the student will get to finish the test. That is why the agreement is so vital. You can type it into the contract and edit the contract if any time.
- Can that be added as a question? A&A will look into this as a possibility.

Gregory Hansen--Faculty to speak on disruption caused by afternoon class cancellations

- Gregory expresses thanks for being allowed to address the senate.
- Expresses appreciation for the good intent of administration in allowing additional time off on a Friday before a holiday weekend. However, also expresses concerns as follows:
    - substantial loss of instructional time
    - tendency of students to skip morning classes when afternoon classes are cancelled

    - chance of exams or guest speakers being scheduled
    - results in extra work for faculty who teach in those courses/sections
    - syllabi are considered a legal document, and changes due to class cancellations should be minimized
    - Sends the wrong message to students
    - Cancellations disproportionally affects those who teach in the afternoon
    - May be an issue for accreditation of various programs where classes are required to meet for a certain number of hours
- Additionally, he cites that during the most recent cancellation, he had planned a review for his class and wasn't able to do so adequately because of the cancellation. Results in extra work.
- Faculty might make different plans if we had more advance notice, but advance notice cannot be made and align with governing bodies.
- Some express understanding that there is a long standing tradition of letting staff leave early for holidays when classes are not in session, but cancelling class is a separate concern.
- Administration seems to feel the practice is acceptable, so there may not be much movement. It is worth discussing.
- Is anyone interested in creating a resolution?
- Can we invite administration to senate to discuss the concern? Can discuss with provost at next meeting? Some would not feel comfortable speaking to it or voting on any resolution until talking to others in their department/college.
- John Hershberger asked Gary to draft a resolution that could be presented and voted on at the 11/6 meeting.
- It may be better to draft a list of concerns and harmful results of recent early closures rather than a statement that communicates disapproval of the practice. If it becomes more of an issue we could produce a proposal at a later date.
- This has happened before, and has been discussed by faculty senate in the past. When administration turnover happens, sometimes those past events are forgotten.
- Kacie Altom will create a Qualtrics survey for senators to provide feedback from their departments/colleges.

Hans Hacker--University PRT Committee Chair (New wording for PRT documents); Role of Chairs in PRT process; Non-tenure track promotion and retention

- The UPRTC voted unanimously for changes to the PRT process at UPRT level
- Now, tenure track faculty are presented one set of PRT criteria on hire and guided on their work in the first 3 years based on those criteria. Then, at the 3rd year review, if there have been changes to the criteria, the faculty is affected.
- Essentially up until the 3rd year, they have one set of requirements and are potentially ultimately evaluated for tenure/promotion on different criteria.
- The UPTRC drafted and voted on a proposal that would change PRT process to reflect that faculty will be evaluated based on the PRT criteria in place at the time of their hire.
- Senators express agreement with the sentiment for sure. Anne McGee brought up in email and Kacie Altom asked if there was the potential for revision of the current proposal to reflect an ability of the faculty to choose which criteria they are evaluated on if changes are made during the pre-tenure appointment (in case the requirements were to become less stringent during the pre-tenure period).
- There may be and option to edit further in the shared governance process, but the proposal already left the hands of the UPRTC
- Section 3.c.2 of faculty handbook—minimum time in rank 3 years. Early tenure is not necessary for early promotion. Minimum time in rank for associate professor is 5 years. Current administration is in favor of early tenure if requirements are met. Might want to consider tying promotion and tenure more closely together.

- Role of department chair: it is inappropriate for a department chair to dictate who will be on and/or chair the PRT committee. Faculty are to choose committee and chair of the committee. There are chairs and deans that are dictating PRT members and chairs, and this has the potential to sway the decision of the committee. This should not be happening.
- Path to promotion for Non Tenure Track faculty
- There is a section for instructors (4.b pg 64) promotion to assistant professor. That is not a subject in the purview of UPRTC. Clarifying process and making it more frequently used is something that would have to go through shared governance and would have to originate outside of the committee.
- Anyone can submit a proposal to shared governance. Language can be sorted out departmentally. Hans states he will need to look into this more closely. Promotion is in the name of the committee, but traditionally it has dealt primarily with TT faculty. If a NTT faculty is hired as an assistant professor, they have no mobility within the organization. There should be a uniform policy across colleges.
- Do we as a senate want to have committee to develop a proposal?
- Hans will ask UPRTC if that is something they want to get involved in as well as discuss with Will McLean the proper channels for proposal origination.

Timberly Baker--First read of Teams policy

- Presented proposed policy establishing the option to meet virtually while retaining all rights of physically present senator.
- See attached proposal
    - Decisions needed:
        - Eligibility to attend virtually
        - Senator choice or eligibility standard for virtual attendance (if second option is chosen, need to establish that criteria)
        - We voted last meeting for all senators to be able to have an option.
        - The option was left open because the motion at the last meeting was for temporary approval until a more formal proposal could be drafted
- Kacie motioned to utilize option A citing the vote from the previous meeting.
- Stephanie Gotay seconded the motion
- 1 opposed; no abstentions; motion carries
    - Implementation Needs
        - appropriate classroom will be needed consistently
        - Faculty would need to join from their university account to be counted as present and able to participate in votes
- Required in person meetings: would not have virtual offered during those meetings. Not punitive to be absent.
- Original discussion was that some distance faculty may not ever be able to come to campus. There is an allowance for those who could never come.
- This will be sent out for discussion prior to voting on the full policy.

Healthcare Coverage

- Do we want to put forth any resolutions?
- There could be a policy created for votes similar to this that is more fair than what was done in this case (one vote for each campus in the system). Because the Jonesboro campus has 60% of the employees, it seems irrational to give one vote to 60% of the employees and 6 votes to 40% of the employees. Ask board to consider weighting votes in the future based on % of employees employed on this campus?

- May need to do a list of outcomes; in other words the ways that employees are going to be affected by the decision to remove spouses from health insurance.
- We want to retain faculty, and this type of decision may make that challenging.
- Some question if it would it be possible to “grandfather in" those whose spouses are already covered and have the change affect new hires? There was a question about compliance. May be consequences of non-compliance.
- There was more than one issue. Want more time to think about it.
- How often has something like this happened? It may happen fairly regularly, but has not usually been a decision that was as impactful as this one.
- Timberly Baker will help draft a resolution. Kacie Altom, Anne McGee, and John Hershberger will help with review of the draft.
- Additional questions related to changes:
    - Are dental and vision insurance involved?
- What if spouse is not working but is old enough for Medicare?

Old Business

Committee Reports

Constitutional Review Committee

- Still looking for a couple of members
- Alex Sokolov, Julie King, Rollin Tusalem, and Kevin Berry

Meeting adjourned by John Hershberger at 4:52 pm

Minutes Recorded by Kacie Altom

2026-2027

September 18, 2026

ARKANSAS STATE UNIVERSITY

FACULTY SENATE MEETING

September 18, 2026

LSE 219

Attendees:

Banafsheh (Bana) Aghayeeabianeh, Kacie Altom, Timberly Baker, Andrea Brown, Toccara Carter, Michael Cooper, Nicole Covey, Eric Dry, Gary Edwards, Audrey Folsom, Stephanie Gotay, Bert Greenwalt, John Hershberger, Stephanie Hoeckley, John Howard, Julie King, Mark Lewis, Anne McGee, Suzanne Melescue, Pradeep Mishra, Pankaj Nagpal, DayDay Robinson, Veronika Scudamore, Richard Segall, Kristin Sumler, Alexander Sokolov, Rollin Tusalem, Kim Vickrey, Rob Williams, Jason Zhou

Proxy Attendees:

Fredrick Webb as proxy for Melanie Fulton; Julie King as proxy for Eric West; Alexandr Sokolov as proxy for Jason Causey; Anahita Izadyar as proxy for Koushik Biswas

Guests:

Will McClean, Alyssa Wells

Absentees:

Eric West, Fredrick Webb, Jason Causey, Khem Aryal, Kousik Biswas, Robert Bradley, Scott Mangan, Mohamed Milad, Melany Fulton, Marceline Thompson-Hayes

The meeting was called to order at 3:00 pm by John Hershberger

Order of the day:

Motion to approve the order of the day made by Andrea Brown, seconded by Audrey Folsom; all are in favor, the motion carried.

Approval of Minutes:

Motion to approve the August 21, 2026 meeting minutes with noted edits (date and location of meeting) was made by Andrea Brown, seconded by Alexander Sokolov, all in favor, the motion carried.

New Business

Provost Q & A

Interim Provost McClean here to answer questions and provide updates.

Dr. McClean expresses the desire to be transparent with faculty while also maintaining the privacy and confidentiality that is necessary in circumstances when decisions may not be final or when negotiations are ongoing.

Interim Provost McClean noted there were a couple of question submitted ahead of time. One was, “What did Dr. White mean when in his email when he said, ‘be careful what you ask for’?” Will expresses that this was referencing the housing challenges we are currently facing. We “asked for” increases in enrollment and students on campus, and the housing challenges, parking challenges, etc are a byproduct of increased enrollment and increased number of students living on campus. Campus was empty post-COVID. When Dr. White came to A-State he questioned where the students were (the physical presence of students). Housing occupancy was at about 40%. Today we occupancy is 100%. As enrollment grows, there is pressure on the system as a whole. It can take time to resolve those concerns. Enrollment and retention both increased from last year. Class sizes have gone up and will continue to, especially in general education courses. As those cohorts move through the system, upper level courses will also have to grow. This requires strategic planning for scheduling and utilization of classroom space, etc. These are good “problems” to have because it means we have students here to teach. Even some large, public, well-known institutions are having to make cuts. Getting students here helps make sure we don’t have to do that. Short answer to housing issue would be to go and build a new, expensive dorm, but thinking long-term is important and prevents undue burden on students. We are on a growth trajectory. We have to grow. We can’t be static or the institution will fail.

Next Question: In the April meeting Dr. White discussed budget prioritie. What went to the board was shared. Priorities were as follows:

1. Faculty promotions and equity

2. 2% merit raise and non-classified employees

3. 2% increase in Grad assistantships—necessary to attract quality graduate students and grad assistants

4. Operating budget for the College of Veterinary Medicine—building is bonded, but everything else is being fronted by the university. They will pay it plus some. Those funds will be pushed back to other areas as well. Hiring is also happening in phases as more faculty will be needed to teach additional years of the program.

5. Expanded research support (ABI and Office of Research and Technology Transfer)

6. Utilities and property insurance increases

Plan to continue to increase faculty salaries and equity pools. Make starting salaries more attractive to people, etc.

Only 9,000 of the 40,000 high school graduates in the state of Arkansas matriculated to higher ed. UofA pulls about 1/3. We then compete with other institutions for the remaining 2/3 of the students. We cannot focus only on recruiting from within the state, and we have to expand what we offer to compete.

Do not hire someone you don't want to hire or inferior candidates. Dr. McClean promises departments WILL NOT lose lines that are needed just because a search failed. We want to get good faculty who have longevity. We don't want to hire people that aren't going to stay or aren't going to be good at their job.

Financial aid hiccups have occurred this semester due to changes to guidelines and job turnover in the financial aid office. Try to be patient and help students as financial aid continue to work on things.

Work through chain of command when possible, but Will expresses he is here to support faculty.

On the issue of the upcoming spring schedule:

The schedule was copied, and that was bad for some departments due to the need for deletion of courses. Each course deletion requires an individual form. For some departments forms required reached the triple digits. Wouldn't it have been easier to seek input from the stakeholders before deciding to proceed in this fashion?

Dr. McClean states that he accepts ownership in part. All courses are in Banner and Coursedog; when we went from 4 to 5 digit course numbers, we couldn't make the transitions during the middle of the semester because of Banner. We had to have a "bandaid" approach in one semester or another. Schedule was getting built from scratch every semester. When the transition happened, it had to be done as a whole instead of as separate colleges, so it wasn't an option to allow one college to do one thing and another college a different thing. Though it was difficult and

burdensome, it should never happen again. Once the schedule is rebuilt this one time, it should be easy moving forward. Going from scratch probably would have created a lot of errors as well and inevitably there would have been some that wouldn't have liked that either.

On the issue of deductible for ABI insurance claim: will this affect budget?

There was a smoke related incident with overheated equipment. The sprinkler system went off and there was a lot of water damage, so a deductible has to be paid. The University has reserve funds that can cover this cost. They just aren't funds that replenish, so we have to hope that we don't have multiple similar issues in the same small time fram. There is recurring cost and one-time expense funds. There might be some money sitting there, but it won't be recurring. The university is "healthy but not wealthy".

On the topic of promotion for non tenure track faculty:

Dr. White has mentioned in the past that he would like a pathway for advancement opportunities for NTT faculty. This has still been in discussions. It has to be thought out and proposals presented. Dr. McClean is willing to entertain the idea of promotion without tenure, etc. However, the work would be best completed from the ground upward with each college coming up with criteria and agreeing on terminology that could then be used to create a University-wide policy through UPRT. An additional consideration is a funding formula. If this pathway is created without funds to back it, it would eat into raises for other faculty initially. Implementation phases would likely be required as funds are not available at this time. Provost's office has no problem with changes to titles, but funding for raises is another issue. There is not a committee at this time who has been charged to work on this. It has been discussed for years, but hasn't gone forward.

On the topic of Merit Raises:

Merit raises are intended to function as meritorious increases. In some departments they are giving flat raises to everyone. Why is it called that if it isn't that? Deans and chairs make those decisions. They have been told it should be for meritorious service with rubrics and standards in place to decide percentages to be given to faculty. It is a 2% merit pool that is dispensed at the college level. Faculty should be told the standards by which they are being evaluated and raises assigned. It is your right to know what you got and why. Faculty should be asked to sign their evaluation each year.

Regarding Changes to Insurance:

When will we know if our spouses will be denied insurance moving forward? Much concern was expressed for lack of timely notification of the potential for changes.

Provost office only found out what the suggested changes were a couple of hours before faculty did. HR hasn't always even shared the changes with us in advance.

A-State stood alone and got outvoted by other campuses in the ASU system. Other campuses voted for Option 2 and to cut spousal insurance. We voted Option 1 and to keep spousal insurance. There was only one vote per campus regardless of number of faculty represented. We do not know

yet what is going to be done. Even if a spouse misses their open enrollment, loss of insurance is a qualifying event, so the spouse would be eligible to request coverage from their employer outside of open enrollment.

Stand up Faculty Senate Constitutional Review Committee

Julie King and Rollin Tusalem volunteered to be on the committee to review the Faculty Senate Constitution for necessary updates. John Hershberger charged them with beginning this work and including others if they desire and will touch base with them.

Discuss Teams Attendance policy for 100% online faculty who do not live near campus

Timberly Baker requested that we consider adding an option to attend Faculty Senate meetings via Microsoft Teams citing that some programs are 100% online and have faculty that work remotely. If they are unable to drive in for meetings, they are excluded from Faculty Senate Service. Allowing those individuals to meet via Teams would increase their ability to participate in shared governance. Location of meeting and technology needed for the meeting could be a concern. An Owl camera could be used, though we would have to be in an alternate location as this room won't work with the monitor. Security has also been expressed as a concern. When setting up a meeting with a Teams group, only members of the group have access to the meeting link. Unless a senator sent the link to someone, there should not be a way for anyone else to join. The president would need to be the operator of the Teams meeting. John Hershberger expressed that the initial discussion was that if you are an on campus or in Jonesboro, the expectation is that you would attend in person. This consideration is primarily intended for remote faculty who do not live in Jonesboro. Some concern is expressed about recordings and transcripts created by Teams. The meetings would NOT be recorded, and AI transcripts would not be utilized. Some suggest that it would be appropriate to allow others to meet via Teams as well in certain circumstances. While some prefer this not happen, others recommend that they simply be required to ask for permission. Others do not feel permission should be required. Would this need to be written into the constitution or be a proposal so that we can have more official documentation?

Kacie Altom made a motion to create a temporary policy to allow 100% online remote faculty 100% who don't live in Jonesboro to meet via Teams until a more formal policy can be established.

Julie King seconded this motion.

Further discussion:

What is the problem with all being on Teams?

Not the same community connection

Staff senate is hybrid

Note taking is complicated

Cultural shift in behavioral expectations would be required

Some don’t pay attention in the meeting; are doing other work

For many there is value to being face-to face

Could prevent need to get proxy if traveling, etc.

The “danger” will be that everyone will sit in their office doing their own thing and not be involved.

Mark Lewis requested to amend motion to be more permissive and allow any senator to attend via teams for any reason without the requirement to ask permission.

Vote on amendment was conducted first. 15 for—9 against; motion to amend the motion carries.

Overall vote--3 against; motion carries

We can change this policy again later if needed. Timberly Baker volunteered to draft an official proposal.

Ask for input on others to invite to Faculty Senate

Access and Accommodations

University PRT Chair

Administration would like to build it from bottom up so it isn’t a directive but a collaborative.

Creativity Garage Manager, Michael Alexander

FRAC candidate names revealed--vote needed

College of Science and Math—Alam and Lorence

College of Castro, Duckworth, Kulkarni

It might be helpful to have a biographical paragraph for future votes. It may also be best to do these votes as a Qualtrics survey sent to senators.

Discuss how best to navigate future short-turnaround requests of faculty and/or Faculty Senate

What can be done about this? The email spelled it out clearly, but then it went into the faculty listserv and the discussion got muddy. Some senators didn’t send it out in time, etc. Qualtrics or a Teams poll is a good way to gather feedback. Larger faculty body would be easier to do Qualtrics. If it is a shared governance issue might be easier to do poll. Weighted votes of people in the college might need to be considered. John Hershberger will explore a bit more.

We could create a resolution regarding time required when senate is asked for feedback. We could send it up the chain, but it doesn’t force anyone to give us more time.

Old Business

Committee Reports

None

Meeting adjourned by John Hershberger at 4:30

Minutes Recorded by Kacie Altom

2026-2027

August 21, 2026

ARKANSAS STATE UNIVERSITY

FACULTY SENATE MEETING

August 21, 2026

LSE 219

Attendees:

Audrey Folsom, Amanda Mohler, Richard Segall, Rob Williams, Eric Dry, Suzanne Melescue, Alexandr Sokolov, Michael Cooper, Julie King, Jason Causey, John Hershberger, Scott Mangan, Rollin Tusalem, Veronika Scudamore, Stephanie Hoeckley, Anne McGee, Guolei Zhou, John Howard, Eric West, Robert Bradley, Banafsheh Aghayeeabianeh, DayDay Robinson, Gary Edwards, Timberly Baker, Stephanie Gotay, Nicole Covey, Andrea Brown, Melanie Fulton, Pankaj Nagpal, Koushik Biswas

Proxy Attendees:

John Howard for Jeremy Weeks

Guests:

Kevin Hennings (parliamentarian), Carlitta Moore

Absentees:

Kacie Altom, Kristen Sumler, Kim Vickrey, Toccara Carter, Mark Lewis, Marceline Thompson-Hayes, Pradeep Mishra, Bert Greenwalt, Mohamed Milad

The meeting was called to order at 3:00 pm by Amanda Mohler and John Hershberger

Order of the day:

Motion to approve the order of the day by Andrea Brown, seconded by Alexandr Sokolov; all are in favor, the motion carried.

Approval of Minutes:

The motion to approve the April 17, 2026, meeting minutes was made by Richard Segall and seconded by Rob Williams; all in favor, the motion carried.

New Business

Vision for Faculty Senate

Community

a. Propose peer-selected awards for Spring 2027, unique recognition awards (Should this be done by the Faculty Association?)

b. Listening Tour – John can come to each college/unit to listen to their concerns and see how we can help, doing it all year.

c. Partnering or hosting events to recruit and retain students and/or future senators

d. Mid-semester meeting with the summer CETL teaching summit participants

e. Overall goals: increase visibility and generate a pipeline of senators

Shared Governance

a. Current opaqueness with shared governance

b. What is the role of faculty in shared governance at A-State?

c. Talking with Deans, Chairs, Faculty to get clarity

d. Goals are to clarify goals and responsibilities of each group in shared governance, increase transparency, and build trust among shared governance groups

e. Definition of shared governance: “a college or university in which all the components are aware of their interdependence, of the usefulness of communication amongst themselves, and of the force of joint action will enjoy increased capacity to solve educational problems.” 1966 joint statement by AAUP, ACE, and AGB.

f. Shared governance oversight committee makeup/membership; proposals come through one of the constituent groups

i. President of Faculty Senate

ii. President of Staff Senate

iii. Chair of the Academic Deans Council

iv. Co-Chair of the Chairs Council

v. President of Student Government Association

vi. President of Graduate Student Council

vii. Chancellor/Provost Representative

viii. Six Faculty Senators (one from each college)

ix. Six Staff Senators

g. Can we use a system to track proposals in shared governance? Maybe Curriculog?

Ask for Senators'/Guests' vision for Faculty Senate

Continued information dissemination

Faculty Association – Dr. Carlitta Moore

See the link in the email about the Faculty Association sent by Carlitta Moore.

Faculty pay dues for this. We have a constitution and a bank account with the new officers. Nominations are open and come from Faculty Association members.

Join through Marketplace, through the Pack Portal. Dues are $15 for the year.

Main purpose: provide programs .... (get from CM or the KB): philanthropy and social interaction. Bylaws are created and approved by legal (will upload in the KB). The voting for officers is run through Slate; current Faculty Senate Association members are blind to the nominations. All current officers are at the end of their term. We are trying to revive it so that the work can continue and grow. If you join the association early, you will get a gift.

Carlitta also pitched doing a Study Day social, with a space for faculty and staff to unwind and socialize. For a mental break during finals week.

Election of Vice President and Secretary for 2026-2027

Kacie Altom indicated this summer that she is interested in the secretary position; Rob motions for Kacie to serve as secretary, Eric West seconds.

Audrey Folsom and Alexandr Sokolov are interested in the VP position. Senate votes on paper; Kevin counted the votes. Audrey Folsom wins with 16 votes; Alexandr had 10 votes. Audrey Folsom is appointed as Vice President.

FRAC appointment procedure overview

FRAC increases research output, and student travel is also managed through it. Deans will put names forward for the 3 colleges that need members on the committee, and we will vote on those names to appoint people to the FRAC.

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Old Business

Committee Updates or reports?

None

Some concerns were raised about the Pay Equity Policy from the Deans. This policy is not a shared governance matter, but we can make recommendations.

Meeting adjourned by John Hershberger at 4:08

Minutes Recorded by Audrey Folsom

2025-2026

Faculty Senate Minutes for the 2025-26 academic year

2025-2026

April 17th, 2026

ARKANSAS STATE UNIVERSITY

FACULTY SENATE MEETING

April 17, 2026

Reynolds 222

Attendees: Amanda Mohler, Kacie Altom, Richard Segall, Karen Graham, Rob Williams, Rashele Wade, Eric Dry, Suzanne Melescue, Alexandr Sokolov, Michael Cooper, Julie King, Kristen Sumler, Kim Vickrey, Hao Yang Teng, Jason Causey, John Hershberger, Scott Mangan, Rollin Tusalem, Veronika Scudamore, Stephanie Hoeckley, Toccara Carter, Anne McGee, Mark Lewis, Dwayne Powell, Guolei Zhou, Ibrahim Duyar, Savannah Cormier, Jamie Passmore

Proxy Attendees: John Howard for Jeremy Weeks, Kacie Altom for Audrey Folsom, Julie King for Eric West, Joy Goode for Robert Bradley, Angelo Brown for Banafsheh Aghayeeabianeh

Guests: Kevin Hennings (parliamentarian), Calvin White, Alyssa Wells, John Hollander

Absentees: Marceline Thompson-Hayes, Pradeep Mishra, DayDay Robinson, Gary Edwards, Bert Greenwalt

The meeting was called to order at 3:00pm by Amanda Mohler.

Order of the day: Motion to approve the order of the day by Rashele, seconded by Kim; all are in favor, the motion carried.

Approval of Minutes: The motion to approve the April 3, 2026, meeting minutes was made by Richard Segall and seconded by Karen Graham; all in favor, the motion carried.

New Business

Proposal: Academic Standing Requirement for Accelerated Master's Program Students

-Question raised as to why a decision on this would be required by the Faculty Senate, not left in the hands of the individual program.

-Point made that when sitting on shared governance committees, we are representing our constituents, not just ourselves. Therefore, committee work should be communicated with constituents and a call made for feedback to

ensure all have input. When votes are made, the member should vote based on the opinions of their constituents rather than their personal opinions. It was discussed that there are other proposals being made as well that have not been communicated to the faculty they affect. There is no complaint against the policy, just that it wasn't shared. The role of shared gov committees is to make sure the process works, and that didn't happen in this instance.

-Questions about the proposal:

Is there a probationary period or would removal be immediate?

Are there early warning systems or supports in place?

How will this be explained to students before they enroll in the accelerated master's program?

-Is there anything that can be done to make sure that proposals are sent in a more timely manner to give faculty a better chance to review them?

-Is there accountability for committee members to ensure they are doing their part?

-Alexander S. motioned to support the proposal as written. The motion was seconded by Eric Dry. No additional discussion. Motion carries.

Provost Updates and Q&A

-Accountability—states he is pressuring deans and department chairs to hold people accountable in evaluations. This is in response to the question about accountability in committee work.

-When committees are formed, we need to make sure that there are some senior-level professors on committees as well.

-Good year, enrollment is up, graduation rate is up, retention is up, key performance indicators are up. Research is up (from 5th to 3rd) in state for research expenditures only behind UofA and UAMS.

-We have a better footing financially than last year or two years ago.

- We are looking at another record enrollment for freshmen next year as well

-New arts and engineering center

-New building on the farm

-Indoor baseball facilities have been started as well

-Equity policy feedback is still welcome. Over the summer, the provost will work with department heads and finalize the policy. It was stated that this is a "College-driven policy" and a grievance policy will go along with this to provide an outlet if you believe your salary was not fairly considered. It was unclear if the policy presented at the previous meeting was the same policy the provost was referring to, in that he mentioned PRT committee involvement in the process, but the policy presented at Faculty Senate did not include PRT committees. There were 9 faculty requests for equity review this year.

-The provost indicates that faculty salaries were in his top two biggest requests for the upcoming budget. He asked for a 2% raise for all faculty and recognizes that this does not close the gap in regard to pay as much as he would like to be able to, but indicates the money to do more simply isn't available. He has asked the CFO to find 2.5% next year.

-Some changes are being made in an attempt to save money. For instance, if only one faculty is using office space on a floor, that faculty member may be asked to move to a different space so the lights and thermostat can be shut

off on the other floor and money can be saved.

-Fees will increase a bit to fund budget requests. Parking will go up $20. Did not know about contract spaces at this time.

-Vet school will admit 120 students in the fall. Applications opened 2 weeks ago: 714 completed applications; 70 offers made; 67 accepted; 800 applications in process

Q&A

As written, there's no self-nomination for equity, so how can grievance be a thing? As written, the PRT committee wasn't the one doing the review; it was chairs, etc. We were told the policy as written wasn't changing, but the provost indicates that he has not finalized the policy and it is still open for feedback.

How long do we have to give feedback? There is no deadline set at this time.

If we do not increase the pay of current faculty, but hire in new, less experienced faculty at higher salaries, don't we risk losing seasoned faculty? Are we ok with that? We cannot solve salary compression by compressing others. There's a market rate. The people we can hire at the rates we hired in at we don't want. "Ma'am, there is nothing I can do about that. I don't like it, but it is the way it works."

Is the 2% for everyone? Provost stated that was his request

How can vet school make offers without seeing all apps? If someone meets rigorous standards, they are being admitted. 120 is a hard cap number due to space, pedagogy, faculty, etc. Building should be done in June and will be holding classes in the building in August.

Is there another vet school going in in Cabot? Lyon College is attempting to establish a vet school, but they are having issues getting started. They are suing their accreditor at the moment.

Michelle Summers—International Sponsorships

3 things impacting hiring

$100K fee; if in states and in status, we would be excused from the fee. Only applies if the applicant is living out of the country. There is a SPSIC processing pause for 139 countries. If interested in which countries are involved, you may contact Michelle.

Last month, a prevailing wage increase was proposed; will increase minimum requirements; comments go until end of next month

Stay in touch if hiring an international candidate

What is the new minimum? Duties are sent in and then ranked, and the minimum is determined based on position, level, and duties

New expectations for deans about sponsorships from provost

We don't want to fund temp or one-year assignments for VISA. Needs to be long-term or tenure track…3-5 years is considered "long-term" (H1BU)

OPT is different (paid for by the person)

It's not fair to the person if we bring them in, work them hard, and then not commit to them for long enough; 1 year is not helping them move toward permanent resident status

If a department has a visiting assistant and likes them after the first year and wishes to hire them into an open line, that position can go ahead and be offered. You don’t have to wait until the end of the 3 years.

Updates

Use link for feedback on equity proposal

John will be taking over in August in the new academic year, and senate will meet in Lab Science West (LSW) 334 in Fall; will send map out

Committee Updates or reports?

None

Meeting adjourned by Amanda Mohler

Minutes Recorded by Kacie Altom

2025-2026

April 3rd, 2026

ARKANSAS STATE UNIVERSITY

FACULTY SENATE MEETING

April 3rd, 2026

Reynolds 222

Attendees: Amanda Mohler, Audrey Folsom, Banafsheh Aghayeeabianeh, Richard Segall, Karen Graham, Rob Williams, Rashele Wade, Eric Dry, Suzanne Melescue, Alexandr Sokolov, Michael Cooper, Julie King, Kristen Sumler, Kim Vickrey, Hao Yang Teng, Jason Causey, John Hershberger, Scott Mangan, Rollin Tusalem, Veronika Scudamore, Stephanie Hoeckley, Toccara Carter, Anne McGee, Eric West.

Proxy Attendees: John Howard for Jeremy Weeks, Matthew Harmon for Kacie Altom

Guests: Kevin Hennings (parliamentarian), Dominque White, Blake Walker, Jill Simons

Absentees: Marceline Thompson-Hayes, Pradeep Mishra, Guolei Zhou, DayDay Robinson, Gary Edwards, Ibrahim Duyar, Joy Goode (for Robert Bradley), Bert Greenwalt, Jamie Passmore, Mark Lewis, Savannah Cormier, Dwayne Powell

The meeting was called to order at 3:00 pm by Amanda Mohler.

Order of the Day: Motion to approve the order of the day by Rashele Wade, seconded by Rob Williams; all are in favor, the motion carried.

Approval of Minutes: The motion to approve the March 20th, 2026, meeting minutes was made by Richard Segall and seconded by Matt Harmon; all in favor, the motion carried.

New Business

Dr. Dominque White & Blake Walker Access & Accommodations

Access and Accommodation Services has 6 full-time staff and 1 part-time staff.

They manage the golf cart transportation system and special seating, etc.

They only serve registered students, including those with temporary impairments. This includes on-campus and AOS students.

They service all accommodations across campus for students.

There is an online form to complete to register for the services. No deadline. Accommodation is not retroactive. Documentation is kept private. Registration does not have to be repeated each semester, but they have to request to use their accommodations each semester. That is also not retroactive.

Typical accommodations were presented (extended time, excused absences, note-taking, etc.)

Reasonable accommodations are not meant to fundamentally alter or eliminate essential course requirements. There must not be an undue burden on the institution or risk to the health and safety of the other students.

Questions to ask: Is there another reasonable alternative? What is essential?

Setting up accommodations is an interactive process that involves students, AAS staff, and many other people, such as faculty and advisors. Accommodation can change over time.

A rule of thumb is: “If we can do it, we probably should.”

Many students have multiple conditions.

AAS is available to come to your department for info sessions.

Question about a 2-to-3-week absence in a 7-week term. Can that be retroactive? It depends on the circumstances (hospitalization?). It might be a case for issuing an incomplete.

Question about allowance to turn things in late. How late can they turn it in? Up to one day, up to two, or up to three days late. There is a concern that they may get so far behind that they cannot catch up in shorter terms. The end of the term is the final due date/deadline.

Questions about students claiming that their accommodation covers them watching shows during class. That is not a thing from the AAS office. It’s a trend to calm anxiety.

Concern about accommodation for students in deadline-oriented degree programs – students with accommodations are not equipped to deal with the workplace deadlines, and employers are complaining. AAS is to accommodate for their current environment, not their future employment. Although people can get workplace accommodation in certain workplaces.

Should we define what is essential for our degree or program? It is something to explore. They have to meet the essential core skills of their discipline. AAS accommodates for access, not for success.

Is there an indication on their transcript or record that they had accommodations? No.

Accommodations don’t always translate to the employment conditions they are entering. Are we tracking our graduates who have accommodation to see how they are doing once they leave here? It’s a project that has begun, but we don’t have much data yet.

Dr. Jill Simons, Director, Center for Excellence in Teaching and Learning & Antonio Jones, A-State Online Faculty Support – Canvas Accessibility

Accessibility updates due to new regulations for digital content.

3 tools can help you (found in course settings, navigation, find it, enable it, and save):

1. Tidy Up
2. UDOIT/UFIXIT
3. Canvas accessibility checker.

Some colleagues do not upload videos properly and don’t understand why it may not be compliant.

There is more scrutiny now. Content and files should be at 90% compliance.

Is it retroactive? No. We cannot change courses that have already been published and completed.

How specific does the alternative text have to be? It depends.

The deadline is April 24th, but we mostly need to show progress. Work on Spring courses and upcoming summer ones. Courses that have students in them are the priority.

Resources will be sent to the faculty to help.

Old Business

Committee Reports and Updates

None.

4:21 pm adjourned by Amanda Mohler

Minutes recorded by Audrey Folsom

2025-2026

March 20th, 2026

ARKANSAS STATE UNIVERSITY

FACULTY SENATE MEETING

March 20, 2026

Reynolds 222

Attendees: Amanda Mohler, Audrey Folsom, Banafsheh Aghayeeabianeh, Richard Segall, Karen Graham, Gary Edwards, Suzanne Melescue, Alexandr Sokolov, Michael Cooper, Savannah Cormier, Dwayne Powell, Kim Vickrey, Hao Yang Teng, Jason Causey, John Hershberger, Scott Mangan, Stephanie Hoeckley, Toccara Carter, Kacie Altom, Anne McGee, Eric West, Bert Greenwalt, Jamie Passmore, Mark Lewis.

Proxy Attendees: John Howard for Jeremy Weeks, Cheryl Knight for Rashele Wade, Karen Graham for Robert Williams, Karen Graham for Ibrahim Duyar, Joy Goode for Robert Bradley, Kevin Berry for Kristen Sumler, Robert Robinette for Eric Dry,

Guests: Kevin Hennings (parliamentarian), Jim Washam, Annette Hux, Jeff Bailey, Jennifer Bouldin, Cherisse Jones-Branch, Stacy Walz, Mickey Latour, Nikesha Nesbitt, Steve Beaupre, Alyssa Wells, Will McLean, Tiffany Keb

Absentees: Marceline Thompson-Hayes, Pradeep Mishra, Rollin Tusalem, Julie King, Veronika Scudamore, Guolei Zhou, DayDay Robinson.

The meeting was called to order at 3:00 pm by Amanda Mohler.

Order of the Day: Motion to approve the order of the day by Kacie Altom, seconded by Alexander Sokolov; all are in favor, the motion carried.

Approval of Minutes: The motion to approve the March 6th, 2026, meeting minutes was made by Richard Segall and seconded by Karen Graham; all in favor, the motion carried.

Provost Q&A by Will McLean

1. **Last spring, there was a discussion regarding the possibility of reduced parking fees for adjunct instructors. Has the administration taken any steps toward addressing this issue?** They are in budget building and haven't gotten to the parking fees section yet. We will look at it. TBD. It has to get board approval. Parking will get worse as enrollment increases and the veterinary school opens, but you can ride the trolley for free across campus .

1. **As the university shifts toward a more research intensive model, faculty are being encouraged to increase their research activity. Those who are not research- focused- may see their teaching loads adjusted accordingly. Could you clarify what level of annual research output is considered sufficient to meet the expectations of a 'research faculty' member?** It depends, it varies from college to college in the same way as the PRT document requirement varies. It is a the departmental and college-level decision.

2. **Are Department Chairs and Program Directors held to the same expectations to conduct research as faculty are?** No, they have a different set of responsibilities. They can be research-active as they can get to it (usually in the summer). Often, they are already tenured and aren't trying to meet the same requirements as pre-tenured faculty.

New Business:

Dean's Faculty Equity Proposal - Steve Beaupre, Dean of the Graduate School

The deans met weekly from July through October 2025. They developed working principles for Faculty Equity.

- *Internal college process (provost review and approval).*
- *Applies to all full-time faculty (excludes Adjuncts and Temps).*
- *SIMPLE objective process – easy to apply, easy to understand.*
- *Time-in-rank is informative, but not sufficient (performance matters).*
- *Representative process: chair (unit leader) > dean (team) > provost.*
- *Tied to annual review cycle, with no waiting.*

- *Fair process, addressing the most serious equity issues first.*
- *High performance required for eligibility*.

They evaluated the Faculty Senate policy proposal vs the Dean's proposal. The Dean's policy proposal was then modified. There were many similarities between the two proposals and a few differences. Some of the key differences were that the faculty senate proposal requested a) an *automatic, statistical, institution-wide annual review*, whereas the dean's proposal has a *nomination-based, objective, performance-driven process, initiated by unit leaders*; b) faculty senate requested that it apply to *all faculty except during tenure/promotion year*, whereas the dean's proposal applies to *full-time faculty with sustained excellence; adjuncts and temps are excluded;* c) procedural steps of the deans' proposal such as it being a *multi-step nomination and review process tied to annual review,* evaluations based on *internal unit comparison + performance evaluation, self-nominations are not allowed, performance required for eligibility, the dean recommends; provost approves/denies*

A question was asked about a situation where the chair is ignoring a faculty equity issue. If a chair is not being proactive about equity reviews, and there is a problem in the chain of command, the faculty can approach the dean directly.

Review of the Proposal from the Deans

Purpose: *Disparities in faculty salary can arise in a variety of normal and justifiable ways, including baseline percent merit or cost of living adjustments over time, differences in assigned responsibilities, retention packages, performance or merit, salary compression, promotion, and return of administrators to faculty ranks, among others. Faculty within a given rank, with a similar time-in-rank, similar credentials, similar productivity over time, and qualifications, should be paid similarly and according to factors relevant to their academic position. The purpose of this policy is to ensure fair and equitable compensation for faculty by identifying and correcting salary disparities that are not attributable to normal factors such as those listed above. The intention of this policy is to support faculty retention, morale, and institutional excellence.*

Guiding Principles:

- *Equity adjustments are based on unjustified internal disparities, not routine salary variation.*
- *The process is performance-driven and does not impose limits for eligibility. That is, meritorious individuals can be considered for equity adjustments at any time, including in consecutive years.*
- *Unit leaders (direct reports such as directors, department chairs, associate deans, or deans, as appropriate) initiate nominations; college-level committees review and recommend.*

- *Final decisions rest with the dean, with concurrence of the provost based on merit and available funds.*

Point of clarification: the unit leader is who you hand your annual review in to

Eligibility:

- *All full-time faculty on 9- or 12-month contracts, including tenured, tenure-track and non-tenure-track faculty. This includes librarians and archivists, who are classified as faculty.*
- *Faculty must demonstrate sustained excellence in performance of teaching, research, and/or service duties.*
- *Adjuncts, temporary faculty, and those with recent and/or multiple unsatisfactory performance evaluations will be excluded.*

Nomination Process – Unit Review

- *Initiated by unit leadership: self-nominations will not be considered.*
- *"Unit" is defined by the college dean in consultation with unit leaders (as defined above) as a group of faculty that share similarity by discipline, by department, by salary FOAP, or by other criteria.*
- *At the beginning of each salary cycle, central administration will provide data including rank and years in service for all eligible faculty as described above.*
  - *To identify salary disparities, salaries will be compared within units.*
  - *Salary disparities will be examined for evidence of inequity (why is any given salary low relative to the comparison group?).*

- *Nomination must include evidence of high performance and rationale for perceived inequity.*
  - *Step 1: Internal comparison of salary and time in position within unit to identify salaries that fall below expectation (is there a numerical disparity?).*
  - *Step 2: A review of annual performance evaluations (is equity adjustment justifiable based on performance or other factors?).*
  - *Step 3: Justified nominations are communicated from unit leader to the dean.*

Added comment by dean Beaupre: Units vary in size and it may be difficult to evaluate small units. A skeleton plan is in the works to address this issue.

Nomination Process – College-level review by the college leadership team to produce a short list

- *The dean and dean's leadership team will review nominations and supporting materials to produce a short list of the highest priority justified nominations for the college.*
  - *At this step, deans may use a variety of information to set priorities, including and not limited to discipline-specific information, CUPA, and other sources.*
- *Each dean will produce a ranked list of their highest priority equity needs, along with a recommended adjustment in each case.*
- *The results of the College-Level Review will be communicated by the dean to the provost as a recommendation.*
- *After receipt of the College-Level Review, the provost will approve the equity adjustments, deny them, or approve them with revisions.*

Funding and Implementation:

- *The degree to which deans can address salary inequity will depend on the annual availability of equity adjustment funds at the provost level.*
- *Equity adjustments will be budgeted as **hard-funded** expenses (not one-time bonuses or one-time extra pay).*
- *Large inequities may be corrected over multiple years, at the discretion of the dean, with concurrence of the provost.*
- *Equity adjustments will be independent of merit raises, tenure and promotion increases, cost of living adjustments, or external market forces.*

Protected Classification:

Nothing in this policy shall be construed to preclude or preempt a faculty member from initiating a complaint or grievance alleging that a salary disparity has arisen due to discrimination based on a protected classification, such as sex, race, religion, or disability.

Discussion:

Faculty salary issues can be best addressed by taking a hard look at the hard budget and how funds are allocated. Class sizes are another issue that other institutions deal with differently. We have a lot of small classes, therefore high educational costs.

Are chairs required to put equity issues up? No, they may not have equity issues. The dean’s leadership team is a check and balance on this process and on the chairs. The deans evaluate all the salaries from their college and can identify issues.

Could there be issues of favoritism within units? The dean’s leadership team is a check and balance on this process and on the chairs.

How does this address faculty retention if we don't address CUPA issues? Retention offers can be made before a faculty walks out the door. This is separate pool of money from the equity pool. However, the offer for a job at a different institution must be in writing and for a comparable position at a comparable institution.

How are we proposing to make classes bigger? It is a separate process from this.

What about faculty CIP code classification, as it affects CUPA? Can we petition to change that? It is set at hire based on your transcript. A faculty member would have to speak to their dean about that.

Protected classification question – can a person affected bring it up? This is a Title VII or Title IX issue first. Don't assume it can't be resolved at that level, report the issue.

Could we lose our high-level productive faculty if they don't see a chance to get an increase in salary? That is not per say an equity issue. If they threaten to leave, and have an offer from elsewhere (a written offer from an aspirant institution for a similar position), then it can be submitted as a retention offer. The chair or dean can match the other offer, but there is a process.

Will faculty be informed if they were nominated for an equity adjustment and what the outcome was? We would wait until the provost makes his decision before we notify faculty.

We are trying to find the best solution to a sticky problem.

This is the policy going forward.

Old Business

Updates – Dominique White will come and talk about Access and Accommodations

A request was made to report to faculty senate what is being discussed at SGOC.

Committee Reports and Updates

None.

4:05 pm adjourned by Amanda Mohler

Minutes recorded by Audrey Folsom

2025-2026

March 6th, 2026

ARKANSAS STATE UNIVERSITY

FACULTY SENATE MEETING

March 6, 2026

Reynolds 222

Attendees: Amanda Mohler, Audrey Folsom, Richard Segall, Karen Graham, Julie King, Gary Edwards, Suzanne Melescue, Alexandr Sokolov, Eric Dry, Rashele Wade, Kristen Sumler, John Howard, Michael Cooper, Savannah Cormier, Dwayne Powell, Kim Vickrey, Hao Yang Teng, Guolei Zhou, Jason Causey, Banafsheh Aghayeeabianeh, John Hershberger, Scott Mangan, Stephanie Hoeckley, Toccara Carter

Proxy Attendees: John Howard for Jeremy Weeks, Trinity Pullam for Kacie Altom, Audrey Folsom for Eric West, Karen Graham for Robert Williams, Karen Graham for Ibrahim Duyar

Guests: Kevin Hennings (parliamentarian), Taron Robinson

Absentees: Marceline Thompson-Hayes, Pradeep Mishra, Jamie Passmore, Bert Greenwalt, Rollin Tusalem, Veronika Scudamore, Anne McGee, DayDay Robinson, Mark Lewis.

The meeting was called to order at 3:00 pm by Amanda Mohler.

Order of the Day: Motion to approve the order of the day by Eric Dry, seconded by Rashele Wade; all are in favor, the motion carried.

Approval of Minutes: The motion to approve the February 20, 2026, meeting minutes was made by Richard Segall and seconded by Karen Graham; all in favor, the motion carried.

New Business

1. Taron Robinson, Director of International Programs

Resources offered by International Programs: well-being and campus integration for international students. They can do one-on-one consultations with the student to help meet their needs.

ELA = English Learning Academy – A 6-week, 5 days a week, academy whose purpose is to help them be more proficient in the English language. (more details at https://www.astate.edu/academics/global-opportunities/english-learning-academy/index.html)

The office can provide best practices for the classroom.

The International Student Office's main goal is to help them with their immigration paperwork (the I-20) and keep them in compliance. They must have 12 credit hours per semester, and only 3 of those can be online. Graduate students need 9 credit hours per semester, and 3 can be online.

Are summer courses required for international students? They do not have to take summer classes, and they can stay here for the summer.

The students are given all of this information during orientation.

The office offers a weekly shuttle service to go shopping in town. The office pays for it.

For airport traffic, a shuttle runs during designated days and times that align with the start and end of semesters. Students are given this information, and travel is aligned to this window. The shuttle does not run mid-semester for just one student going on a trip.

Transportation to and from clinicals for international students can be an issue for clinical programs such as those in MLRS.

1) **What level of support is given to international students whose first language is not English in terms of writing quality (grammar, punctuation, spelling, etc) and learning specific formatting styles like APA?**

There is tutoring, and we work with the writing center.

2) **Are international students counseled in terms of their major and what they can do with their degree if they are planning to return to their country of origin? (Does the country recognize their degree, especially for health care practitioners?)**

Those conversations happen at the institution/program level. We talk to them about their plans after graduation. We work with them to find jobs that fit their degree or to travel back home. They must be employed in their field of study to stay in the US. We monitor them as they are employed (OPT) for a year. In STEM fields, they can do an additional 2 years.

Can they change their major? Yes, they can do that. It is updated in their I-20.

It is hard to tell if they can practice in the field they studied in their home country.

Do you have a list of businesses that sponsor H1B visas? We do not. And the $100,000 H1B visa fee is scaring off some people.

On 3/11, our immigration attorney will hold a meeting in Centennial Hall to answer questions.

2. **Student learning needs.**

Some faculty have expressed concerns about patterns of behavior in this generation of students.

Students do not read and look for the easy way out. Students are coming in lacking foundational knowledge to be successful in the courses. They are not college-ready.

We are seeing a lot more accommodations for social anxiety and speaking publicly, which can be an issue in certain jobs.

Online students can be an issue. They want extensions beyond the academic calendar. Or they want accommodation beyond what is in the document.

Faculty need more support to deal with all these expectations. We need help helping the students.

A faculty member brought up a concern about the LEARNS Act and the ability to have tenure removed.

Old Business

Committee Reports and Updates

None.

The Equity Policy will be presented at the next meeting.

3:58 pm adjourned by Amanda Mohler

Minutes recorded by Audrey Folsom

2025-2026

February 20th, 2026

ARKANSAS STATE UNIVERSITY

FACULTY SENATE MEETING

February 20, 2026

Reynolds 222

Attendees: Amanda Mohler, Audrey Folsom, Richard Segall, Karen Graham, Robert Williams, Gary Edwards, Suzanne Melescue, Jamie Passmore, Ibrahim Duyar, Alexandr Sokolov, Eric Dry, Rashele Wade, Kristen Sumler, Savannah Cormier, Dwayne Powell, Kim Vickrey, Eric West, Guolei Zhou, Bert Greenwalt, Jason Causey, Banafsheh Aghayeeabianeh, John Hershberger, Rollin Tusalem, Veronika Scudamore, Scott Mangan, Anne McGee, Stephanie Hoeckley, Toccara Carter, DayDay Robinson, Mark Lewis, Jeremy Weeks

Proxy Attendees: Katie Camden for Kacie Altom, Eric West for Julie King

Guests: Kevin Hennings (parliamentarian), Calvin White, Will McLean, Alyssa Wells

Absentees: Marceline Thompson-Hayes, Robert Bradley, Pradeep Mishra, Hao Yang Teng

The meeting was called to order at 3:00 pm by Amanda Mohler.

Order of the Day: Motion to approve the order of the day by Eric Dry, seconded by Rashele Wade; all are in favor, the motion carried.

Approval of Minutes: The motion to approve the February 6, 2026, meeting minutes was made by Richard Segall and seconded by Eric West; all in favor, the motion carried.

New Business

Provost updates and Q&A

Census data is all good, with measurable growth. We are at a 20-year high for retention, same for our graduation rate. It is the highest it has ever been.

Registration starts March 9th. Let us know if you have any issues.

The Spring semester has been quiet, outside of the snowstorm.

Snowstorm FYI - We cannot do a transition to online instruction for in-class instruction courses, per the state legislature. It is the same for the public school system. We cleared the FNB arena quickly because we do not have the power to stop an athletic event. We cleared the parking lot due to liability issues regarding people attending the athletic events at the FNB. Residential life is always the first area on campus to be cleared, then the student union, then major thoroughfares. Academic buildings are cleared last. We make the decision to open the campus based on the public school system and what they are doing. Next, it is about being able to walk around campus safely and get in and out of buildings. This was a rare event for this area. We had to manage it to the best of our ability. We did use outside contractors, but they could not keep up (and they were expensive).

Q- Is there a way to say our classes are hybrid? No, it throws us out of HLC and ADHE compliance, and it risks federal and state funding. It's kind of a "truth in advertising" thing. We have to be consistent in our course format offerings all the way through. AOS is a separate thing because it has always been an all-online modality.

Q- Is there a way to let people know earlier that we are closed? No, we have to play it day by day. Typically, we get a little bit of snow, and then we come back to school. This was an unusual event. We were waiting for the local school districts to make decisions because so many of our employees are parents. We were ready to go with announcements by noon the day before. In the past, we waited until early morning that day to decide to close.

Q- A student asked if we were still going to have Spring Break. Yes, we are having Spring break. He argues that he paid for a whole semester and that he is short a week. This was unusual. Each faculty is an expert to decide how to make up the material so the student gets what they need from the course.

Submitted Question: Is there anything that can be done to support A-State employees who use on-campus housing and must now relocate?

Context: We have allowed faculty and staff to stay in on-campus housing. It was never meant to be permanent. It is a great perk. Some staff had been living on campus for a decade or more. Our housing was not full, so we did not make an issue. We understand that affordable housing is tough in this area. We (Dr. White and his family) had a hard time finding housing when we moved to this area. With the record enrollment, we have to free up the housing for the students.

We also need to make room for 120 veterinary students coming to campus. The housing was built and funded as student housing, not staff and faculty housing, so we must stay in compliance with the intent of the funding.

The University Housing Department will help those who received the email to move out by June 15 th with letters of reference and to find open housing in town. We cannot help you pay for moving expenses. This impacts 33 people/families.

This is the result of our on-campus housing being full. It hadn’t been full since 2015.

The provost understands the circumstance it puts these 33 people in.

Reach out to Natalie Eskew or Martha Spack with any questions about this situation.

Q- Any thoughts about building housing for faculty? Faculty housing is a leftover remnant of the past, and we are not doing that anymore. It is too cost-prohibitive for us due to the tie to state funding. Universities are not building dorms anymore. It is too costly. For example, to tear down Kays Hall and replace it with the same number of beds, it would cost us $98 million, whereas a private contractor can do it for $33 million.

Todd Clark, Chief Marketing & Communication Officer, Review of A-State’s Website

Todd Clark has been with A-State for 19 years. Changing a website is a daunting task. His team started the process in 2023. We partnered with a company called I-Factory, a national leader in university website building. The new focus is on prospective students and their families, to showcase what we have to offer. The old website had info that was important, but was cluttering the website and did not give a good impression (such as grievance procedure links, etc..)

We wanted to make it more searchable and easier to find info. During this process, we launched the Pack Portal.

Our style is more marketing-based now, so that students can easily find what they are interested in.

We had 40,000 pages managed by people who did not have IT training. We now have 4,000 pages. We moved from a .cms system to Modern Campus. It has great functionality. We also had ADA accessibility issues with the old website. The new system takes care of that. We have a 98% ADA accessibility score. We are getting lots of new traffic on the website since it launched. We have a team of 5 people managing IT tickets to improve the website and fix small issues.

The A-Z index was heavily used and is missed. TC is open to conversations about how to make something similar, but you should expect strict rules.

They are evaluating the analytics and fine-tuning the website. It is a work in progress.

The campus calendar is hard to find. TC can fix that.

The search function can take a while to keep up. The Google crawler is slow. We are seeing search function improvements.

Q- Can we improve the KB? Like set favorites?

You can bookmark things in your browser.

The IT team is doing fabulous work with the tickets.

For accessibility, we need to keep PDFs to a bare minimum. It is very hard to make them accessible. Word documents converted to PDF are better than a scanned PDF document.

Clicking on Faculty and Staff pages in a department takes people to the dean's page, then everyone is on that page, and we have to scroll to find the person. Can we get better staff pages?

Can we get phone numbers in the KB?

Outlook can be a good place to search for people.

Using the search feature in Pack Portal is another good place to find people and phone numbers.

If you find things that are not functional, or want to share feedback, email web@astate.edu

This is an ongoing project we are working on. We are using analytics to dial it in and keep it relevant and up to date.

Email Todd if you are doing interesting things that can be captured and used on the website.

Old Business

Committee Reports and Updates

Hans is working on updating the PRT document.

The Provost and Chancellor are presenting the new faculty equity proposal next month, 3/20/26.

There are a few issues with graduation completion checks, and faculty are still listed as advisors. And students are still emailing faculty as advisors.

4:18 pm adjourned by Amanda Mohler

Minutes recorded by Audrey Folsom

2025-2026

February 6th, 2026

ARKANSAS STATE UNIVERSITY

FACULTY SENATE MEETING

February 6, 2026

Reynolds 222

Attendees: Amanda Mohler, Kacie Altom, Richard Segall, Gary Edwards, Suzanne Melescue,

Jamie Passmore, Ibrahim Duyar, Alexandr Sokolov, Eric Dry, Rashele Wade, Kristen Sumler, Savannah Cormier, Dwayne Powell, Kim Vickrey, Eric West, Guolei Zhou, Jason Causey, Banafsheh Aghayeeabianeh, Karen Graham, Robert Williams, John Hershberger, Julie King, Hao Yang Teng, Scott Mangan, Anne McGee, Stephanie Hoeckley, Toccara Carter, John Howard

Proxy Attendees: John Howard for Jeremy Weeks, Kacie Altom for Audrey Folsom

Guests: Kevin Berry, Kevin Hennings (parliamentarian),

Absentees: Marceline Thompson-Hayes, Robert Bradley, Pradeep Mishra, Veronika Scudamore, Rollin Tusalem, Bert Greenwalt, DayDay Robinson, Mark Lewis

The meeting was called to order at 3:00pm by Amanda Mohler.

Order of the Day: Motion to approve the order of the day by Eric Dry, seconded by Eric West; all are in favor, the motion carried.

Approval of Minutes: The motion to approve the January 16, 2026, meeting minutes was made by Richard Segall and seconded by Karen Graham; all in favor, the motion carried.

New Business

Kevin Berry ESL Instructor/Conversation Partners Coordinator

Kevin introduced the topic of Conversation Partners for students enrolled in the English Learning Academy intensively studying English in preparation for another educational program. The purpose of the program is to establish and foster communication and connection between ESL Learners and domestic/first language English speakers through informal discourse. While in the English Learning Academy, students attend classes the majority of the day 4-5 days a week. There are five levels of competency, and students are considered for Conversation Partners when they have in levels 3-5. Currently students enrolled in the program are from a variety of other countries including Japan, China, South Korea, Egypt, Brazil, and Nepal. This is dynamic and changes semester to semester.

As a member of the Conversation Partners program, students would be matched with a Native English Speaker, or someone who is a proficient English speaker. It is preferred that the partners be current students, employees, or faculty members. Alumni may participate on a case by case basis. The students provide their preferences (such as gender, background, etc.), and attempts are made to match them with someone that meets their preferences when possible. Kevin oversees the matching process. After being matched, the student and their partner are expected to meet for at least one hour each week. The partner completes a log. Topics of conversation do not have to be academic in nature but must be appropriate based on culture and guidelines outlined in the handbook. This program benefits both the student and their partner. Benefits for the student include, but are not limited to cultural immersion, informal language exchange, and opportunities to meet assignment requirements. Benefits for the native speaker include cross cultural exposure, language building, teaching practice, resume building, service hours, friendships, making connections, and breaking down barriers.

Application for conversation partners: QR code shared. Flyers will be posted around campus

Email kberry@astate.edu

Q&A

How many students are you looking to partner? 15ish

Would it be available to others who are not native to English and would like to improve too, or would it be just for ELA students? Eventually would like to expand to others, but to start with would just be ELA program students.

Old Business

Committee Reports and Updates

Will be bringing equity proposal in next few weeks.

Todd Clark is coming to go over the website in a meeting in the near future. Share specific questions with Amanda Mohler in preparation for this.

International Studies is coming to talk about services. Send questions to Amanda Mohler in preparation.

Titles of faculty on website: Amanda Mohler has been looking into it. She asked Todd Clark and he provided some additional contacts. She is still trying to get more information. Dr. McGee states that she emailed HR and they fixed it quickly. She also notes that there were a disproportionate number of females listed as Mrs. instead of Dr. as compared to men who were listed as Mr. instead of Dr. from her department.

Do we have any information regarding what is being done about the inappropriate behaviors that occurred on campus? Amanda Mohler reports that we have simply been told it is being investigated (per the email sent out). She will try to get additional information.

3:21 pm adjourned by Amanda Mohler

Minutes recorded by Kacie Altom

2025-2026

January 16th, 2026

ARKANSAS STATE UNIVERSITY

FACULTY SENATE MEETING

January 16th, 2026

Reynolds 222

Attendees: Audrey Folsom, Alexandr Sokolov, John Hershberger, Julie King, Rashele Wade, Jason Causey, John Howard, Anne McGee, Rollin Tusalem, Bert Greenwalt, Dwayne Powell, Stephanie Hoeckley, Rob Williams, Kristen Sumler, Richard Segall, Veronika Scudamore, Kacie Altom, Hao Yang Teng, Eric Dry, Kim Vickrey, Scott Mangan, Eric West, DayDay Robinson

Toccara Carter, Mark Lewis, Ibrahim Duyar, Gary Edwards

Proxy Attendees: Rob Williams for Karen Graham, John Howard for LTC J. Matt Weeks

Guests: Kevin Hennings (parliamentarian), Christine Wright, Will McLean, Alyssa Wells, Calvin White

Absentees: Marceline Thompson-Hayes, Jamie Pasmore, Robert Bradley, Suzanne Melescue, Pradeep Mishra, Banafsheh Aghayeebianeh, Guolei Zhou, Savannah Cormier

The meeting was called to order at 3:00 pm by Amanda Mohler

Order of the Day: Motion to approve the order of the day by Eric West, seconded by Ibrahim Duyar; all are in favor, the motion carried.

Approval of Minutes: The motion to approve the November 21st, 2025 meeting minutes by Richard Segall, seconded by Kim Vickrey, all are in favor, and the motion carried.

Provost Q&A

Welcome back! It's been a quiet two weeks. We are 3rd in research productivity now, out of all the research institutions. Reported research and development expenditures increased by 49.6 percent, placing the university third in Arkansas, behind only the University of Arkansas and UAMS. This is where we should be.

We have an 87.7% freshmen retention rate. This is thanks to the advising model. Our goal is to hit 91%. Retention overall is up 5% points; this is huge. We are now in the low 60%, an improvement. We have kept the same rigor. We have increased resources in the library, we have spent more for library resources than we have spent in the past decade.

The Veterinary School is on track, with glowing reviews from the accrediting body. They visited on January 6th. We are scheduled to admit the first class in the Fall of 2026. It will quickly become self-funded.

We are navigating the political climate and protecting our institution. Note that tenure will not protect you from being let go due to overtly controversial political views expressed publicly.

Our enrollment numbers are up.

CourseDog is operating in the background to optimize the schedule. It will be live in the fall and will manage our spaces for maximum effective use.

It's been a really good year so far, and none of this is possible without you.

The Chancellor is externally focused, working for our institution. This will only increase. The day-to-day operations of the campus are under the purview of the provost right now, and Will McLean is stepping into more responsibilities in the provost's office.

Thank you to Travis Marsico and Dean Nesbitt for working so hard behind the scenes.

Questions for the provost

Any updates on removing the need for accreditation, as Texas did for its law schools? We are watchful and having conversations with the legislators.

Let's enjoy our wins.

Any discussion about the LEARNS Act? It's not going away right now. We cannot hide behind accreditation right now, because national accreditation may be taken away and administered at the state-level.

Will we have to put up the 10 Commandments documents like U of A?. It's delayed right now; we are waiting on the courts to rule on the issue. For more info, read this article

https://arkansasadvocate.com/2025/10/10/university-of-arkansas-installing-ten-commandments-posters-required-by-state-law/

Dean Beaupre and Tiffany Keb will present the new Pay Equity Policy soon.

New Business

1. PRT – Clarification of the PRT process discussed at the end of fall. This clarification is different than what is written in the Handbook. Should we modify the PRT portion of the Handbook? It hasn't been updated in a long time. Updating it will standardize what document is required in the process and define the involvement of the department chairs. We will look into this. It isn't fair to change PRT requirements in the 3rd
2. Spring 2026 Goals: Several speakers are scheduled. Any requests? Does anyone want to be part of the ombudsperson committee? Do we still need it?
3. Todd Clark – Senators are asking about the A-Z index, could we have it back? Can we get better Staff pages to find contact info? General website navigation help is needed. The Knowledge Base doesn't always have the correct info, or links are broken.

Old business

Committee Reports – nothing to report.

3:43 pm adjournment by Amanda Mohler.

Minutes recorded by Audrey Folsom

2025-2026

November 21st 2025

ARKANSAS STATE UNIVERSITY

FACULTY SENATE MEETING

November 21st, 2025

Reynolds 222

Attendees: Audrey Folsom, John Hershberger, Julie King, Rashele Wade, Jason Causey, John Howard, Suzanne Melescue, Anne McGee, Bert Greenwalt, Dwayne Powell, Pradeep Mishra, Stephanie Hoeckley, Rob Williams, Karen Graham, Banafsheh Aghayeebianeh, Kristen Sumler, Richard Segall, Veronika Scudamore, Hao Yang Teng, Guolei Zhou, Eric Dry, Kim Vickrey, Jamie Pasmore, Scott Mangan, Robert Bradley, Eric West, Savannah Cormier,

Toccara Carter, Mark Lewis, Ibrahim Duyar

Proxy Attendees: John Hershberger for Amanda Mohler, John Howard for LTC J. Matt Weeks

Guests: Kevin Hennings (parliamentarian), Will McLean, Alyssa Wells, Travis Marsico

Absentees: Marceline Thompson-Hayes, Kacie Altom, Alexandr Sokolov, Donna Caldwell, Rollin Tusalem, Gary Edwards, DayDay Robinson

The meeting was called to order at 3:00 pm by John Hershberger

Order of the Day: Motion to approve the order of the day by Julie King, seconded by Rob Williams; all are in favor, the motion carried.

Approval of Minutes: The motion to approve the November 7th, 2025 meeting minutes by Richard Segall, seconded by Eric West, all are in favor, and the motion carried.

New Business

Will McLean (Q&A)

1. *At the University PRT committee meeting, it was brought to everyone's attention that faculty are evaluated on the department and college criteria in place during their 3rd -year review. However, many faculty were under the impression that they were evaluated on the PRT criteria that were in place during their first year. According to the faculty handbook on page 59, "Pre-tenured faculty will be evaluated for tenure and promotion based on the department, college, and university criteria in place during their third year of employment on a pre-tenure appointment." This statement can be interpreted both ways. Some faculty members interpret this statement as meaning they will be evaluated during their third year, according to the criteria that have been put in place for them. While other faculty interpret this statement that they will be evaluated during their third year based on the current PRT document. It would seem unfair to evaluate faculty on criteria that may change halfway to tenure and promotion. Can you clarify what PRT guidelines are faculty evaluated on during their third-year review?*

The document you start with in the first year is the one you are being held accountable to in the third-year review. The provost will give the most liberal interpretation for the faculty, using the most flexibility. The language should be updated for clarity. The majority of the campus is operating with the lens of using the document from the first year. It is important that you meet with your department and college PRT committees, so that you are clear about the process.

Mark Lewis makes a motion to update the language of the PRT section through SGOC. Motion seconded and passed.

Will said this is the smoothest semester since the Provost started. Course Dog is launched to maximize space use across campus. The new website has been launched (it will take time to get it all right, be patient). Many changes have happened this semester.

Travis Marsico, Vice Provost for Research, Innovation, and Discovery & Executive Director of the Arkansas Biosciences Institute, FRAC Proposal

FRAC is an internal awards process for research funds. The FRAC proposal seeks one representative per college, except UC. The review process has been improved.

The traditional FRAC award is for up to 20,000 for one year, the Provost Award is for up to 60,000 for 2 years. Plus, there are many more smaller awards available in the FRAC portal, including travel awards. The application review workload is better distributed now. The FRAC committee also handles sabbatical leave awards.

Feedback is given to improve the proposals so that we get more competitive proposals for funding, including external funding.

With the increased funding for research, the committee wants the process to be the smoothest and most efficient it can be, with members who are knowledgeable about research and represent the type of research being done across campus.

Travis talked about how the committee functions throughout the academic year.

FRAC@astate.edu is the email for any questions.

Karen Graham motions for the Faculty Senate to support this proposal, seconded by Julie King. Discussion: Modify the sentence about confirming the appointments. The decision should be at the college level. The committee appointment process should be clarified on the proposal.

John is moving to amend the motion so that we can do a modification of the proposal, Julie seconds. All in favor of the modification of the document.

John Hershberger, Equity Proposal

Amendment to 2.a.i. proposed by John, seconded by Eric Dry:

1. Address the salary compression issue (to minimize salary compression by raising existing salaries)
2. Minimize bias (implicit or explicit) in the decision-making process.

All in favor of the amendment.

John made a motion to pass the document as amended: Kim Vickrey seconded. All in favor, motion passes.

University Learning Outcomes Proposal

Must be voted on within 21 days. So, we may need to meet on December 5th or do an email vote.

This is an update from the 2017 version. This addresses some semantic issues and aligns it to the current university's mission.

Would it cause some issues with the assessment measures? Could we keep items III and IV in the same order as the 2017 version so that the alignment of the program learning objectives across campus don't have to be recoded? Kevin Hennings stated that this would not be an issue and that the ULO could be edited to flip items III and IV.

Motion to table it until December 5th due to needing time for dissemination and review, by John Hershberger, Eric Dry seconded. Motion passed. This would be the only item that needs to be addressed at that time so we can do email feedback and a Qualtrics vote.

Old business

Committee Reports

None

4:12 pm adjournment by John Hershberger.

Minutes recorded by Audrey Folsom

2025-2026

November 7th, 2025

ARKANSAS STATE UNIVERSITY

FACULTY SENATE MEETING

November 7th, 2025

Humanities and Social Sciences 1028

Attendees: Amanda Mohler, Audrey Folsom, John Hershberger, Kacie Altom, Alexandr Sokolov, Julie King, Rashele Wade, Jason Causey, Suzanne Melescue, Anne McGee, Bert Greenwalt, Dwayne Powell, Stephanie Hoeckley, Rob Williams, Karen Graham, Banafsheh Aghayeebianeh, Kristen Sumler, Richard Segall, Veronika Scudamore, Hao Yang Teng, Guolei Zhou, Eric Dry, Jamie Pasmore, Scott Mangan, Robert Bradley, Donna Caldwell, Toccara Carter, Mark Lewis, Ibrahim Duyar, Rollin Tusalem, Gary Edwards, DayDay Robinson

Proxy Attendees: none

Guests: Kevin Hennings (parliamentarian), Annette Hux, Loretta McGregor, Nikesha Nesbitt, K.R. Johnson, Sean Binkley, Rocky Wilson, Dionne Haag, Josh Dennis

Absentees: Marceline Thompson-Hayes, Kim Vickrey, LTC J. Matt Weeks, Eric West, Savannah Cormier, Pradeep Mishra

The meeting was called to order at 3:00 pm by Amanda Mohler.

Order of the Day: Motion to approve the order of the day by Eric Dry, seconded by John Hershberger; all are in favor, the motion carried.

Approval of Minutes: The motion to approve the October 3rd, 2025 meeting minutes by Richard Segall, seconded by Julie King, all are in favor, and the motion carried.

New Business

Dr. Nesbitt, Dean of University College & Dr. K.R. Johnson – Study Resources

ATLAS and HOWL (total of 15 students)

What can faculty do to support students in their literacy?

Transition studies students: those students do not meet the normal conditional admittance to the university. They take foundational courses to build them up so they can take college-level courses.

https://www.astate.edu/college/university-college/transition-studies/

HOWL transition students are not the same as the transition studies students.

The H.O.W.L. (Helping Our Wolves Learn) Transition Program *provides the A-State experience to students with intellectual/developmental disabilities and/or autism*.

The A.T.L.A.S. Transition Program Certificate *is a non-degree granting program designed to provide students with Intellectual and Developmental Disabilities and/or Autism with a post-secondary education. The certificate program allows individuals with Intellectual and Developmental Disabilities and/or Autism access to interdisciplinary enrichment and community engagement to empower students to become self-determined leaders in their lives*.

This generation is learning differently, across the board, and there is a drop in literacy in the US.

We have resources that the students can use to help them.

The Lupine Wellness Center has some intensive academic resources for those students that have severe deficits.

Are there resources for ESL students to get them ready for our harder courses (such as those offered in the College of Nursing and Health Professions)? There are some in international studies, but most are not admitted through the ESL program. They are admitted on the basis of a TOEFL score. International students are struggling with test-taking. They generally do not meet the AAS accommodations requirements (language barrier is not a learning disability).

Is accommodating the students through college setting them up for failure in the workplace?

Transfer students are also not at the level that we need, depending on the institution they come from.

You can refer them to the Early Alert system to connect to some resources to help them meet the standards to be successful in the course.

Faculty are the front line to identify struggling students. It is up to us to help them.

If you have a HOWL or ATLAS student in your classroom, you will know because you will be contacted by the staff. Don’t hesitate to reach out if you have any issues or concerns.

Sean Binkley, Assistant Director of Study Abroad

Sean talked about study abroad programs.

There are 3 types:

1. Short term – 2 to 4 weeks, led by A-State faculty (42 students going this year), are A-State courses
2. Third-party programs – third-party groups (partner programs and internships) can get course credit if there is an A-State contract (9 students this year)
3. Long-term exchange – studying at a foreign university for one semester to a year (50 students this year)

Destinations for this Spring and Summer: Greece, Dominica, Netherlands, Mexico, Germany, Taiwan, France

Chinese language learning camp in Taiwan

Exchange destinations: UK - Canterbury Christchurch; Germany - University of Applied Sciences Dusseldorf; Spain - University de Huelva, France - KEDGE business school; Rikkyo university in Japan; Dankook and Dongkuk in South Korea

Application deadlines are usually in February or March. There are basic eligibility requirements. The student needs to have 2 semesters completed.

New initiatives:

1. Study away (domestic) NYC graphic design 2026
2. Exploring CIMBA in Italy and Brunel in UK; Galway in Ireland for faculty-led programs

New scholarship: Summer Escape

Passport information sessions are offered twice a semester.

Cost is always an issue, but we try to keep the cost down. Students can apply for the travel voucher program or scholarship to help with costs.

Rocky Wilson, Dionne Haag, & Josh Dennis – Textbook Brokers, Inclusive Access Program

Inclusive access is a new program (2023); it is also called Knowledge Now.

It offers:

1. Day 1 access digitally
2. Market pricing or better
3. Billed directly to the student account (separate from tuition and housing)

It does not change the required materials; it changes the delivery and billing mechanism.

Students can opt out. They can opt back in within a certain window if they need to.

You have to set up an LMS link in your Canvas shell for them to access it. That is where they can opt out if they want to.

So far, we have a 98.2% participation rate. Opt-outs are mainly due to course repeats.

8,091 students are participating. 547 courses.

This helps with retention.

Availability is dependent on the publishers, and we can negotiate with them.

It is possible to have multiple semesters or years of access to the same textbook.

Contact bookstore@astate.edu

If a student drops before the census date, they should get a refund. After that date, there is no refund.

Proposals: Faculty Senate Pay Equity Advisory Policy and FRAC Structure & Terms

Faculty Senate Pay Equity.

4.a.i - Why 86.5%? It was pulled from economic data for the region. Should we modify this?

3.a.3 - Why 2 per college? There are different sizes of colleges; some have more faculty than others. Maybe use a percentage?

FRAC – there will be someone to answer questions about this next meeting (11/21/2025)

Old business

Committee Reports

None

4:45 pm adjournment by Amanda Mohler

Minutes recorded by Audrey Folsom

2025-2026

October 3rd, 2025

ARKANSAS STATE UNIVERSITY

FACULTY SENATE MEETING

October 3rd, 2025

Reynolds 204

Attendees: Audrey Folsom, John Hershberger, Kacie Altom, Julie King, Rashele Wade, Jason Causey, Suzanne Melescue, Anne McGee, Dwayne Powell, Stephanie Hoeckley, Rob Williams, Karen Graham, Banafsheh Aghayeebianeh, Eric West, Kristen Sumler, Richard Segall, Hao Yang Teng, Guolei Zhou, Eric Dry, Scott Mangan, Donna Caldwell, Savannah Cormier, Toccara Carter, Mark Lewis, Bert Greenwalt, Ibrahim Duyar, Pradeep Mishra, Rollin Tusalem, Gary Edwards, DayDay Robinson, LTC J. Matt Weeks

Proxy Attendees: Kacie Altom for Amanda Mohler and Jamie Pasmore, Eric Scudamore for Veronika Scudamore, Chiqian Zhang as proxy for Alexandr Sokolov

Guests: Kevin Hennings (parliamentarian), Will McLean, Alyssa Wells, Madeline Ragland, John Howard, Tom Moore

Absentees: Marceline Thompson-Hayes, Kim Vickrey, Robert Bradley

The meeting was called to order at 3:00 pm by Kacie Altom.

Order of the Day: Motion to approve the order of the day by John Hershberger, seconded by Rashele Wade, all are in favor, the motion carried.

Approval of Minutes: The motion to approve the September 19th, 2025 meeting minutes by Richard Segall, seconded by Rob Williams, all are in favor, and the motion carried.

New Business

Madeline Ragland, Assistant Vice Provost for Academic Student Services.

Commencement announcement

December commencement was packed last year so we will add a 2nd ceremony in December. There will be a 10 am and a 2 pm ceremony in December and May. Campus communication will go out the week of 10/6/2025.

We will keep this format going forward. We will no longer have an August commencement ceremony. The students finishing in August can choose to walk in May or December. Pinning and hooding ceremonies can continue as scheduled as the departments and programs wish.

Why are we eliminating August? Spacing, funding, and staffing considerations. It aligns with best practices for universities across the nation.

Questions: Will the lineup of colleges change? Will the split between morning and afternoon assignment change? A: Not planned but will consider. We plan to try to distribute the attendees evenly between the 2 commencements. We could consider alternating which colleges attend morning or afternoon between December and May.

A concern was brought up about the graduates leaving after they receive their diploma. The “leave as they receive their diploma” order was approved by the board of trustees. It helps with traffic.

A concern was brought up about the faculty seating rearrangement to greet the graduates from their college during commencement. It causes some confusion when we come and go. Maybe we need a clearer announcement for when the colleges switch and a more orderly way to rotate.

Old business

Committee Reports

Equity Policy – the plan is to have the Equity policy by the end of the fall semester. The faculty senate needs to vote on it on 11/21. It will go out to the senators by 11/5 so that they can share it with their faculty. We will discuss it on 11/7.

Have we seen the dean’s version of the provost’s Equity policy yet? No.

The provost’s policy will be available for feedback from the Faculty Senate. It is currently with legal counsel.

The Faculty Senate’s version of the Equity policy is your opportunity to advocate for what we want in the policy. The provost will take it into consideration for the final draft of the Equity Policy

The Financial Aid and Scholarship Committee has new roles. It will hear financial aid appeals and help with scholarship applications that are “orphaned” (they don’t already belong to a specific college or department). Historically, appeals were processed by the financial aid office, which poses a conflict of interest.

Secretary’s update about **Faculty Senate Minutes storage** after the website change:

The new website design strongly discourages the use of PDFs and Word documents. It’s an accessibility issue. We want to be ADA-compliant. The new website launches soon (this fall), therefore, we have not posted any of the newly approved minutes. After a discussion with Chris Boothman and Todd Clark, the Faculty Senate executive committee opted to use the Knowledge Base to post the approved Faculty Senate minutes for this academic year and going forward. The Faculty Senate will have a page in the Knowledge Base, and minutes will be posted as webpages there. We have 20+ years of historical Faculty Senate Minutes in PDF format. Eric Dry suggested that we use the Institutional Repository to house the historical Faculty Senate minutes. We will coordinate with the library to make this happen.

3:31 pm adjournment by Kacie Altom

Minutes recorded by Audrey Folsom

2025-2026

September 19th, 2025

ARKANSAS STATE UNIVERSITY

FACULTY SENATE MEETING

September 19th, 2025

Reynolds 222

Attendees: Amanda Mohler, Audrey Folsom, John Hershberger, Julie King, Jason Causey, Suzanne Melescue, Anne McGee, Dwayne Powell, Stephanie Hoeckley, Jamie Pasmore, Rob Williams, Karen Graham, Bana Aghayeebianeh, Eric West, Kristen Sumler, Kim Vickrey, Alexandr Sokolov, Richard Segall, Hao Yang Teng, Eric Dry, Scott Mangan, Donna Caldwell, Savannah Cormier, Toccara Carter, Mark Lewis, Bert Greenwalt, Ibrahim Duyar, Pradeep Mishra, Rollin Tusalem, Gary Edwards, Robert Bradley, Veronika Scudamore, DayDay Robinson, Maj. Jeremey Matt Weeks

Proxy Attendees: Addie Fleming for Kacie Altom, Fredrick Webb for Rashele Wade

Guests: Kevin Hennings (parliamentarian), Russ Hannah, Todd Shields, Calvin White, Will McLean, Alyssa Wells, Ray Benson, Tom Moore, Matt Harmon, Johnny Richwine

Absentees: Marceline Thompson-Hayes, Guolei Zhou

The meeting was called to order at 3:00 pm.

Order of the Day: Motion to approve the order of the day by Eric Dry, seconded by Eric West, all are in favor, the motion carried.

Approval of Minutes: The motion to approve the September 5th, 2025 meeting minutes by Richard Segall, seconded by Rob Williams, all are in favor, and the motion carried.

Chancellor & Provost Q&A

1. **Provost:** Thank you for all the hard work and welcome. Smoothest start in the last 5 years because of the work and changes put in tplace. Thank you for teaching larger classes. This is good for financial security. All metrics are going in the right direction. Wingate Hall and Vet school are well underway. Record enrollment. Freshman class of 2300 students, 2100 on campus.
2. **Chancellor**: 2nd visit for the vet school in January, MArch approval, students admitted in Fall 2026. Freshmen to Physician got over 100 million views. NYIT is expanding their DO cohort and adding a PA program. We may renovate the Education Leadership building (or demolish it) to expand NYIT. Workforce project with ASU-Newport and ANC partnership (students start there and finish with us) like the PEAK innovation center. Steel testing and research center moves forward. We can be the third-party tester for steel testing. 800 school closings last year. We are staying ahead of it. Number of 18 yr olds is down. Board passed an increase in tuition and fees. We made sure we were still cheaper than competitors. It did not hurt enrollment.
3. **Considering the current practices taking place throughout the nation, what is the University and University Police doing to ensure the safety of international students?**

We are meeting with those students in private (for their protection) and they have a plan. As a state institution we must comply with the law. Dr. Hannah: we have had extensive conversation with UPD about our concern for our students. We have had discussions about protocol with UPD and legal counsel.

4. **Learning Support Services states that, "there is not an established resource to assist students with reading, but we are working towards remedying that." (Kyle Walker, 9/16/25). Can you inform us about the status of this remedy? Will the remedy be robust enough to fully meet the need, considering high school seniors have had the worst reading scores since 1992?**

Learn to read until 3rd grade, then read to learn. This is a national trend. We have beefed up UC to address this issue. We are supporting this effort by increasing the resources of UC. We are dealing with these issues.

5. **On the agenda for A-State's Board of Trustees meeting, a discussion was held to rescind the current telecommuting policy and replace it with a new remote work policy. Can you update the faculty on this policy change and explain what it means for the faculty?**

That was tabled and not passed. It must be in compliance with the governor's executive order that applies to executive administrators like the provost and chancellor (they cannot be remote). We are making sure that the policy makes sense. From now on you must be in a contiguous state to be

hired into AOS in a remote work position. A system level policy. This is due to workmen's compensation programs and healthcare coverage. Tenure-track positions will not be 100% online.

6. **Parking: parking passes for adjuncts** – can the cost be adjusted? That is a valid point. We do have enough parking on campus. You will have to walk more.

New Business

Dr. Hannah.
1. Equity pool of $60,000 – why is it so small, can we make it higher? It would have to come through the budget process. It would have to come from somewhere else.

Provost - Legal does have our updated faculty equity policy. It will come before the Faculty Senate for feedback soon. We can evaluate it with the one that the Faculty Senate Equity Committee has developed.

2. Outstanding balances from the Fall term will prevent students from registering for Spring classes. Can we put a framework in place to help students register? We will work with any students that need help. Refer students to the emergency fund for issues that come up and are hard to deal with.

The Chancellor and Provost thank you for all your hard work.

Old business

Committee Reports

Equity Policy – can we look at the policy with all the feedback soon? A suggestion is that a letter of recommendation could come from the faculty senate committee, or maybe from PRT committee to support pay equity requests. How would we deal with the workload? Do we need to form a university-level committee for Equity? Do we need to work with the budget committee to increase the equity pool?

Toccara brought up concerns about the students' high bills and their inability to purchase books for their classes. She suggests doing inclusive access through the bookstore so they have the book for the class at the beginning of the class and it is billed as part of the tuition. It is a higher price for some books. A kit can be a book. Toccara will send info about this.

The meeting was adjourned by Amanda Mohler at 3:39 pm

Minutes recorded by Audrey Folsom, approved on 10/3/2025 (uploaded to KB 10/14/2025)

2025-2026

September 5th, 2025

ARKANSAS STATE UNIVERSITY

FACULTY SENATE MEETING

September 5th, 2025

Reynolds 222

Attendees: Amanda Mohler, Audrey Folsom, Jason Causey, Rashele Wade, Suzanne Melescue, Anne McGee, Dwayne Powell, Stephanie Hoeckley, Kacie Altom, Jamie Pasmore, Rob Williams, Karen Graham, Kristen Sumler, Kim Vickrey, Richard Segall, Hao Yang Teng, Guolei Zhou, Eric Dry, Scott Mangan, Veena Kulkarni, Mark Lewis, Bert Greenwalt, Ibrahim Duyar, Pradeep Mishra, Rollin Tusalem, Gary Edwards, Robert Bradley, Veronika Scudamore, DayDay Robinson, Maj. Jeremey Matt Weeks, Marceline Thompson-Hayes

Proxy Attendees: Amy Hyman for Julie King

Guests: Kevin Hennings (parliamentarian), Meredith McFadden, Dominique Halett

Absentees: John Hershberger, Savannah Cormier, Alexandr Sokolov, Bana Aghayeebianeh, Eric West, Donna Caldwell, Toccara Carter

The meeting was called to order at 3:00 pm.

Order of the Day: Motion to approve the order of the day by Eric Dry, seconded by Rob Williams, all are in favor, the motion carried.

Approval of Minutes: The motion to approve the April 18th, 2025 meeting minutes by Eric Dry, seconded by Ibrahim Duyar, all are in favor, and the motion was carried out.

Appointments

1. Election of Senate Secretary, Audrey Folsom

2. Election of Vice-President, Kacie Altom
3. Reappointment of Parliamentarian, Kevin Hennings

All appointments motions were carried out (I failed to note the individual motions and seconds)

New Business

- ### Dominque Hallet – Library Survey

To help with our R2 status, the library would like to know your needs. The survey was sent on the faculty list-serv. It closes 9/12

“The library is conducting a brief survey (approx. 10 minutes) to determine the research needs of faculty and to help us to make decisions on what programs/services we might want to implement in the future. This survey will be used to determine research needs of faculty and to help us to make decisions on what programs/services we might want to implement in the future. Your answers will help us better support our faculty's research. We need to better understand the needs of our faculty.

The survey will be open until Friday, September 12, 2025, 5pm. All responses are anonymous.”
https://astate.qualtrics.com/jfe/form/SV_9tsgmq5tC88d2Xs

- ### Meredith McFadden – Institutional Repository

ARCH – AState Research and Creativity Hub – to support our research focus.
https://arch.astate.edu/

Digital commons platform from Elsevier with collections and archives, scholarly and creative works. It’s an open-access platform. You can submit your published works, conference presentations, photos, recordings, etc. to be listed there. Email Meredith for submission. “Under the ARCH” houses short videos that tell everyone about the work that you do. It is in the vein of the 3-minute thesis format. If you are interested in being featured in “Under the ARCH” contact Meredith McFadden. We have unlimited storage space there. Create@State posters will be housed in ARCH this year.

- ### Campus fees

Nursing tuition increased to pay for facilities upgrades across campus (for deferred maintenance). Practicum courses were assessed $86 per credit hour, and an additional $46 for regular face-to-face credit hours, on and off-campus. A total of $183,000 more was paid by nursing students this fall. The average nursing student is paying anywhere from $500 to $1,100 more than other students. The nursing faculty was notified by the parents of students. We do not know the originator of the extra fees (but they were approved by the Board of Trustees in June and this was discussed in the June EC meeting). The fees are to cover deferred maintenance across campus, in spaces beyond the buildings that the nursing students use. Senators should look at your students' fees, for nursing one was called a nursing clinical fee but it is not being used for clinical practices/courses. The money is not coming to the school of nursing or the college. Parents investigated and noticed that it is not listed on the website as a fee either. Nursing leadership has reached out to Academic Affairs for an explanation. This may be the topic of the next faculty senate meeting with the provost. You can ask your students if they have noticed any additional fees that were not charged in previous semesters.

- **2025-26 goals for Faculty Senate**

Ombudsman committee will continue this year and needs a new chair. "Do we need an ombudsperson on campus?" That is the main question this committee is trying to address.

The IRB committee will also continue and needs a new chair or co-chair. The goal is to better understand the IRB process for research and to help streamline and improve the review process.

Both committees have very dedicated members that are willing to do the work. We need a senator to chair each one, per the bylaws.

Karen Graham will chair the IRB, motion by Kacie Altom, seconded by Dwayne Powell. All in favor. The motion carries.

Rashelle Wade will chair the ombudsman committee, motion by Ibrahim Duyar, seconded by Eric Dry. All in favor. The motion carries.

The Chancellor is coming to the 9/19 meeting (with the Provost) and to the 10/3 one.

Concerns about Pay Equity were brought up and about how obscure the process is to apply for an equity adjustement. Many faculty are unaware that the process even exists. There should be a central page on our website for this info. The info is housed in the Faculty Handbook.

The Pay Equity committee is still working on their proposal. They are still accepting comments on their draft proposal. The draft proposal will be added to our Faculty Senate Teams. John is co-chairing with Joseph. Equity Salary Review Salary.docx

Suggestion: Using Teams to host faculty senate meetings to open up the opportunity for online faculty. The Faculty Senate Bylaws would have to be amended to allow for this. We can explore this option.

Old business

Committee Reports

None

The meeting was adjourned by Amanda Mohler at 3:55 pm.

Minutes recorded by Audrey Folsom, approved on 9/19/2025 (uploaded to KB 10/14/2025)

2024-2025

Faculty Senate Minutes for the 2024-25 academic year

2024-2025

April 18th, 2025

ARKANSAS STATE UNIVERSITY

FACULTY SENATE MEETING

April 18, 2025

Reynolds 222

Attendees: Amanda Mohler, Audrey Folsom, Julie King, John Hershberger, Jessica Curtis, Suzanne Melescue, Dwayne Powell, Shanon Brantley, Stephanie Hoeckley, Katie Camden, Trinity Pullam, Rob Williams, Pradeep Mishra, Kristen Sumler, Kim Vickrey, Toccara Carter, Khem Aryal, Paul Finnicum, Richard Segall, Hao Yang Teng, Hung-Chi Su, Guolei Zhou, Eric Dry, Karen Graham, Scott Mangan, Veena Kulkarni

Proxy Attendees: Rob Williams proxy for Ibrahim Duyar, Katie Camden proxy for Jamie Pasmore, Rebbecca Wellborn proxy for Rashele Wade, Pradeep Mishra/Karen Graham proxy for Sarah Scott,

Guests: Kevin Hennings (parliamentarian)

Absentees: Alexandr Sokolov, Zahid Hossain, LTC Morgan Weatherly, Donna Caldwell, Paul Finnicum, DayDay Robinson, Bert Greenwalt, Mark Lewis, Gary Edwards, Ed Salo, Rollin Tusalem, Pradeep Mishra, Argelia Lorence, Savannah Cormier

The meeting was called to order at 3:00 pm.

Order of the Day: Motion to approve the order of the day by Richard Segall, seconded by Karen Graham, all in favor, motion carried.

Approval of Minutes: The motion to approve the April 4th, 2025 meeting minutes by Richard Segall, seconded by Jessica Curtis and Paul Finnicum, all in favor, and the motion was carried out.

New Business

There are 2 nominations for Faculty Senate President: John Hershberger and Dustin Sullivan

We will hold a Qualtrics vote in 2 weeks. April 28th – 30th is the voting window. Look for it in an email and the Daily Digest. All faculty can vote. You can only submit your vote once.

Old business

Faculty Equity Proposal Discussion

Please keep giving feedback so that modifications can be made. The draft of the policy was emailed out in early April. We will discuss this again during the first meeting of the Fall semester. It is a lot of work trying to standardize all the terms and requirements. The committee should put forth a letter for equity, in addition to the chair and dean's letters.

Committee Reports

None

The meeting was adjourned by Amanda Mohler at 3:09 pm.

Minutes recorded by Audrey Folsom, approved on 9/5/2025 (uploaded to KB 10/14/2025)

2024-2025

April 4th, 2025

ARKANSAS STATE UNIVERSITY

FACULTY SENATE MEETING

April 4, 2025

Reynolds 222

Attendees: Amanda Mohler, Julie King, Suzanne Melescue, Dwayne Powell, Savannah Cormier, Shanon Brantley, Stephanie Hoeckley, Katie Camden, Trinity Pullam, Pradeep Mishra, Kristen Sumler, Toccara Carter, Argelia Lorence, Khem Aryal, Richard Segall, Bert Greenwalt, Mark Lewis, Gary Edwards, Ed Salo, Rollin Tusalem, Hao Yang Teng, Guolei Zhou, Eric Dry, Karen Graham, Scott Mangan, Ibrahim Duyar, Jamie Pasmore

Proxy Attendees: Ibrahim Duyar proxy for Rob Williams, Rebbecca Wellborn proxy for Rashele Wade, Pradeep Mishra/Karen Graham proxy for Sarah Scott, Susan Whiteland proxy for Kim Vickrey, Amanda Mohler for Audrey Folsom

Guests: Kevin Hennings (parliamentarian), Todd Sheilds

Absentees: John Hershberger, Alexandr Sokolov, Zahid Hossain, LTC Morgan Weatherly, Hung-Chi Su, Donna Caldwell, Paul Finnicum, DayDay Robinson, Veena Kulkarni, Jessica Curtis

The meeting was called to order at 3:00 pm.

Order of the Day: Motion to approve the order of the day by Ed Salo, seconded by Dwayne Powell, all in favor, motion carried.

Approval of Minutes: The motion to approve the March 21, 2025 meeting minutes with AAS and FEq acronyms spelled out, by Ed Salo, seconded by Trinity Pullman all in favor, and the motion was carried out.

New Business:

Chancellor Dr. Todd Sheilds Q&A

Arkansas Access Act

- Regarding the access bill, lobbying efforts were made to change and make things acceptable on campus. These efforts have worked, reducing stress from the Arkansas Access Act.

Arkansas Access Act Overview:

- K-12 Systems:
  - Currently, schools that are not performing, do not have a certified teacher, or on probation do not have any ramifications. Bill seeks to *"shorten waiver timelines from 5 years to 1 year for K-12 schools that are out of compliance in teacher licensing, class size, and other areas."*

- Standardized weights on concurrent credits:
  - *Standardization of course numbers:* To speed up the transfer process, course numbers will be standardized. If a course is unique, the course number will not change.
  - *High school students and college credit:* The governor encourages high school students to take college credits. If students are rural, they can take a class from someone certified by Astate or online. In preparation for the Arkansas Access Act, A-State's enrollment management team started thinking about how to prepare and recruit highschool students.
    - Concurrent enrollments up to 800 – 1000 students.
    - A-State has made agreements with new high schools that want to collaborate.
  - *K-12 standardization:* Many seniors take college classes during their senior year, but taking concurrent classes can lower a student's grade point average. Many seniors take two classes their senior year and can start college but do not want to miss the high school experience. The Access Act will standardize numbers.
  - *Scholarships and funding:* The act will increase the number of scholarships and fellowships for students taking campus classes. A-State is developing strategies to make students feel like Redwolves now. A-State also need to think about online students and how to make them feel like Redwolves.
    - Early Registration: The university hopes to have students registered by May and scholarships assigned so faculty can begin preparing for Fall courses to accommodate the growing student population.
    - Hiring Plan: The administration is conscious of the student-to-faculty ratio. Therefore, a hiring plan will be released before commencement. Hiring plans will be part of the summer workload.

- College and Tenure: The administration is not worried, and faculty should not be worried. Dr. Shields met with the governor and discussed the statement regarding indoctrination. Dr. Shields suggested we want teachers to push students “how to think”, not “what to think.” There is nothing about indoctrination or teaching the wrong material in the Arkansas Access Act.
  - *Circumstances for review:* Tenure does not protect faculty members from participating in poor behavior. Should an event or situation occur that triggers an investigation, A-State has a process in place. Each university is responsible for how it manages inappropriate behavior. A-State has a process in place that works with the faculty member to attempt to resolve the situation through a Performance Improvement Plan. A-State’s Performance Improvement Plan is designed to support the faculty member, not hurt them.
  - *Post-tenure review:* A-State has a process in place, and Governor Sanders is supportive of the process.

- DEI and Accreditation: Paraphrasing – When going through accreditation, if HLC asks for something that we cannot provide, the response should be, “Our state law prevents us from answering that.”
  - HLC is aware of the Arkansas Access Act and knows the university is not able to answer specific questions.
  - *Program Accreditation:* When programs have criteria needed for accreditation regarding DEI, the Chancellor and Provost will meet with the program(s) accreditors, and give the same response. Programs are also encouraged to meet with the Chancellor and Provost to discuss the requiremetns.
  - College experience for minorities: The Arkansas Access Act will not change the college experience for minorities and does not change anything A-State is already doing.
    - Admission criteria is the same for everyone, student success is the same for everyone, and A-State wants everyone to feel welcome. This was expressed to Governor Sanders and the Senators.

- Workforce Development: A-State got ahead of the workforce criteria to serve more students.

- One Application Portal: Students will complete one application for all universities. A-State is lobbying so it can advertise to more students that we are not able to contact typically. Then, A-State can to show students/applicants what the university has to offer. Only one university wants to prevent the one application portal.

Senator Questions:

- Question 1: Has the university seen benefits to the early retirement plan?
  - Response: The university has to wait two years. A new hiring plan goes out for 26-27.
- Question 2: Are alumni able to use safe space for A-State?
  - Response: This past week, we had many folks from the community try to get into A-State's safe space. At the moment, safety is a priority. We are looking to develop strategies and assign safe spaces in the community.

New Business

- Faculty Equity Committee
  - The Faculty Equity Committee put a proposal in place. Over the next few weeks, review the policy and distribute it to constituents seeking feedback. Discussions will be held during Senate meetings to discuss the recommendations and feedback.
  - Cre@astate: Create@astate needs reviewers. If you can serve as a reviewer, please register at Create@State 2025 Judging Sign Up

Old business

- Committee Reports: No new updates.

The meeting was adjourned by Amanda Mohler at 4:23 pm.

Minutes recorded by Amanda Mohler, approved on 4/18/2025 (uploaded to KB 10/14/2025)

2024-2025

March 21st, 2025

ARKANSAS STATE UNIVERSITY

FACULTY SENATE MEETING

March 21st, 2025

Reynolds 222

Attendees: Julie King, Alexandr Sokolov, Dwayne Powell, Shanon Brantley, Stephanie Hoeckley, Audrey Folsom, John Hershberger, Katie Camden, Trinity Pullam, Robert Williams, Pradeep Mishra, Kristen Sumler, Donna Caldwell, Toccara Carter, Argelia Lorence, Suzanne Melescue, Khem Aryal, Richard Segall, Bert Greenwalt, Mark Lewis, Gary Edwards, Kim Vickrey, Paul Finnicum, DayDay Robinson, Veena Kulkarni

Proxy Attendees: Rob Williams proxy for Ibrahim Duyar, Natalie Gatlin proxy for Rashele Wade, Trinity Pullam for Jamie Passmore, John Hershberger for Amanda Mohler, Wayne Wilkinson for Jessica Curtis, April Shepard for Eric Dry

Guests: Kevin Hennings (parliamentarian), Will McLean, Alyssa Wells, Tom Moore

Absentees: Hao Yang Teng, Zahid Hossain, LTC Morgan Weatherly, Hung-Chi Su, Guolei Zhou, Scott Mangan, Ed Salo, Rollin Tusalem, Karen Graham

The meeting was called to order at 3:00 pm.

Order of the Day: Motion to approve the order of the day by Richard Segall, seconded by Julie King all in favor, motion carried.

Approval of Minutes: The motion to approve the March 7th, 2025 meeting minutes by Katie Camden, seconded by Kim Vickrey, all in favor, and the motion was carried out.

New Business:

Dr. William Mclean Q&A

Can you provide an update on centralized scheduling?

Course Dog is the vendor for centralized scheduling. The contract has been signed, IT is working on it, and everything is on schedule. Someone will be appointed over CourseDog to run it and train people. Spaces have been mapped out, some rooms have been blocked out (like specialty labs). It will be helpful. Issues with rooms can be handled through it. There is a possibility that fall class assignments could change at the last minute as things get updated in the schedule. The software will run all the spaces on campus, including the Reng Student Union and the Cooper Alumni Center. Will students be notified if class assignments change? Yes, it will be automated. What about building or classroom access? Someone will have to unlock classrooms that are needed.

Why are emeritus faculty being removed from email servers?

This is an ongoing discussion. It was a system policy that went into effect in October 2023, for security purposes. They can provide a personal address to still get updates but they no longer have an A-state email. They may keep it if they are still doing research. A review is needed to have emeritus status. If someone is kicked off, they can reach out.

What is Astate's facilities management model? Is there a time limit for when service requests must be completed?

Will does not know. The Faculty Senate should ask Russ Hannah or Brian Lasey to speak to this. They report to Finance & Administration.

What is the rationale and process for providing raises to faculty?

(statement about high pay in Athletics) Athletics does not report to the Provost. They are allowed to make a certain amount of money, which is dictated by the state and any money beyond that is paid for by private foundation money. The bonuses (etc) are negotiated with the foundation.

Addressing the dean-level pay question. If one moves jobs/positions, they can negotiate more money. Dean's pay is on par to be competitive in the market.

Is there a redundancy between the dean and chair positions? There are some, but they are different positions with different responsibilities and accountabilities, especially in this higher ed. climate and with the growth in programs. The budgets are coming back to the deans and the department chairs. Merits and raises are going to be under their purview, as well as scheduling and planning. The deans are earning their money.

Discussion about equity and salary compression, faculty retirements, etc. Our enrollment needs to increase for a few years before we can address all the salary compression. The equity committee (FEqC) is working on a policy for a transparent process. Discretion will be at the college level. Some of this is market-driven. Job performance is a metric to be considered too, more so than seniority.

New Business

Testing in access and accommodation issues. Cheating issues happening in Access and Accomodations Services (AAS). Proctoring is not happening, rules are not followed. Some students have taken the exam/computer and walked out of AAS to take it, then come back to turn it in. Access and Accomodations Services may not have the capacity to accommodate so many people and proctor them the way it should be. We will invite AAS to speak.

Can we have a Zoom option for remote faculty to serve on the faculty senate?

Old business

Committee Reports

Ombudsperson committee – they have met. They are researching what it is at other universities. The report should be ready in early Fall 2025.

Faculty Equity Committee – report due for the first meeting in April

IRB committee will meet after Spring break

The meeting was adjourned by John Hershberger at 4:04 pm.

Minutes recorded by Audrey Folsom, approved on 4/4/2025 (uploaded to KB 10/14/2025)

2024-2025

March 7th, 2025

ARKANSAS STATE UNIVERSITY

FACULTY SENATE MEETING

March 7th, 2025

Reynolds 222

Attendees: Amanda Mohler, Julie King, Alexandr Sokolov, Rollin Tusalem, Karen Graham, Shanon Brantley, Stephanie Hoeckley, John Hershberger, Katie Camden, Robert Williams, Donna Caldwell, Toccara Carter, Ed Salo, Suzanne Melescue, LTC Morgan Weatherly, Hung-Chi Su, Guolei Zhou, Khem Aryal, Scott Mangan, Jamie Pasmore, Richard Segall, Eric Dry, Bert Greenwalt, Gary Edwards, Kim Vickrey, Paul Finnicum, Ibrahim Duyar, Veena Kulkarni

Proxy Attendees: Rob Williams proxy for Sarah Scott, Rebecca Wellborn proxy for Rashele Wade, John Hershberger recording minutes for Audrey Folsom, Kevin Berry for Kristen Sumler, Asher Pimpleton-Gray for Savannah Cormier, Katie Camden for Trinity Pullam,

Guests: Kevin Hennings (parliamentarian)

Absentees: Hao Yang Teng, DayDay Robinson, Mark Lewis, Zahid Hossain, Jamie Pasmore, Dwayne Powell, Jessica Curtis, Pradeep Mishra, Argelia Lorence

The meeting was called to order at 3:00 pm.

Order of the Day: Motion to approve the order of the day by Richard Segall, seconded by Donna Caldwell all in favor, motion carried.

Approval of Minutes: Motion to approve the February 21st, 2025 meeting minutes by Richard Segall, seconded by Ed Salo, all in favor, motion carried.

New Business:

There will be two speakers for last part of semester:

- Melanie Wicinski – Strategic Plan
- Chancellor Shields – Legislative Update

A question was raised about the use of pronouns.

A question was raised about students having issues with purchasing materials from the bookstore—apparently the bookstore changed its policy

A question was raised about where the Education Dean search was

A question about the centralized scheduling system was raised

A question about library funding by the legislature was asked

A question was asked about integrating online/in person courses

Faculty Senate Elections are coming up soon. It was noted that the requirements are in the constitution and the only limit by college is that a faculty member in the current President's college cannot run.

Old business:

Committee Reports:

- The IRB committee has met with Travis Marisco about their concerns and the committee is currently working on an IRB strategy proposal.
- The ombudsperson committee has started and will meet soon
- Senator Caldwell mentioned that there are very few applicants from the Colleges of Agriculture and Education for the Wilson Award/Distinguished Service Award. There was a discussion of why that is and how to improve it. It was also mentioned that the Awards committee discussed finding ways to introduce the award to students earlier in their academic career, perhaps in FYE. Another possibility mentioned having some short mentions of accomplishments by previous award winners.
- The equity committee has met a few times and is working on a new policy. The question was raised about why the goal in the current policy has 78% of CUPA data as the benchmark—this came from a previous committee and reflected the funding that was available at the time.

The meeting was adjourned by Amanda Mohler at 3:15 pm.

Minutes recorded by John Hershberger and prepared by Audrey Folsom, approved on 3/21/2025 (uploaded to KB on 10/14/2025)

2024-2025

February 21st, 2025

ARKANSAS STATE UNIVERSITY

FACULTY SENATE MEETING

February 21st, 2025

Reynolds 222

Attendees: Amanda Mohler, Audrey Folsom, Argelia Lorence, Julie King, Alexandr Sokolov, Rollin Tusalem, Karen Graham, Shanon Brantley, Stephanie Hoeckley, Rashele Wade, John Hershberger, Kristen Sumler, Savannah Cormier, Jessica Curtis, Pradeep Mishra, Trinity Pullam, Sarah Scott, Robert Williams, Donna Caldwell, Ed Salo, Suzanne Melescue, Hung-Chi Su, Guolei Zhou, Khem Aryal, Scott Mangan, Hao Yang Teng, DayDay Robinson, Mark Lewis, Richard Segall, Eric Dry, Bert Greenwalt, Gary Edwards, Paul Finnicum, Ibrahim Duyar, LTC Morgan Weatherly

Proxy Attendees: Trinity Pullam for Katie Camden,

Guests: Calvin White, Will McLean, Alyssa Wells, Kevin Hennings (parliamentarian)

Absentees: Zahid Hossain, Kim Vickrey, Veena Kulkarni, Toccara Carter, Jamie Pasmore, Dwayne Powell

The meeting was called to order at 3:00 pm.

Order of the Day: Motion to approve the order of the day by Richard Segall, seconded by Rashele Wade all in favor, motion carried.

Approval of Minutes: Motion to approve the February 7th, 2025 meeting minutes by Richard Segall, seconded by Sarah Scott, all in favor, motion carried.

New Business: Provost Q&A

No questions submitted.

Comments from the provost:

Fall admit applications are up by 1600 more than last year. Now we must yield those. Spring orientation is coming up, on Saturdays. Please consider helping your college with those.

Current student mix: Online 50.5%, traditional 49.5% students

AOS is still growing, up 7%, and so are our traditional student numbers – this is healthy growth!

Research status, we are reaffirmed as R2 ($10.3 million research expenditure dollars reported)

The plan is to not drop the research status but to deepen it.

We had a large grant this year, but we are still up $3 million.

About the executive orders from the government (federal and state) – currently, no negative impact on the campus. We have been actively managing it.

Go look at the access bill from our governor that dropped last week. https://governor.arkansas.gov/news_post/sanders-announces-arkansas-access-higher-education-reform-legislation/

HB1512: https://arkleg.state.ar.us/Bills/Detail?id=HB1512&chamber=House&ddBienniumSession=2025%2F2025R

We will be notified if negative impacts are coming.

Everything has been pretty quiet, so far.

Our chancellor was in Washington, DC 2 weeks ago to meet with senators and representatives. We are looking at expanding.

We are staying out of the fray.

Questions from the senators:

What role will the faculty have in the review process for performance review of faculty? (new HB1512 bill)

We are still weeding out the details. There is nothing concerning in the bill. The governor's goal is for us to teach students how to think, not tell them what to think. The pushback from other higher education institutions is the common portal for the state (one fee to apply to all the state universities). But we are good with that because we will get access to a larger pool of applicants,

our competitors are not liking it.

Question: why can’t we do online lessons when we have a snow day when we have proven we can do online well?

It disadvantages everyone who does not have internet access in rural areas. When students sign up for online modalities, they accept the online format. When they sign up for face-to-face, they may not have access to the internet from where they live. This is also part of HLC and ADHE’s truth in advertising requirement. If it is listed as traditional, it must be in a traditional format and it can’t be switched to online. You should also not be compelled to attend online meetings when the campus is closed due to winter weather conditions (for the same reason that it disadvantages anyone who may have lost internet connection or does not have reliable internet at home).

Senators expressed concern about indirect cuts and budget cuts from NIH, could it spread to other funding institutions? It is a real fear that it would be cut to a flat 15% and might spread to other funding sources. But we don’t have a lot of NIH money on our campus, so we are currently only minimally affected.

Old business:

1. Committee Reports:
    1. IRB committee will meet next week
    2. The equity committee is finalizing a proposal
    3. The ombudsman committee is formed

The meeting was adjourned by Amanda Mohler at 3:33 pm.

Minutes prepared by Audrey Folsom, approved on 3/7/2025 (uploaded to KB 10/14/2025)

2024-2025

February 7th, 2025

ARKANSAS STATE UNIVERSITY

FACULTY SENATE MEETING

February 7th, 2025

Reynolds 222

Attendees: Amanda Mohler, Audrey Folsom, Dwayne Powell, Argelia Lorence, Julie King Alexandr Sokolov, Rollin Tusalem, Karen Graham, Shanon Brantley, Katie Camden, Rashele Wade, John Hershberger, Savannah Cormier, Jessica Curtis, Pradeep Mishra, Trinity Pullam, Jamie Pasmore, Ed Salo, Toccara Carter, Suzanne Melescue, Hung-Chi Su, Guolei Zhou, Khem Aryal, Scott Mangan, Hao Yang Teng, Kim Vickrey, Mark Lewis, Richard Segall, Eric Dry, Bert Greenwalt, Gary Edwards, Veena Kulkarni, Paul Finnicum, Ibrahim Duyar

Proxy Attendees: Kevin Berry for Kristen Sumler, Cindy Crum for Donna Caldwell, Karen Graham for Sarah Scott, Ed Owen for Stephanie Hoeckley, Ibrahim Duyar for Robert Williams

Guests: Kevin Hennings (parliamentarian), Dr. Pimpleton-Gray, Dr. Spack, & Dr. Long

Absentees: LTC Morgan Weatherly, Zahid Hossain, DayDay Robinson,

The meeting was called to order at 3:00 pm.

Order of the Day: Motion to approve the order of the day by Richard Segall, seconded by Julie King all in favor, motion carried.

Approval of Minutes: Motion to approve the January 17th, 2025 meeting minutes by Richard Segall, seconded by John Hershberger, all in favor, motion carried.

New Business:

Dr. Pimpleton-Gray, Dr. Spack, & Dr. Long, HOWL Service Center (Lupine Wellness Center):

1. **The Lupine Wellness Center by Dr. Pimpleton-Gray:** Mental Health and Wellness Support at A-State. It used to be named “the HOWL Service Center”. There was confusion with the HOWL transition program (which is for those who are differently abled) and the Atlas program (a degree program associated with HOWL transition).
    1. Faculty supervisors: Dr. Savannah Cormier, Dr. Whitley-Williams, Dr. Sandusky, Dr. Kristin Johnson, Dr. Pimpleton-Gray.
    2. The clinicians are A-State students in their clinicals, they are getting their field experience. They are supervised by the faculty supervisors.
    3. Services offered: Individual Counseling; Couples and Family Counseling; Play Therapy; Academic Interventions; Group Counseling; Consultations, Behavioral Parent Training; Behavior Therapy for Children; Telehealth Services
    4. Cost: Students are seen at no costs; faculty, staff, and the community are seen on a sliding fee scale; No one has been turned away for their ability to pay. They do not take insurance.
    5. Location: 330 University Loop (Ed Comm building, Room 133, (870) 972-2000) Call to book an appointment
    6. You can refer students to these services.

2. **Wilson Counseling Center: Dr. Martha Spack and Dr. Long**. The focus of the WCC is on student wellness
    1. Services are for the students, at any enrollment level
    2. All the counselors are licensed professional counselors
    3. They are a learning institute, so interns work at the WCC too
    4. They offer teletherapy for Arkansas residents, or help them find services where they live if they are from out-of-state
    5. Services offered: Individual counseling, Group counseling, Career counseling, TAO (open to all- online self-help tool), Meditation room, Workshops (in classrooms, Wellness Wednesdays, etc.), Classroom Presentations, Consultation, Referral resources, Crisis intervention. There is also a selfcare week in Fall and Spring
    6. How students reach the WCC: walk-in, call, online – paperwork is online (they use CCAPS, https://ccmh.psu.edu/ccaps-34-62)
    7. Top concerns: Students seen are concerned about anxiety, depressive symptoms, stress, family, academic performance
    8. If a student needs help, faculty, please reach out to WCC
    9. There is no session limit, typical is bi-weekly (they make more visible progress in a 2-week span, and WCC can see more students)
    10. There is no waitlist, and no one is turned away, the turn around to appointment is quick
    11. The Wilson Counseling Center page has great traffic from students on Instagram @WilsonCounselingCenter https://www.instagram.com/wilsoncounselingcenter/
    12. WCC is an acute center with a robust referral center to meet the needs of students

13. Additional support: The A-State CARE team meets every week; faculty can refer students they are concerned about for services through the Behavioral Alert through the CARE team. Once a report for behavioral concern has been filed, an immediate outreach is done, and the student must come in for a face-to-face meeting within 24 hours. The CARE team figures out services needed and next steps.
14. What about undergrads that do not live on campus? They often can be located and reached out to in the community. They are treated the same as on-campus students.
15. WCC has their own confidential space at 107 N Caraway across the street from Eugene Smith building and in front of the Parking Garage

Old business:

1. Committee Reports:
    1. IRB committee will meet next week
    2. Equity committee is finalizing a proposal
    3. The ombudsman committee is being formed

The meeting was adjourned by Amanda Mohler at 3:58 pm.

Minutes prepared by Audrey Folsom, approved on 2/21/2025 (uploaded to KB 10/14/2025)

2024-2025

January 17th, 2025

ARKANSAS STATE UNIVERSITY

FACULTY SENATE MEETING

January 17th, 2025

Reynolds 222

Attendees: Amanda Mohler, Audrey Folsom, Alexandr Sokolov, Shanon Brantley, Katie Camden, Kristen Sumler, John Hershberger, Stephanie Hoeckley, Savannah Cormier, Jessica Curtis, Sarah Scott, Pradeep Mishra, Donna Caldwell, Trinity Pullam, Jamie Pasmore, Ed Salo, Toccara Carter, Suzanne Melescue, Hung-Chi Su, Guolei Zhou, Khem Aryal, Scott Mangan, Hao Yang Teng, LTC Morgan Weatherly, Kim Vickrey, Mark Lewis, Richard Segall, Eric Dry, Bert Greenwalt, Argelia Lorence

Proxy Attendees: Rebecca Wellborn for Rashele Wade, Sarah Scott for Karen Graham, Banafsheh Aghayeeabianeh for Veena Kulkarni, Eric West for Julie King, Veronica Scudamore for Paul Finnicum, Ibrahim Duyar for Robert Williams

Guests: Calvin White, Will McLean, Alyssa Wells, Kevin Hennings (parliamentarian), Tom Moore

Absentees: Zahid Hossain, DayDay Robinson, Rollin Tusalem, Gary Edwards, Robert Williams, Dwayne Powell

The meeting was called to order at 3:00 pm.

Order of the Day: Motion to approve the order of the day by Eric Dry, seconded by Donna Parker all in favor, motion carried.

Approval of Minutes: Motion to approve the December 6th, 2024, meeting minutes by Richard Segall seconded by John Hershberger, all in favor, motion carried.

Provost Q&A

1. Welcome back, we had the highest December graduation this year, and we have a great start to the Spring term.
2. **How are clinical hours accounted for in the faculty workload?**
    1. We haven't tackled the faculty workload yet. Academic Affairs (AA) is not touching clinical hours because there is a variance between disciplines. They are set by colleges and departments due to accreditation requirements. The deans decide this. Right now we do not have a formula. Workload is discipline-set, AA does not override this.
3. **How are the credit workloads delineated among faculty in the college/department?**
    1. It is department-specific. The percentage distribution of workload for a faculty can change between departments due to accrediting agency requirements. AA will not set these.
    2. **If there are concerns about inter-department equity issues, where do we take them?** To the program director (or coordinator), then the department chair, then the dean. Follow the grievance progress. It only comes up to AA if the dean cannot resolve it. Teaching load reductions must be justified. AA only checks productivity.
4. **Can workloads for the upcoming terms be sent out by the chairs/dean by a specific deadline to allow for better preparation?**
    1. The provost will address this with the deans next week.
5. **Comments on the State of the State Address by the Governor.** We are prepped for all the issues she talked about. We got praised. We are doing it right, we are getting in front of it. We will make our own future. This is part of what our chancellor and provost are doing in Little Rock and why they spend a lot of time there.
6. **Where is DEI going?** We have been successful in making DEI more expansive to include everyone. We have widened the circle to address everyone's issues. Narrowing the circle gets us in trouble. We are being strategic and we are talking to our senators and representatives.
7. Thank you for what you do. Have a great semester!

New Business

1. **Spring tasks:**
    1. The equity committee is in place and they are working on a document for the senate and provost to review.
    2. Alexandr Sokolov is almost done with the proposal for non-tenure track promotion.
    3. **Should we have an ombudsperson for issues within departments/colleges?**

       A national organization (AAUP) protects faculty and could be instated on campus and this person would be the representative for the faculty. This person would support

the faculty in the grievance process. Could we put an ad-hoc committee together to gauge interest and study what is done elsewhere? Joining AAUP does have a cost. This advocacy would help the faculty resolve the issue possibly before it goes through the grievance process. Which senator would like to chair this committee? Jessica Curtis agreed to be chair. Motion to approve by Sarah Scott and seconded by Katie Camden. Motion passes.

4. **Any other projects we want to work on?** Fix the IRB process. There are issues throughout the process for all the colleges. We can put an ad-hoc committee together to study the issues faculty are having with IRB approval across campus. Who wants to chair? Katie Camden will chair the IRB one. Sarah Scott motioned for approval and Eric Dry seconded. Motion passes.

Old business.

1. What happened to the team-teaching proposal? It will be sent to the chancellor soon.

The meeting was adjourned by Amanda Mohler at 3:44 pm.

Minutes prepared by Audrey Folsom, approved on 2/7/2025 (uploaded to KB on 10/14/2025)

2024-2025

December 6th, 2024

ARKANSAS STATE UNIVERSITY

FACULTY SENATE MEETING

December 6th, 2024

Reynolds 222

Attendees: Amanda Mohler, Audrey Folsom, Alexander Sokolov, Julie King, Shanon Brantley, Katie Camden, Kristen Sumler, Dwayne Powell, John Hershberger, Stephanie Hoeckley, Savannah Cormier, Jessica Curtis, Rashele Wade, Trinity Pullam, Karen Graham, Jamie Pasmore, Ed Salo, Toccara Carter, Suzanne Melescue, Hung-Chi Su, Khem Aryal, Robert Williams, Scott Mangan, Hao Yang Teng, LTC John (Morgan) Weatherly, Kim Vickrey, Mark Lewis, Rollin Tusalem, Richard Segall, Eric Dry, Gary Edwards, Bert Greenwalt, Ibrahim Duyar

Proxy Attendees: Karen Graham for Sarah Scott, Veronica Scudamore for Paul Finnicum

Guests: Todd Shields, Calvin White, Will McLean, Alyssa Wells, Kevin Hennings (parliamentarian)

Absentees: Donna Caldwell, Zahid Hossain, DayDay Robinson, Guolei Zhou, Veena Kulkarni, Pradeep Mishra

The meeting was called to order at 3:00 pm.

Order of the Day: Motion to approve the order of the day by Richard Segall, seconded by Alexandr Sokolov all in favor, motion carried.

Approval of Minutes: Motion to approve the November 15th, 2024, meeting minutes by Katie Camden seconded by John Hershberger, all in favor, motion carried.

The senate entered a closed session.

The meeting was adjourned by Amanda Mohler at 4:57 pm.

Minutes recorded by Audrey Folsom and approved on 1/17/2025 (uploaded to KB on 10/14/2025)

2024-2025

November 15th, 2024

ARKANSAS STATE UNIVERSITY

FACULTY SENATE MEETING

November 15th, 2024

Reynolds 222

Attendees: Amanda Mohler, Audrey Folsom, Julie King, Veena Kulkarni, Shanon Brantley, Katie Camden, Kristen Sumler, Dwayne Powell, Pradeep Mishra, John Hershberger, Stephanie Hoeckley, Ibrahim Duyar, Guolei Zhou, Savannah Cormier, Jessica Curtis, Rashele Wade, Trinity Pullam, Karen Graham, Jamie Pasmore, Ed Salo, Toccara Carter, Suzanne Melescue, Robert Williams, Scott Mangan, Hao Yang Teng, LTC John (Morgan) Weatherly, Kim Vickrey, Mark Lewis, Ibrahim Duyar, Richard Segall, Eric Dry, Gary Edwards, Bert Greenwalt

Proxy Attendees: Veronica Scudamore (Proxy for Paul Finnicum?), Karen Graham for Sarah Scott

Guests: Will McLean, Calvin White, Alyssa Wells, Carlitta Moore, Kristen Ruccio, Tom Moore

Absentees: Khem Aryal, Donna Caldwell, Zahid Hossain, DayDay Robinson, Alexander Sokolov, Hung-Chi Su, Rollin, Tusalem,

The meeting was called to order at 3:00 pm.

Order of the Day: Motion to approve the order of the day by Richard Segall, seconded by Eric Dry all in favor, motion carried.

Approval of Minutes: Motion to approve the November 1st, 2024, meeting minutes by Jessica Curtis seconded by Ibrahim Duyar, all in favor, motion carried.

Provost Q&A

1) Why was the advising change not a shared governance issue?

Because it was a workflow procedure change, not a policy change, it is in the purview of the Provost. Communication was given before the change, at all levels. Deans were all on board. Input was sook at the college level. Shared governance can only make recommendations to the Chancellor and the Provost.

2) How is the university preparing for the new federal administration? In particular, what are plans to deal with potential tariffs, potential restrictions on student visas, and curtailment of academic freedom?

Tariffs: we have nothing to do with those, it might impact procurement, and it would fall under the systems office

Visas: international education is important, if restrictions are placed, we must comply. But we have lived through this before. We will do all we can while complying with state and federal law. We will use best practices.

Academic freedom: Review academic freedom regarding how it is impacted by the law. Your personal views do not fall under academic freedom, especially if it is not related to your discipline. You have freedom of speech, you can say what you want but you can't be protected from the consequences; we work for the state, therefore, we represent the state and Akanasas State University. We will advise you if needed but we will protect the institution (the whole/A-State). Look at court decisions about academic freedom. We are limited in how much we can protect you. We will advocate for you but may not be able to protect you. We are agents of the state. The provost is not worried about the federal government. Of the federal laws, Title IX has the biggest impact on you. We are more concerned with the state government's position. They ask about faculty-to-student ratios; staff:student:faculty ratios, and worked hours per week. They also asked about tenure. The state will have the biggest impact on how the university operates. Tenure will look significantly different. The guard rails are gone. DEI legislation is coming. The core mission of educating our students is staying the same. They have (the state legislature) an opinion about how many staff and faculty it takes to run our campus. We won't be able to keep the departments we had in 2011. This is why faculty lines are disappearing.

3.) Students have concerns about financial aid, mental health, and other personal issues. When referred to the Registrar, Counseling Center, and Financial Aid, the offices often do not provide much support to help these students stay in college. What plans do we have to improve training in these areas so they can support student retention and place less of a burden on faculty?

The new advising model has taken the burden off faculty. We are beefing up financial aid and registrar. FAFSA has undergone one of the biggest transformations in decades. This is why we need more training and professional advisors. It is constantly changing and faculty can't be expected to keep up with the constant changes. All these new changes in workflow are to reduce the burden on the faculty. Not all of this falls under AA but falls under Student Affairs. We are trying to get more help for counseling (not under AA). Students needing counseling could go to the HOWL Service Center for mental health. Enquire about this if you are interested. H.O.W.L. Service Center

4.) The changing allocation of Infrastructure Funds places some programs at a disadvantage as they are programs that often require expensive supplies to meet the most basic needs of our students. Since a lack of funding for supplies and equipment directly impacts our ability to recruit new students, how does this administration plan to support the needs of the programs, who will now have limited access to infrastructure funding?

The way we are moving the infrastructure funds will provide more money from a deeper pool of money for departments. The current departmental limit is $120,000 but with this new way, departments can purchase items that cost more than that. It will require the dean and the chairs to put more thought into the proposals. We will fund more large things now, but it will require a proposal. Make a great proposal. In times of plenty, you have to be good stewards of your money. We have to be good stewards all the time. The infrastructure money did go out this week.

5.) Our department has remained the same size throughout the pandemic, but we have had numerous faculty lines removed, reduced to non-tenure-track, or moved to adjunct load. If this administration wants to prioritize full-time faculty lines, why have so many lines removed or reduced?

We do prioritize full-time faculty lines where there is growth. If there is no growth, faculty lines may not be needed. A line has to be justified. TN State has laid off 114 university employees. Nationally, 27 universities have closed or shut their doors. We have to be able to defend our decisions regarding the money we spend. We are being forced to do something different now. This is why the Provost is being honest with us and keeping us informed.

A legislative session is happening soon. The Chancellor will update us soon (next month). Tenure is being questioned, DEI legislation is coming, they are questioning the curricula, and they are pushing workforce development. We will need to right-size to the current requirements. We have had declining enrollment since 2014. Things are not okay but we can make it. UConn cut dozens of programs. The Provost is advocating for us. We will not be a victim of the future. We will create our future. We will keep our core values of educating Arkansas. We were the only 4-year institution that

got money yesterday (Grant awarded by Gov. Sanders). 4-year universities have lost their value propositions with the state. Concerning DEI, we will protect everybody (that is how we keep it). Concerning tenure, we are advocating for a 7-year post-tenure review (to protect and keep tenure).

New Business

Guest speaker Kristen Ruccio, Chair of Access and Accommodations Committee.

New guidelines for classrooms to make them more accommodating.

We are publishing a resource for faculty and staff. It will be available the week after Thanksgiving. Access promotes retention.

It has 6-pages of suggested good practices for classrooms (after the all captioning stuff), materials, and events. Course files should be screen reader-friendly (large Excel tables can be a problem). Use at least 14-point fonts. Be open about having an inclusive classroom. Don't discuss a student's disability in front of the whole class. Representation matters (in your materials). Minimize ableist language. For events provide a contact for people with mobility issues, food allergies, and avoid flashing lights. Guidelines for accessible PPTs and color-blind friendly materials.

Find the document here: https://docs.google.com/document/d/11QZ13MhCXPGefzUquKx_b5-wdNUnhgsUFCV6iE32-78/edit?tab=t.0

Old business

None.

The meeting was adjourned by Amanda Mohler at 4:14 pm.

Minutes prepared by Audrey Folsom, approved on 12/6/2024 (uploaded to KB 10/14/2025)

2024-2025

November 1st, 2024

ARKANSAS STATE UNIVERSITY

FACULTY SENATE MEETING

November 1st, 2024

Reynolds 222

Attendees: Amanda Mohler, Audrey Folsom, Pradeep Mishra, Robert Williams, Rashele Wade, Dwayne Powell, Jessica Curtis, Julie King, Katie Camden, Trinity Pullam, Kristen Sumler, Jamie Pasmore, Alexandr Sokolov, Suzanne Melescue, Shanon Brantley, Hao Yang Teng, Guolei Zhou, John Hershberger, Toccara Carter, Stephanie Hoeckley, Ed Salo, Scott Mangan, LTC J. Morgan Weatherly, Mark Lewis, Bert Greenwalt, Richard Segall, Hung-Shi Su, Eric Dry, Veena Kulkarni, Ibrahim Duyar, Asher Pimpleton-Gray

Proxy Attendees: Amanda Wheeler Gryffin (proxy for Paul Finnicum), Robert Williams (proxy for Karen Graham)

Guests: Will McLean, Calvin White

Absentees: Khem Aryal, Donna Caldwell, Savannah Cormier, Gary Edwards, Zahid Hossain, Dayday Robinson, Sarah Scott, Rollin Tusalem, Kim Vickrey

The meeting was called to order at 3:00 pm.

Order of the Day: Motion to approve the order of the day by Richard Segall, seconded by Alexandr Sokolov, all in favor, motion carried.

Approval of Minutes: Motion to approve the October 18th, 2024, meeting minutes by Katie C, seconded by John H, all in favor, motion carried.

Provost Q&A

1. **What professional development opportunities are there for adjunct faculty members? Many of our adjuncts work full-time jobs and cannot commit to a full 7-month ACUE course in addition to their jobs and teaching 1-3 classes. However, many adjuncts have never taught before. What resources are available from A-State to help them learn the best pedagogical practices?**

Answer: We are limited to what we can do because they are not full-time and do not have full-time benefits. There should be training at the department and college level for those adjuncts. If they are not competent, they should not be hired.

CETL is accessible to all, and small tutorials will be released by CETL in the near future. If the adjuncts are teaching 9 hours, they might need to be full time.

2. **I found out recently that students receiving counseling services at A-State only receive a session every other week due to staff shortages. Does A-State plan to return to a model where students can receive counseling every week?**

Answer: Academic Affairs does not control counseling services. The Chancellor was consulted and is aware. This is a Dr Spack question (Student Affairs). We have contacted St B and NEA to see what help we can get. The demand is through the roof. We have the most anxious generation. The counseling staff is there, fully staffed, the demand has grown exponentially. It is the same on all campuses.

We are looking for college-ready students, but we need to stop doing that because they do not exist. We need to make the campus ready for the student that is going to arrive. We need more resources there to meet the needs.

3. **Last year, University Graduate Assistantships were not awarded until the summer. Will that funding be released earlier this academic year?**

Answer: We are hiring a grad school dean, and we will look over this process and redistribute the positions according to need. They have not been rearranged or re-evaluated in a while (5 years).

4. **Are there any plans to increase the compensation A-State offers adjunct employees?**

Answer: They are grossly underpaid. To increase pay we need to increase recruitment and retention. They are also thinly used. If they taught larger classes, we could pay them more because we would need less of them (1 adjunct x 60 students vs 3 adjuncts x 20 students). We may need to use more instructors instead of adjuncts. We need to stop the overuse of adjuncts when we don’t need them.

Will added: Look at your curriculum; are you trying to be everything to everyone. Do you have too many electives and therefore need too many adjuncts? There are pilots of 90 hours baccalaureate degrees in other institutions. They are stripping gen eds. This is coming from the state legislation.

5. **At A-State, there is a shocking lack of funding available for low-income returning students who are not single parents. Would the administration consider creating or advocating for scholarships to allow these students to return to school later in life?**

Answer: This administration has spent over $100,000 from the foundation funds to wipe away the balances of struggling students. This was not publicized due to the political climate. Low-income students have great GPAs and ACT scores, these are our Promise Plus students. We are raising more money for needs-based education funding. We are doing it but also simply not publicizing it. We are removing barriers for those students to be able to re-enroll and continue to matriculate through their programs.

Comments from the Provost.

“Camelot is over” we have pressures to provide a workforce pipeline. It is better if we come up with the plans and degrees for it than if it is mandated by the state.

To set the record straight on the bonuses: 9 faculty out of 500 are not getting bonuses (due to high DFW rates). We are doing good. They have been personally notified by the provost, so don’t worry you would have gotten an email from the provost if you are not getting the bonus. The bonus was to reward retention, graduation rates, or recruitment.

New Business

Pradeep Mishra, faculty member and director of printing services: We are invited to come over and see what they can do for us. They are located on the first floor of the Ed Com building (south of the library).

We are encouraged to order from printing services instead of using outside print shops. Admissions sent post cards, 45,000 of them and were going to put address stickers on them. Printing services was able to do it faster and cheaper than the traditional way (no stickers) and saved $100,000.

Banners can be made too. Off campus costs a lot more.

Check with printing services before you go off campus.

They can print scientific posters. Don't buy a printer, the ink will dry, and it will end up being a waste.

They can make T-shirts in many colors, they simply only stock the traditional A-State colors. They can order more T-shirt colors if we want them. They can only do group orders for T-shirts.

They also work 8-5 M-F so they need lead time for any projects.

They are working on updating the website so you can see all the items available (astate.swagforce.com).

Need a PO to order.

They can also manage outside orders for you if they don’t carry the item you want.

Old business

none

Adjourned by Amanda Mohler at 3:47 pm.

Minutes prepared by Audrey Folsom, approved on 11/15/2024 (uploaded to KB 10/14/2025)

2024-2025

October 18th, 2024

ARKANSAS STATE UNIVERSITY

FACULTY SENATE MEETING

October 18, 2024

Reynolds 222

Attending: Ed Salo, Savannah Cormier, Jessica Curtis, Robert Williams, Robert Williams (Proxy for Ibrahim Duyar), Dwayne Powell, John Hershberger, Nicole Arnel (Proxy for Kim Vickrey), Matt Harmon (Proxy for Katie Camden), Mike Cooper (Proxy for Trinity Pullam) Sarah Scott, Jamie Pasmore, Julie King, Amanda Wheeler Gryffin (Proxy for Paul Finnicum), Toccara Carter, Rashele Wade, Alexandr Sokolov, Guolei Zhou, Stephanie Hoeckley, Scott Mangan, Karen Graham, Suzanne Melescue, Hao yang Teng, Kristen Sumler, Mark Lewis, Bert Greenwalt, Richard Segall, Shanon Brantley, Gary Edwards, Eric Dry, Khem Aryal, Veena Kulkarni, Rollin Tusalem, Day Day Robinson

Guests: Tom Moore, Calvin White, Will McLean, Alyssa Wells, Ian Buchanan.

Absent: Amanda Mohler (John Hershberger lead the meeting), Audrey Folsom (Ed Salo recorded minutes), Donna Caldwell, Zahid Hossain, Pradeep Mishra, Hung-Chi Su, LTC J. Morgan Weatherly

Vice President John Hershberger called the meeting to order at 3:00 PM.

Ed Salo moved to accept the order of the day. It was seconded by Sarah Scott and passed by voice vote.

Ed Salo moved to approve the minutes from the last meeting. Eric Dreyer, second, did the motion and they passed by voice vote.

Provost Q&A

1. **A list of faculty that have a greater than 25 percent DFW outcomes have been distributed to Deans and Chairs. Three related questions:**
2. **Not all courses with higher than desired DFW rates reflect poor instruction. Although a DFW rate is an easy metric to compute, will there be a deeper evaluation of factors such as the mix of courses an instructor teaches and their respective student evaluations, how well students are being prepared in lower-level perquisite courses before entering upper-level courses, and student's GPA and history of attendance when entering upper-level courses before punitive action, if any, is taken?**
3. **If a certain DFW threshold results in punitive action, will this penalty be enforced at the course level, individual faculty level, department level, or college level?**
4. **Please describe the level of new resources that the university is committed to providing to improve DFW rates and evidence that such resources at prior universities have yielded improved DFW rates.**

Calvin White-

A list was sent out with all the DFW's that were between 50 and 20% to the deans and Chairs

We are not looking at the raw data but the data in the larger context.

Currently, we are not doing anything at the Provost office with the data. ACUE is recommended for those on the list. And chairs will be documenting the DFW rates in formal reviews. There is no punitive action now, but there might be in the future.

The Provost was surprised by the DFW in certain areas. In some areas it was not where you usually think it is. For the upcoming bonus, people with high DFW rates may not get the bonus.

The Provost office sends $50,000 to CETL for ACUE training, and CETL will become more visible with more pedagogical functions.

The Provost office will be getting data to the chairs and Deans more frequently, and the data should be used as a guide.

John Hershberger commented that we need to have a change of teaching culture.

Question 2

2. **Discussions about our equity process have been discussed. Since the policy has not changed yet, is it possible for faculty to resubmit for equity even if it has not been three years since they last applied? Those questioning are those who did not receive equity the last time they applied**.

Calvin White- The Provost asked the HR and the lawyers to make sure that this was correct.

If you have received equity, you cannot apply. In three years. If you have been promoted, you have to wait. If you did not receive equity then you can apply again.

More people coming through the process. Money will be in smaller pots. We are still looking at teaching, research, and service as the grading process.

PRT does not have to send it up the chain (equity requests). The request can stop at all different levels in the process. We can change the process, but we don't have $3,000,000 to solve the problem.

University College and CLAC have salaries are the ones that are out of whack.

Just because you apply every year does not mean you have a better chance of receiving it.

3. **The centralized advising model hinges on Degree Works being accurate. Who is responsible for making the changes/updates in Degree Works such as course grade requirements, pre-requisite courses, etc? If the chairs are responsible for making the changes, when will training be provided on how to update Degree Works so that it is correct and up-to-date?**

Calvin White- The faculty controls all our curriculum changes. Everything will still go through that process. And we'll continue to go through that process.

We need to give any changes in the curriculum to Chris Boothman and he will upload it into Degree Works. If we need training then it will be provided.

John Hersberger- what about the 15 hours per semester rule that came down from ADHE .

Will McClean explained that the change was from the state and we have no controll over that.

4. **There is policy for student infrastructure fees straight from the Treasurer's office website that states:**

“Infrastructure Fee

Provides funding to assist in the enhancement of the student learning environment. This learning environment consists of, but is not limited to, classroom furnishings, student computer labs, teaching media, students software teaching tools, and highly mediated classrooms to name a few. The expenditure of these funds must go to visible improvements that students can see, touch, or use in their everyday learning environments. Consequently, students must have primary advice on how these funds will be invested."

What is happening to FY25 infrastructure money. We usually have been able to order equipment by now or at least have information about when we can order things. Where is the money?

Calvin White- Money still is in the Provost office. There's $900,000. The Provost office will fund everything this year but will not next year. In the future, the money will not be divided equally. The Provost will ask the Deans what will be the most successful use of the money and it will be placed in the best places.

Ed Salo asked about the Journalism Department update.

Calvin White- They're coming up with new curriculum and hope for a break through soon.

Calvin White- The tenure track lines requests went out to the Deans this afternoon.

Ian Buchanan- Staff Senate President

The Staffs in IT is working on creating a culture of working together. With the faculty and other groups on campus, they're big three are a well informed community of employees. Campus unity and awareness. And retention of all employees.

They're doing this through an empowerment activity series. Receiving tickets to football game, period. Anonymous comment box for different groups. They are also working on a Zen den Modeled after Lyon College.

Committee Reports

Equity Committee meet and organized the committee.

Adjourned 3:49pm.

Meeting minutes prepared by Ed Salo, edited by Audrey Folsom and approved on 11/1/2024 (uploaded to KB 10/14/2025)

2024-2025

October 4th, 2024

ARKANSAS STATE UNIVERSITY

FACULTY SENATE MEETING

October 4th, 2024

Reynolds 222

Attendees: Amanda Mohler, Rob Williams, Alexandr Sokolov, Audrey Folsom, Katie Camden, Savannah Cormier, Jessica Curtis, Julie King, Kim Vickrey, Rashele Wade, Scott Mangan, Trinity Pullam, John Hershberger, Ed Salo, Stephanie Hoeckley, Donna Caldwell, Kristen Sumler, Jamie Passmore, Guolei Zhou, Karen Graham, Suzanne Melescue, Hao Yang Teng, Hung-Chi Su, Richard Segall, Toccara Carter, Mark Lewis, Eric Dry, Gary Edwards, Bert Greenwalt, Veena Kulkarni, Khem Aryal, Ibrahim Duyar, Rollin Tusalem

Proxy Attendees: Rob Williams for Ibrahim Duyar; Steven Muzatko for Dwayne Powell, Karen Graham for Sarah Scott,

Absentees: LTC J. Morgan Weatherly, DayDay Robinson, Shanon Brantley, Pradeep Mishra, Paul Finnicum

The meeting was called to order at 3:00 pm.

Order of the Day: Motion to approve the order of the day by Alexandr Sokolov, seconded by Donna Caldwell, all in favor, motion carried.

Approval of Minutes: Motion to approve the September 20, 2024 meeting minutes by Rashele wade, seconded by John Hershberger, all in favor, motion carried.

Chancellor Q&A

The Provost was not able to be at this meeting due to a family emergency.

1. **We were told a few times last year that a workload policy was being drafted and would be brought to the Faculty Senate for discussion. Any progress/ update on it?**

The committee is formed and has put things together, the vet school requirements caused it to take a turn and be delayed, it is needed, policies across campus are very different. It is in the works. The new system President wants to look at it.

2. **With the plan to move to centralized advising, will there be any concessions for programs who have specific qualifications for advising per the program's accreditation?**

Yes, I am not aware of accreditation that mandates registration. Centralized advising is for registration, not for faculty-student interactions or mentorship. Rules change at the federal level and at the state level, the professional advisors stay on top of that. Getting students registered quickly gets them ready for returning the next semester, psychologically. Faculty should follow up with their students as they are matriculating through their program. The number of hours per semester rules for the challenge scholarship is set. Students should have to take 15 hours per semester, minimum, for the lottery scholarship. They are allowed to take 12 the first semester but can take 15 or more. There is no appeal for the lottery scholarship. For institutional scholarships, the hours have to be taken at A-State (not ASU-N). Degree plans in each major are vastly different. Degree works should guide the students as to what to take next, and if they don't pass a course it should change the plan in accordance. The change of major process will be changed to automate (with immediate update). We want the info we give them about registration (hours needed, etc.) to be the same (consistent) if they change their major. We don't want faculty to be liable for telling the students something wrong about the number of hours they need and lose their scholarship. FAFSA is being delayed again this year. We should still meet with our students to guide them through their college career and teach them to be professionals. Make sure Chris Boothman knows your degree rules so they are set right in degree works, like if you need a C in a certain class(es).

3. **Explain why we can no longer use outside services for t-shirts? Printing services have limited colors, sizes, and designs that are not accommodating for all programs or students. Furthermore, small business owners have now lost a significant portion of their business becausestudent organizations and programs are no longer allowed to use them.**

This is a miscommunication. We are asking people to go to our campus printing services first, if we can't do it, go to a local business. It is not forbidden to go off campus. There is still a university styling guide that must be followed, so use local print shops that are approved vendors.

4. **Who can examine the University's contracts with Rise Point (faculty, HLC, the AR Legislature, all of the above)? Does the contract with RP stipulate RP's payment is equal to 50% of tuition per student recruited?**

The Chancellor checked with Legal. RP feels that if that info is known publicly it would be a competitive disadvantage for RP. If someone wants to see the contract you can look at it (if

requested) but you can't disclose any info about it. It is 50% of the tuition that comes back to us.

Centralized scheduling for the classroom – what if you have health issues and can't walk across campus?

If you do have accommodations due to mobility issues, they can be considered. CS will allow you to be more familiar with the rest of campus and get to know other people. Knowing where you are in case of an emergency will be immediately available to UPD/first responders.

Academic colleges will get input to consider needs and technology that are specific to your teaching (lecture and lab). Instructors will get a preview of the schedule.

Maximum use of the classrooms in each college is the goal. The intent is to put people in the place they should be first (their college/building) and only move them elsewhere if needed because all the spaces are full in their college/building. Our most filled time is still only at 60% capacity. We are not full. Classroom spaces are being underused and underfilled.

The system is not designed to hurt you or make you walk across campus. Keeping you in your building or close to your building is the goal while matching you to the right classroom size for your needs. This will allow us to see what the needs of each college/building are.

The Coursedog software has had great reviews from the faculty. It considers historical data and proximity when making decisions about classroom assignments.

New Business

Chris Boothman – Vice Chancellor for Distance Education & Technology & Chief Information Officer: The new Pack Support.

Pack support stays. Its software changed from Starfish to SLATE. SLATE is for centralized advising/registration and student success. It is used by Nikesha Nesbitt's group. It populates from Canvas too. Automated triggers can be set up, like messages if they haven't logged in for a few days, and it also sends message to Nesbitt's team.

How do faculty raise flags?

The Early alert form was set up in Canvas. It is a short form, it can be sent for many different issues with automatic notification to Nesbitt's team so they can reach out. Also, it allows to close the loop on any report. You can edit the report if you made a mistake. You get an email when the loop is closed that action was taken.

From Canvas, click "Help" (bottom left) and you will get the Early Alert form. In Spring, all courses will have it in the left-hand side menu. You still have to fill out all the student's info, eventually

(down the road) the program should integrate so the student data can be populated.

SLATE will allow advising notes to be made by the professional advisors (Nesbitt's team).

Faculty mentors could be set up to get notifications about flags, down the road.

Eventually, each student will have 3 people assigned to them: a professional advisor, a faculty mentor, and a student success advisor.

You can bookmark the Early Alert form, if you want to. It works that way too.

Can we have student photos in Banner or Canvas for our rosters? Students can upload one, so you can encourage them to do so.

Simple syllabus will go campus wide in the Spring. The pilot in CNHP has been going great. Training will be available in November.

Summer 2025 – new website will go live.

Grade Repeat Policy

Currently the limit for repeated hours for GPA recalculation is 18 hours. Should we open this up to unlimited hours?

Discussion: We should allow repeat of any classes for any grades. CPOS will prevent issues with a cumulative grade recalculation. Financial aid will only pay for a passed course twice. Because we have competitive programs, students want to be able to retake courses to improve their GPA. Both grades will show.

CPOS – course program of study – government only pays for courses on the program of study.

Students are currently being penalized for concurrent credit courses with bad grades with the current limit on recalculation. The limit for recalculation is at 18 hours currently.

Chairs want the C s that were retaken included in the recalculation as it will help students right now.

The highest grade would be used in the recalculation, but all grades will show on the transcript.

Old business

Committee reports

Equity committee is being formed.

Faculty handbook draft has moved from the Provost to the Chancellor’s desk.

Motion to adjourn John Hershberger, seconded by Donna Caldwell

Minutes uploaded to KB 10/14/2025

2024-2025

September 20th, 2024

ARKANSAS STATE UNIVERSITY

FACULTY SENATE MEETING

September 20, 2024

Reynolds 222

Attendees: Amanda Mohler, Dwayne Powell, Audrey Folsom, Khem Aryal, Trinity Pullam,

John Hershberger, Donna Caldwell, Ed Salo, Rashele Wade, Kristen Sumler, Julie King,

Pradeep Mishra, Sarah Scott, Alexandr Sokolov, Shanon Brantley, Scott Mangan, Kim Vickrey

Toccara Carter, Savannah Cormier, Suzanne Melescue, Paul Finnicum, Stephanie Hoeckley

Katie Camden, Richard Segall, Mark Lewis, Guolei Zhou, Eric Dry, Hao Yang Teng, Hung-Chi Su, Gary Edwards, Veena Kulkarni

Proxy Attendees: Sarah Scott for Karen Graham, Margaret “Maggie” Hance for Jessica Curtis

Absentees: LTC J. Morgan Weatherly, Ibrahim Dyar, Bert Greenwalt, DayDay Robinson, Rollin Tusalem, Rob Williams

The meeting was called to order at 3:01 pm.

Order of the Day: Motion to amend the order to add introductions so we can get to know each other, by Eric Dry, Second by Alexandr Sokolov

Approval of Minutes: Motion to approve the September 6, 2024 meeting minutes by Sarah Scott, second by John Hershberger, all in favor, motion carried.

Introductions – round of introductions by name and department/college

Provost Q&A

- "**Pack Support has been deleted. What is the University's plan for the future regarding future support?**" – All the Pack Support services are still there but they are located in a different software system. The services were dispersed (migrated) into Canvas and Slate because those are more effective platforms. However, very few faculty members are using Canvas for Early Alerts. The Chat Box is more effective and more comfortable for the students. Deans were aware of this transition. It will be communicated again. Only 20% of faculty were using Starfish (Pack Support) in the first place. The Pack support triage center is still working. The Starfish software system is what is gone. The "early alert" function is in Canvas for flags (within your course, in the left-side menu) and professional advising appointment scheduling will be in SLATE (SLATE Student Success is being used as a retention tool for professional advisors). Microsoft Outlook Booking can be used by faculty to book appointments for students and set office hours (Microsoft suite of products). Chris Boothman will be invited to talk to us about this.

- "**What is the method for providing student progress surveys and feedback, now that our contract with Starfish has ended and Pack Support is no longer a thing?**" Progress surveys are the Early Alerts in Canvas (within your course, in the left-side menu). Chris Boothman will come to talk to us about it. *Note: For questions about student success and student outreach platforms, please reach out to Dean Nikesha Nesbitt (nnesbitt@astate.edu).*

- "**Last year, faculty were given a 2% merit raise. Deans received raises of 4.6% to 27%. Please explain**." Dr. White says: "Stop listening to what you heard!" No equity adjustments were given out of the raise pool. They came out of the equity pool, which is totally different. A 27% raise is not factually true, no dean got over a 2% merit raise or COLA (cost-of-living adjustment). *(Note: a faculty or dean that moves into a new position can negotiate that contract; also a mistake was made in the budget book, it is being corrected)* After salary equity adjustments were made to all faculty who applied, 4 dean salaries were adjusted from a different pool of money. The Provost did give one $6500 faculty salary adjustment, the average given out to faculty who applied was a $3500 salary adjustment. The Provost gave 8 equity adjustments to faculty in total and 5 equity adjustments to deans. Our Deans' salaries are not keeping up with other institutions. The Provost spent the money in the account (excess money at the end of the fiscal year) to

adjust as many salaries are he could. He had to spend it or that money would not be replenished the next year. Our policies prevent the Provost from giving raises unless they apply for it or are “in cycle”. Equity adjustments for faculty are every 3 years but must be requested by the faculty. The equity process is in the Faculty Handbook. What he can do is limited by the policies that are in place, but we can amend those through the shared governance process. It will take 2.7 million dollars of hard-funded money to address salaries. If we change the Equity policy in the Faculty Handbook, things can be done differently. We have a pay equity committee that can address this and look at the wording. He can’t give equity adjustments outside of the 3-year cycle (according to the current policy). The policy may need to be re-worded. Why 3 years? Title IX says “once every 3 years” for pay equity. The pay equity issue should be handled at the college level. Everybody who made a request got an adjustment, but you have to make the request and be in-cycle. We don’t have the hard-funded money to do it for everyone across the board. *(Note: hard-funded money comes from recruitment/retention/graduation which affects the state funding formula)* Salary adjustments won’t happen overnight, it will take years to get to everyone. We can only get the money if we get more students on campus consistently. We do have many salary compression issues on campus. There were years in the past, with a different administration, when we got raises that sent this institution into debt. It was a bad idea but it was done. The pot of money for raises is only $50,000 currently (it is not enough) because we haven't been producing excess revenue. It is irresponsible to spend money we don’t have and we have to answer to the state legislature. Dr. White has only been here 14 months, this is a decades-long problem we are trying to solve. It was also asinine to split up research and development funds between all the faculty and only give people $250 for faculty development or research. Now it is given to the deans as a lump sum to allocate to what is needed within their college. The Dean of Nursing, who got differential tuition money, gave it up to help others, the College of Engineering did too, as did the Business college. Some of that money got pooled to help those who needed it.

- "**When will faculty positions lost to OVRIP and departures in the last 6 months be replaced? Please don't respond with a generic "case by case" basis response.** " OVRIP is the early retirement incentive. If you lost a person due to OVRIP, if the dean asked for the position to be backfilled, they got it. We have to hold them for 2 years, need has to be shown to get the position back. This is how it happens in academia across the US. You have to justify and defend why that position is needed to get it filled again. Part of some of those salaries from positions not filled can be used to alleviate salary compression in that department. Vacated positions are always de-identified so they are not linked to a specific person or department.

- "**Many of my students are complaining about late afternoon classes and do not want them as they work in the evening and on weekends, and do not want classes on Friday for the same reason; what was the basis in fact that led to**

this decision?" The basis is that it is considered best practice and every other institution in America does it too. All of our classes can't be at the same time, it creates time conflicts for students and difficulties in creating their schedules. It helps many students who are really thankful for it. Doing the schedules as we had been doing makes us a suitcase campus. If we condense schedules we limit options for students. Departments and Colleges do get to decide what their course offerings and schedules look like. The Provost does not dictate your schedule or what you teach. We want the 10/80/10 rule (10% of classes at 7-9 am/ 80% between 10 am – 3 pm/ 10% after 4 pm), which is the only guideline provided by the Provost. Academic Affairs only requested extra classes for the big load of international students that arrived on campus this year and all those requests were met so those students could be in classes. Schedule issues should be discussed at the department level.

- "**Why are faculty being asked to teach multiple online companion sections that don't count toward their load, and aren't compensated as overloads?**" He does not know. Will said it is a department decision. We aren't doing underloaded classes or multiple sections of low enrollment to meet the 3/3 or 4/4 requirements (3/3 = teaching 9 credit hours in the fall and in the spring; 4/4 is teaching 12 credit hours in the fall and spring). The deans and department chairs make the decisions about what counts as an overload. For example, teaching only 25 kids in total spread over a 4/4 teaching load, an average of 6 to 7 students per class, this can't be defended as a common practice. It was happening on campus. We were so lean that we let under-enrolled classes run because there was no other option and students needed them to graduate.

- **Remarks from Provost**: Can we agree that we are losing in the state funding formula? Salary compression and equity were run amok. Student-to-faculty ratio was out of line for our campus (13:1 ratio; *currently 15:1 for fall 2024; it needs to be 28:1*). Our campus enrollment was miserably down. Our online offerings had surpassed our on-campus offerings. On-campus housing hadn't been full in 5 years. Parking lots were empty. Friday afternoon campus was a ghost town. That was the baseline and this is why we can't keep doing things the same. $60,000 was put out there from the Provost for research, it had never been done before (this is due to increased research funding through ABI). We are up 12% and leading the pack in the entire state. We celebrated the 20th year of ABI – they have raised $61 million of outside funding (from NSF, Institute of Humanities, AR dept of Health, NIH), this is record-breaking. We broke ground on the Windgate Hall of Art and Innovation– it was at a standstill before this, but now we can move forward with it. The board passed a $33 million bond to build the Vet school with the first class entering in 2026. We have every intention of giving the bonus this fall. The Provost asks for your patience in righting all the wrongs from a decade before he arrived. We have had many successes already. We may make some mistakes but we are improving and transparent. He cares about your salaries. The Chancellor will be there next time. Remember: recruitment and retention is everyone's job. We have to ask: "Who do we want to be?"

And… The Chancellor is NOT leaving A-State.

- **Questions to the Provost from the Senators**:

- **Where will the vet school go?** Close to the UPD building so it can be integrated into the campus.

- **How will we handle keys to classrooms during centralized scheduling?** The key situation will be handled so everyone will have access to the classroom they are teaching in.

New Business

Presentation by Madeline Ragland from Academic Integrity

- If you suspect an academic integrity policy violation, you have 10 business days to submit a report. You have to submit it through the mycampus portal (look for “Academic Misconduct Reporting”)
- Madeline contacts the students and meets with them to lay out all the evidence submitted by the faculty in the report. They can accept or deny the report. If they deny it, a hearing committee will meet, and the faculty can participate. The committee decides. Students can appeal to the Provost. The process is important. The goal is: “Did the student get a fair hearing?”
- The process can help show patterns of dishonesty from the students to pick up on serial offenders across different courses in different colleges. The process is cumulative. Other faculty are not alerted about each instance or know the student’s record (other than athletics – but athletics should not ask you to not report the offense because the student is a “good kid”, they can only have a witness in the hearing).
- **Why should we report integrity issues**? If not reported and only dealt with in-house you can’t dismiss the student from your program because there is no evidence, you need a record of it if you want to dismiss the student from your program.
- Make sure your sanction is in proportion to the offense. If you want the sanction to stand and be on record, you must report it.
- Madeline handles about 500 cases a year, a few get to the Provost, and some get to committees.
- AI (artificial intelligence) has been an issue since 2022 and has increased the number of cases she gets.

- AI has evolved, and it is not going away. Every area of expertise is different. We only sent out guidelines. You need to be familiar with how it impacts your discipline/profession
- Don't just trust the "Turn it in" software only without double-checking it. It is only smart enough to know it came from another source, not that it was properly cited. Properly cited documents can have high "Turn it in" scores
- **Copy leaks and Zero-GPT – are free tools and can be used to check for plagiarism related to AI**; K-16 can be added to Canvas and Grammarly is coming out with authorship.
    1. https://copyleaks.com/
    2. https://www.zerogpt.com/
    3. https://www.grammarly.com/blog/ai-detector-authorship/
- Grammarly flagging Turn-it-in detectors might cause an issue because Grammarly can be used like chat GPT with all the suggestions it makes. Use grace when assessing students
- Don't ignore AI, we need our students to have AI literacy. It is not going away. Be clear about your expectations about AI use in your course.
- Do follow up and investigate some before you turn in an AI case for academic integrity
- How comfortable is AA with AI? We are comfortable but each case is different and will be considered in full context.
- AI is a tool that is here to stay, similar to the invention of a calculator.
- Teach students to use critical thinking to assess AI
- Using chat GPT to write an essay is still plagiarism
- Reach out to Madeline with any questions

Old business

Committee reports:

The equity committee is still looking for members.

Motion to adjourn by Paul Finnicum seconded by John Hershberger, the meeting adjourned at 4:49 pm.

Minutes prepared by Dr. Audrey Folsom and approved on 10/04/2024 (uploaded to KB 10/14/2025)

2024-2025

September 6th, 2025

ARKANSAS STATE UNIVERSITY

FACULTY SENATE MEETING

September 6, 2024

Reynolds 222

Attendees: Katie Camden, Dwayne Powell, Alexander Sokolov, Shanon Brantley, DayDay Robinson, Suzanne Melescue, Gary Edwards, Ed Salo, Kim Vickrey, Robert Williams, Ibrahim Duyar, Rollin Tusalem, Toccara Carter, Bert Greenwalt, Richard Segall, Guolei Zhou, Sarah Scott, Jessica Curtis, Scott Mangan, Savannah Cornier, Eric Dry, Donna Caldwell, Stephanie Hoeckley, Hung-Chi Su, Hao Yang Teng, Paul Finnicum, Veena Kulkarni, John Hershberger, Khem Aryal, Pradeep Mishra, Audrey Folsom, Mark Lewis

Proxy Attendees: Karen Graham for Sarah Scott, Addie Fleming for Trinity Pullam, Fredrick Webb for Raschele Wade

Guests: Tom Moore

Absentees: LTC J. Morgan Weatherly

Meeting Called to Order: Ed Salo established a quorum. The meeting was called to order at 3:00 pm by Ed Salo.

Passing of the Gavel: Succession of new Faculty Senate President, Amanda Mohler.

Order of the Day: Motion to approve the order of the day by Audrey Folsom, seconded by Donna Caldwell, all in favor, motion carried.

Approval of Minutes: One edit to correct word in section 3B. Motion to approve the April 19, 2024 meeting minutes by Katie Camden, second by Paul Finnicum, all in favor, motion carried.

Election Senate Secretary: Audrey Folsom volunteered for the Faculty Senate Secretary position, seconded by John Hershberger, all in favor, Audrey is the new Faculty Senate Secretary

Provost Q&A:

Dr. Calvin White welcomed everyone back on campus and highlighted the growth experienced on and off campus and all the changes that made this growth possible. Dr. White laid out 4 goals for our campus:

1. **Advising**: we are fundamentally changing advising, including a change to the registration format because of the many mistakes and issues that were happening
   - The FASFA changes are hard for faculty to keep up with
   - Advising is not mandated by the Chancellor
   - Conversations are happening across campus about advising and what it should look like, the Deans are involved, and concerns of the chairs and faculty should be voiced and addressed.
   - Your degree plans should be up-to-date.
   - Professional advisors will not replace faculty mentorship (which is what we are currently calling advising) but will keep up with the financial aid implications and keep the students updated.
   - Only 2% graduate with no course substitutions, this needs to change
2. **Centralized Scheduling** is coming for Fall 2025
   - We are the only school in the state not doing this
   - This will help us account for where everyone is at any point in time, in case of an emergency (think active shooter)
   - We will have exceptions for lab spaces and sim labs that are dedicated to or used by specific programs
   - The system we will be using to do this is Coursedog https://www.coursedog.com/
3. We are revamping the **A-State webpage**. It is outdated.
   - The new site will go live next summer
   - We will seek feedback from all programs, departments, …
   - This is imperative for HLC and ADA compliance
   - We are on an old platform that is no longer used by anyone in the business
4. Accountability to **goals**

- We have full parking lots and full classes, and we are hiring more people
- These are good things, every campus has these issues (parking,…)
- We are teaching more, or larger classes.
- White announced a plan for a bonus in November. This is a one-off. Raises will still have to wait. We have decades of losses, and it will take a while to turn it around. We have $60,000,000 of deferred maintenance that needs to be done.
- Our classes are fuller, which is a good problem, but we should not be expecting to be paid more to teach full classes.
- We have over 16,000 students enrolled, a 12% growth, 48% are online and 62% are in person. This is due to our new enrollment strategy. We beat UCA by every metric.
- There will be a campaign around Honors College to improve it
- The Provost will teach a class next fall.
- Salaries will be addressed as we get more students on campus. We are headed in the right direction. We are going to change more. The goal is to increase by another 10% for next year.

5. Questions from the Faculty Senate:
   - Question about how the centralized scheduling will work. The system will assign you a classroom, it will not dictate when and what you teach (only where you teach).
   - Question about what to expect for this legislative session: it will focus on Higher Ed this January. If they could change our funding formula, it would help us. We are 41% funded by the state. Also, an anti-DEI legislation proposal is coming. We will fight for DEI. Will we see the same issues with tenure as Florida and Texas? We will fight for our faculty.
   - Another question about centralized scheduling: will there be a location priority or stratification? You could be assigned to teach anywhere on campus. Only labs and sim labs can be assigned exclusively to certain programs.
   - Questions for the Provost or Chancellor can be submitted via this Qualtrics form: https://astate.qualtrics.com/jfe/form/SV_4JctnSrgsZuB7tI

Election of Vice-President: John Hershberger self-nominated to serve as Vice-President. Motion to approve John Hershberger as Vice president by Paul Finnicum, seconded by Ed Salo, all in favor, John continues as Vice President for this term..

Reappointment of Parliamentarian: Kevin has agreed to continue to serve as Parliamentarian

New Business: Amanda Mohler asked, what are our needs?

- Speed up the faculty hiring process – it takes too long and it is too complicated.
- What is centralized advising going to look like? The general advising hold has been lifted for all students. How will this impact students' matriculation through programs? The

bulletin still states that student advising is needed. We will invite someone to talk about centralized advising and centralized scheduling at upcoming Faculty Senate meetings.
- Concern about parking issues and students getting access to prime parking (paid for) when it takes years for faculty to have the same access.
- There is a rumor that the Chancellor is leaving (?)
- We need rank development for non-tenured faculty (instructors). Alexander Sokolov has agreed to chair this committee. Any faculty can serve on this committee, they do not have to be a faculty senator. The committee simply needs to be chaired by a faculty senator. If you want to serve on this committee, please reach out to Dr. Alexander Sokolov.
- What about the Pay Equity Committee? Does the Provost still want this? It will be a standing committee.

Old Business: Any reports? None

Our goal is to deliver the meeting minutes a week before the next meeting.

Meeting adjourned at 4:01 by Dr. Amanda Mohler

Minutes prepared by Dr. Audrey Folsom and approved on 9/20/2024 (uploaded to KB on 10/14/2025)