

TUFS: News from APSU March 2019 Update

- Final enrollment numbers indicate growth of 4.7% this fall (total enrollment 10,954)
- We began offering first doctorate fall 2018: Doctor of Education degree in Educational Leadership. At their March 15th meeting the Board of Trustees approved a second doctorate in Counseling Psychology. This now requires THEC approval.
- State has approved APSU's Paid Parental Leave Policy which provides 6 weeks paid parental leave for the birth or adoption of a child.
- Healthy Workplace Policy aligned with the TN Healthy Workplace Act is currently under review by the University.
- Improving workplace for adjunct faculty:
 - The faculty senate approved an amendment to the Faculty Senate Constitution to provide one seat on faculty senate for an adjunct faculty member. This amendment passed a full faculty vote. Are other campuses doing this? Are there restrictions?
 - An Adjunct Task Force initiated by the Provost and informed by a White Paper written by the Spring 2018 Faculty Leadership Program cohort has recommended a 2 level pay rate based on standards to be determined. Adjunct Level 1 \$800/TLC and Adjunct Level 2 @ \$900/TLC.
- Provost Gandy has proposed a reduction in teaching loads ("3+3") across campus in exchange for increased scholarly output. After much discussion across campus and many listening meetings the Provost has established a committee made up of faculty and chairs to work on details of the policy and implementation over the long term. A report from this committee is due in October.

Correlated with the reduced teaching load and increased requirement for scholarly activity the Provost would like to add a requirement for outside letters in the dossier for promotion to full professor. How many other universities have this requirement?

- Faculty and staff received significant raises in August. These raises constituted the third and final installment of a sequence of raises intended to bring staff and faculty salaries closer to their CUPA peers. Raises averaged ~5 %. They included a 2% across the board part with additional equity and merit components. Merit raises have not been offered by the university for over two decades--this year was the first year.

Because merit is a new process, the philosophy and methods by which the raises were or are to be applied was variable and is of concern and under discussion by faculty and chairs. Some of these concerns were outlined in detail in our campus report last fall. A committee from faculty senate is working closely with the President and Human Resources to ensure that common principles of

merit are understood across campus and between faculty and administration and to make suggestions for applying any merit pool of money from year to year.

- Title IX and Cultural Competency, Bias & Inclusivity Training
 - All employees including GTAs are required to complete online Title IX training annually (Haven for Faculty & Staff hosted by everfi.com)
 - Human Resources offers monthly workshops (face-to-face or through LinkedIn Learning) on a variety of issues. February 2019 face-to-face workshops were devoted to diversity and inclusion. March 2019 workshops include sessions on Suicide Prevention led by Student Affairs.
- **Question:** For Faculty Senates that maintain a presence on social media such as Twitter or Facebook, how are those accounts handled? Who is the administrator? Who is allowed to post?