

Faculty Senate Minutes  
Wednesday, April 1, 2015

Senators Present: Lea Ann Alexander, Mitzi Bass (alternate for Suzanne Tartamella), Steven Becraft, Raphael Bejarano (alternate for Travis Langley), Kristen Benjamin, Alan Blaylock, Victor Claar, Shannon Clardy, Debra Coventry, James Duke, Vincent Dunlap, Greg Gibson, Matt Gross, Dana Horn, Franc Hudspeth, Jana Jones, Patricia Loy, Holly Morado, Ingo Schranz, Brett Serviss, Joyce Shepherd, Maggie Tudor, Charlotte White-Wright, Meredith Wright

Senators Absent: Ajay Aggarwal, Emily Gerhold, Richard Miller, Peggy Woodall

1. Call to Order: President Brett Serviss at 3:16pm
2. Discussion with HR Director, Mrs. Kathy Taylor

Mrs. Kathy Taylor discussed workplace safety, noting that Henderson was placed under rule 32 due to the number of workers compensation claims filed in 2013. The campus will undergo a campus-wide safety audit in July 2015. She has worked with Phil Collins to develop safety policies under the audit guidelines. The written plan will be available on MyHenderson under a tab labeled "safety". All Henderson employees can assist in three ways. 1) Watch the training videos that will be sent out via email 2) report accidents to the accident hotline within 24 hrs. 3) Identify and fix safety issues within each department. Procedures for filing a worker's compensation claim are attached as Addendum I.

Mrs. Taylor also discussed benefit statements that will be mailed to Henderson employees. These statements detail each employee's salary and benefits. They are strictly for informational purposes and are based on 2014 data.

Lastly, Mrs. Taylor discussed health insurance, noting the rising cost of healthcare. Henderson's grandfather status ends in January 2016, so it is likely that we will have increased premiums. Dr. Adkison mentioned that the possible increase in premiums has been discussed in the compensation committee as well.

3. Discussion with the Provost/VPAA, Dr. Steve Adkison

Dr. Adkison discussed the work of the faculty/staff compensation committee. He stated that they are developing a four year, four step plan to address compensation. In addition, the committee is making broad recommendations to look at cost of benefits adjustments. The recommendations will go to the budget committee this month.

Next, Dr. Adkison addressed the policy of mandatory early registration for athletes. The intent was to have athletes register with the seniors this semester; however, snow days caused changes in the registration schedule.

Dr. Adkison mentioned that the Higher Learning Commission assurance argument is coming due. A rough draft will soon be available for suggestions. Feedback is important. The final draft will be submitted to the HLC in September.

Dr. Adkison encouraged faculty to attend the Ellucian forum Wed. April 8 3-5pm discussing the campus technology audit that was completed.

Dr. Adkison announced that scholarships awarded through the Henderson Foundation will be awarded on a modified timeline this year due to the Foundation audit. He reassured faculty that all Foundation funds are accounted for.

In closing, Dr. Adkison commended the Academics committee and the leadership of Ingo Schranz for the work they have done so far this year.

4. Minutes from the March 4<sup>th</sup> meeting were approved.

5. The President's Report is attached as Addendum II.

The Faculty Senate voted unanimously to move the final meeting of the spring 2015 semester to April 29<sup>th</sup> to avoid conflicts with final exams.

6. Shared Governance Update

The Faculty Senate discussed the proposed policy on Social Media in depth. Comments and Suggestions are compiled in addendum III.

A motion was made to reject the policy as it is with the recommendation that a new social media policy be crafted considering the suggestions made. The motion passed unanimously.

The Faculty Senate discussed the proposed policy on Media Relations. Comments and Suggestions can be found in addendum III.

A motion was made to reject the policy as it stands noting that the Faculty Senate would consider a new policy with faculty recommendations incorporated. The motion passed unanimously.

7. Reports of Committees

A. Executive Committee –

The Executive Committee recommended amending the Faculty Senate Constitution to change the status of the Operations Committee from a temporary committee to a standing committee, noting that the Operations Committee has functioned as a standing committee for many years.

The Executive Committee recommended changing the name of the Operations Committee to "Operations and Faculty Handbook Committee" in order to reflect its primary charge "to deal with issues related to the Faculty Handbook..." (By-Laws).

These matters were referred by President Serviss to the Procedures Committee for further consideration.

B. Academics Committee –

The Academics Committee proposed a change to the withdrawal policy. The proposal can be found in Addendum IV. Discussion followed. A vote was taken and the proposal passed unanimously.

The Academics Committee proposed a series of recommendations regarding courses offered in the summer term. The policy has the approval of the provost and can be found in addendum IV. Discussion and clarification followed. A vote was taken and the proposal passed unanimously.

C. Buildings and Grounds Committee –

The Buildings and Grounds Committee drafted a letter to Mr. Bobby Jones regarding the state of disrepair on our campus. Much discussion followed regarding the need for this letter and the current state of transition in our physical plant. Suggestions were made to amend the letter. The amended letter can be found in Addendum V.

A motion was made to support the letter as amended. A vote was taken and the motion passed with 16 for and 1 opposed.

Due to the late time following these rigorous discussions, further discussions were delayed until the next meeting.

8. The meeting adjourned at 5:21pm

Respectfully Submitted,  
Shannon Clardy  
Faculty Senate Secretary

**Addendum I:**

**NEW PROCEDURES FOR FILING A WORKERS' COMPENSATION CLAIM - Effective  
05/01/2014**

**NEW CLAIMS ARE NOW REPORTED TO A THIRD PARTY VENDOR:**

**COMPANY NURSE INJURY HOTLINE**

**1-855-339-1893**

**Henderson State University – QR105**

ALL REPORTS MUST BE DELIVERED TO HUMAN RESOURCES WITHIN 24 HOURS OF  
INCIDENT

**Non-Emergency Injury Reporting**

- Injured worker who needs medical attention notifies his/her supervisor.
- Prior to seeking treatment, employee (and the Supervisor, if he or she is available) immediately calls the Company Nurse Injury Hotline which is available 24 hours a day, 7 days a week. Minor injuries should be reported prior to leaving the job site when possible.
- All departments should have Company Nurse Posters, as well as wallet cards for supervisors with the phone number and the Henderson State University identification code for Company Nurse. Company Nurse will gather information from supervisor and employee.
- Company Nurse **(a)** provides immediate medical treatment recommendation to the worker and **(b)** sends the injury report to the Arkadelphia Medical Clinic, the Public Employee Claims Division, and Henderson State University's Human Resources Department.
- Employee and supervisor must contact Henderson State University's Police Department to file an accident report. **The employee must bring a copy of the accident report to Human Resources.**
- Injured worker or Supervisor is to come to Human Resources to get a copy of the temporary prescription form that allows for the injured worker to pick up any prescriptions, prescribed by the medical facility, and for the charges to be filed on the worker's compensation claim.
- Henderson State University's Human Resources Department obtains employee signatures and sends the injury report to the Public Employee Claims Division for processing.

**Emergency Injury Reporting**

- Injured worker who needs immediate emergency medical care goes directly to the closest hospital Emergency Room (ER) or call 911 if ambulance is needed.
- Injured worker notifies his/her supervisor.
- Supervisor immediately calls the Company Nurse Injury Hotline to report the injury.
- Company Nurse **(a)** gathers information about the injury and **(b)** sends the injury report to the Public Employee Claims Division, and Henderson State University's Human Resources Department.
- Supervisor needs to contact Henderson State University's Police Department to file an accident report. **The supervisor must bring a copy of the accident report to Human Resources.**
- Injured worker or Supervisor is to come to Human Resources to get a copy of the temporary prescription form that allows for the injured worker to pick up any prescriptions, prescribed by the medical facility, and for the charges to be filed on the worker's compensation claim.
- Henderson State University's Human Resources obtains employee signatures and sends the injury report to the Public Employee Claims Division for processing.

#### **Injuries Requiring No Treatment (as determined by the employee)**

- Injured worker notifies his/her supervisor.
- Supervisor and employee complete a **Workers' Compensation Incident Report Form** to record job injuries that do not require medical treatment, as determined by the employee.
- Employee and supervisor need to contact Henderson State University's Police Department to file an accident report. **The employee must bring a copy of the accident report to Human Resources.**
- Henderson State University's Human Resources Department retains the signed, completed Incident Report Form and the University Police Department accident report as documentation of the incident.
- If the employee later determines they need medical treatment, please call the toll free number for workers' compensation claims reporting and follow the steps for reporting the injury and then notify Human Resources.

**Forms:**

Company Nurse Posters, wallet cards, incident report forms, and prescription forms can be obtained from [HumanResources@hsu.edu](mailto:HumanResources@hsu.edu) or 870-230-5108.

## **Addendum II:**

### **Report from the President**

#### **Faculty and Staff Handbooks and Handbook Committee**

Dr. Glen Jones stated that, at present, the Classified Staff Handbook is outdated and there is no handbook that directly addresses all staff members, including non-classified staff.

Dr. Jones mentioned that our general counsel has informed him that changes to federal and state law will require revisions to the Faculty Handbook and Staff Handbook. These changes will require a more streamlined adoption process in order for the university to come into compliance as quickly as possible. It would be beneficial if future review of and/or subsequent amendment(s) to the Faculty Handbook could proceed in a more timely fashion than what has often historically occurred. While the possibility of establishing a university-wide standing Handbook Committee for all handbooks was discussed, it was determined that the Faculty Senate Operations Committee will continue to deal with issues related to the Faculty Handbook, including any proposed additions, deletions, or revisions per the Faculty Senate by-laws. Dr. Jones mentioned that state and federal laws, along with university policies that pertain to faculty, staff, and students should be clearly articulated in our respective handbooks and that currently, in many instances, they are not.

### **Report from the Provost/VPAA**

#### **Technology Needs Assessment Update**

Dr. Steve Adkison stated that the an open forum will be held on April 8<sup>th</sup> from 3:00 to 5:00 in the Garrison Center Lecture Hall in order to discuss the results of the Ellucian technology needs assessment survey.

### **Salary Equity Funds**

Dr. Adkison mentioned that the university is in the process of finalizing the equity adjustments for faculty salaries, and that there will be 39,000 to 40,000 available for salary equity adjustments this year.

### **Report from the Vice President for Finance**

#### **Construction of New Parking Area**

Mr. Bobby Jones stated that a new parking lot will be constructed directly behind the football and baseball field area. Construction will commence immediately following procurement of the signed contract, and the parking lot is anticipated to be completed prior to the start of the fall 2015 semester.

### **Repairs of Leaking Roofs**

Mr. Jones mentioned that the leaking roofs in the Garrison Center, Huie Library, and Wells Center are currently under repair.

### **Lighting and Surveillance**

Mr. Jones mentioned that additional LED-type lighting fixtures will be erected on the south lawn area, and that a 360° surveillance camera will be placed on one of the light poles in order to provide video coverage of that area of campus.

### **Renovation of Old Caddo Cafeteria**

Mr. Jones stated that renovations of the old Caddo Cafeteria building may commence as early as May or June of this year, based on funding through an Arkansas Natural and Cultural Resources

Grant. Complete renovation will likely require two years. The university may modify the inside of the building in any way it deems appropriate; however, externally, the building must remain in the style that it currently is in order to qualify and remain registered as a historic building.

### **Report from the Vice President for University Advancement**

Ms. Jennifer Boyett stated that one of the primary reasons that she was hired was to create an advancement division for the university, which has now occurred and currently includes three offices: 1. Alumni and Development, 2. Marketing and Communications, and 3. the Henderson Foundation (see associated document entitled: ***HSU Advancement Organizational Chart*** for the current structure and personnel of the Office of Advancement). She was also hired in order to “jump start” the university’s fundraising efforts. In addition to the Vice President of University Advancement, Ms. Boyett is also the Executive Director of the Henderson Foundation.

Ms. Boyett stated that the recent findings and resulting investigation regarding fund management of the Foundation has impacted her team’s ability to fundraise. Prior to this investigation, the records of the Foundation did not accurately reflect the funds or match fund usage. The investigation commenced in December 2014 and has continued through March 2015.

Ms. Boyett mentioned that a comprehensive fundraising campaign was being planned to launch within two years of her hire (from October 2013); however, at present, this campaign has been postponed. This has occurred for several reasons: 1. the need for a campus master plan to complement the new strategic plan, 2. the need for greater cultivation of donors and prospective donors, 3. the need for a fundraising feasibility study, and 4. the effect of the situation with the Foundation. She did, however, mention that she is reasonably confident that within two years a comprehensive fundraising campaign will be initiated.

Ms. Boyett also mentioned that she is currently actively engaged with donors and potential donors, including alumni, in an effort to develop and strengthen relationships. Donor/prospective donor engagement will continue to occur intensively over the next 18 months, in conjunction with initiation of a campus master plan and conduction of the feasibility study. She stated that her first year was spent laying the ground work for a major fundraising initiative.

She mentioned that the current Henderson endowment is about 11 million dollars, but there are short-term and long-term plans to double the endowment over the next five years as stated in the strategic plan.

Ms. Boyett stated it is sometimes difficult to report on the fundraising activities because donor confidentiality must be maintained, but in the coming weeks, the campus will see greater information provided about private funds that are available for various areas across campus.

She also mentioned that a large, comprehensive database of alumni information has been updated and that this database will continue to be refined and improved. Currently, it is an excellent source of contact information. She also mentioned that there is a monthly alumni e-newsletter that is sent to approximately 12,000 alumni and friends in order to share the activities and happenings at the university.

Ms. Boyett stated that she is open to and interested in the comments and suggestions of faculty and staff regarding any portion of the fundraising process, and that she would be willing to discuss such, along with the functions of the Office of University Advancement or the Henderson Foundation with the Faculty Senate at any time in the future.

### **Addendum III:**

**Media Relations Policy:** The Faculty Senate does not support the policy as it stands (as currently written) with a willingness to consider a new policy with the recommendations of the faculty Senate incorporated.

#### **List of specific comments and/or recommendations regarding the proposed policy on media relations:**

1. The current policy places faculty in a bottle neck. We should be able to provide information to the Office of Marketing and Communications and have them distribute it. As currently written, the policy seems backwards—it seems as though we are being asked to serve media relations, rather than media relations working to serve us.
2. Overall, the University does not get enough good publicity.
3. Notoriety is better than anonymity.
4. We feel as though our voices have been suppressed.
5. The policy should differentiate between acting as an expert in a field versus acting as a representative of the university.
6. An exemption should possibly be written into the policy specifying that any Henderson employee may speak to members of HSU student media, if they so choose, without first contacting the marketing office. Representatives of the student media interview employees many times per week when school is in session. Of course, any person may decline to speak to students seeking interviews if they choose to do so, but there is no valid reason to require employees to go through the Office of Marketing and Communications before they speak to student reporters. In such cases, employees are not speaking to the outside world, but to our own students, and should require no intermediary.
7. Are we, as faculty, allowed/free to talk about our areas of expertise without contacting the Office of Marketing and Communications? The proposal, as it stands, seems to indicate otherwise. The last sentence of first paragraph on the cover sheet and same sentence in second paragraph under the proposed policy section, must be reworded: the words “should first coordinate with Office of Marketing and Communications” must be replaced with different language to reflect that we should be able to discuss our areas of content expertise without the prior consent of the Office of Marketing and Communications.
8. The Office of Marketing and Communications should produce and distribute a document pertaining to the specific areas of expertise of the faculty.
9. When the Office of Marketing and Communications goes ahead with a story on his own, please check with the relevant department and/or individual to make sure the facts are correct, including the nature of the program and/or correct attributions.
10. We need more give and take—in addition to having a policy we need a statement of what services media relations will provide.
11. Some media contacts are last minute and garnering prior approval is not possible. Not convinced that our Office of Marketing and Communications is prepared to handle short-notice interview situations with the media.
12. The Office of Marketing and Communications seems to regulate correspondence from faculty and when something is requested to be marketed or submitted for publication, it is days or maybe a week later. We realize many things happen at our university but small things that promote programs need local or regional headlines. Parents/grandparents want to see their children in local newspapers. After all, word of mouth is a huge advertiser.

13. In the past, requests have been made to photograph guest speakers or creative class activities and no photographer attends the events, therefore no promotion occurs. For example, one faculty member has had seven speakers or activities where this never happened/occurred. One way for our program numbers to grow is through regular press releases.
14. Another example, recently, a faculty member tried repeatedly to get the Office of Marketing and Communications to do something with a remarkable story about one of our students. Even after involvement of the provost, no results were forthcoming from the Office of Marketing and Communications. The faculty member eventually went to the Oracle, and they published the article. The article was subsequently picked up by other media outlets and published in a variety of highly conspicuous venues, including some international coverage. These types of requests should never be ignored by the Office of Marketing and Communications.
15. In the media relations policy, it states "Professional media relations staff members in the Office of Marketing and Communications serve as responsible advocates for the university" and that we should go through their office. But when they are approached by the news media about a particular topic, shouldn't they be required to contact the resident experts on campus?
16. What about the Oracle, Star, KSWH, or HTV? These are all news media organizations that operate with paid staff. Anytime an individual wishes to talk about a program in his/her area with the student newspaper, does this individual have to go through the Office of Marketing and Communications? If so, this is not clear in the policy.
17. What are the consequences of not following the policies? What if a whistleblower contacted a news organization due to a lack of institutional transparency? Would that person be punished?
18. The library operates as part of the JEC and staff have been quoted in the OBU paper before when interviewed about joint programming between the two libraries. Does permission need to be acquired prior to that? The summer reading program will be publicized in local publications, with events held both in our library and downtown. Do we need to run the listing of an event on a poster or in a local newspaper by the Office of Marketing and Communications, especially when it will be submitted by an off-campus organization?
19. Where is the list of on-campus experts? It used to be on the old website but it does not seem to be accessible on the new site. How can the staff of the Office of Marketing and Communications identify content experts, and what prevents them from refusing to contact them when approached by off-campus media?
20. There is a substantial lack of institutional memory in the Office of Marketing and Communications. How can they be assured the information they are giving to organizations is based on fact?
21. We serve as the center of historical information on campus. If an organization like the Arkansas Historical Association, which has both a journal and newsletter, calls with a question, do we have to direct them to the Office of Marketing and Communications before they are sent back to us?
22. The policy states that the Office of Marketing and Communications will reply promptly, and that has not always been the case in times past. "Promptly" is open to debate and the response should be worded to reflect some pre-determined and specified time period, not the vague "promptly" as this could easily be a week.
23. There is no statement about press releases. Does that mean that we can continue to do our own press releases? I know that when we send things forward to the office of Marketing and Communications, they do not always get into the venues that we would prefer.
24. How does this policy impact print advertisements? We have tried for three years to get an ad in print by going through the office of Marketing and Communications and have had no luck. We are now doing it on our own. Does this policy preclude that?

25. There needs to be accountability from the Office of Marketing and Communications.
26. We feel that there have been a number of negative experiences with the Office of Marketing and Communications.
27. There is a danger in dealing with reporters. They can be devious, misquote, and often have their own agendas. We may actually need administrative support for interviews with the media.

**Social Media Policy:**

The Faculty Senate does not support the policy as it stands (as currently written). We recommend a policy for university-based social media uncoupled from personal social media.

**List of specific comments and/or recommendations regarding the proposed policy on social media:**

1. This policy fails to consider legal issues, such as, FERPA, HIPAA, and copyright requirements (state and federal laws that may affect or govern the use of social media). These must be incorporated and clearly articulated in the policy.
2. We suggest looking at positive organized examples for creating policy, such as the social media policy of the University of Houston (<http://www.uh.edu/policies/social-media>).
3. If we are speaking on behalf of the university, a set of precise guidelines should be created and followed; however, it should not infringe on our personal beliefs and statements. The university must be careful not to violate freedom of speech.
4. We pride ourselves on diversity and have many voices, not just one.
5. The common sense suggestion section of the proposal is too long; some “common sense” things are in there that are not needed. Overall, the proposal is too wordy.
6. Use of the disclaimer—how far does the Office of Marketing and Communications want this to go and be applied to our own, personal social media use?
7. Proposal is heavily aimed at faculty and staff, but not so much to students; it should address students, including student organizations, as well.
8. Proposal comes across as condescending and paternalistic.

## **Addendum IV:**

### **Academics Committee Report**

#### **I. Proposed change to the drop policy.**

The faculty senate proposes to eliminate the WP/WF option that is available for students and simply allow students to drop classes without approval of the instructor through the end of the 12th week in the regular semester and the third week of summer terms.

#### **II. Recommendation for 2015 Summer School Courses:**

Summer school courses serve our students as an important retention and graduation tool. While such courses offer an opportunity for many remedial students to make up deficiencies and regain their financial aid, summer courses also serve our regular students who are eager to stay on track with their progress towards graduation. Summer school also offers our faculty the opportunity to stay connected with our students and our academic programs, while supplementing their nine-month faculty salaries through academic work in teaching and learning, rather than through non-academic work.

Since summer courses carry import across these multiple dimensions, the Academics Committee of the Faculty Senate has examined both our bases for scheduling summer courses, as well as our processes for managing the summer schedule once summer enrollments have opened. One of the key findings of this examination centers on the timeline for making the decision concerning whether a scheduled summer course will run or not. Given the importance of our limited summer schedule for those students who register for these courses, late cancellation of these courses can severely impact our students' ability to retain both satisfactory academic progress and their academic program standing as they prepare for the next regular academic year.

While it is crucial for our academic deans and department chairs to maintain their responsibility for efficient and effective scheduling of courses across ALL of our academic terms, summer included, we agree with our Provost that summer term scheduling should be approached with more concrete attention and intentional planning, that better aligns student and degree program needs. We also understand that our summer school has great growth potential if students can count on the classes they need being offered during a given summer term. This need can be met only if Henderson continues to offer a variety of liberal arts core- and lower-division courses for our majors. This kind of robust programming can also drive summer school at Henderson becoming an option for non-Henderson students who live in the area and might consider transferring to Henderson.

Based on this reasoning, the Faculty Senate recommends that all classes currently scheduled for our 2015 Summer terms should be allowed to run even if enrollments in a given course are low, so that we can begin the systematic gathering of data for our summer enrollments that should drive planning and scheduling for future summer school sessions.

Every effort should be made by our deans and department chairs to hold faculty compensation at planned levels, within the bounds allowed by relevant state and institutional regulations. Academic departments should be encouraged to consider adding courses that have previously been offered but are not currently on the schedule for this summer, in order to meet individual student and program needs.

Our academic deans and department chairs are still responsible for cancelling classes if the enrollment in a given class is not conducive for classes built around interactions with other students. Department chairs can work with their relevant dean to identify these courses. Finally, after completion of these summer terms, courses that enrolled fewer than 6 students should be reevaluated by department chairs in concert with their dean prior to the scheduling of the courses for Summer 2016.

## Addendum V



1100 HENDERSON STREET ARKADELPHIA, AR 71999-0001 WWW.HSU.EDU

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April 1, 2015

Bobby G. Jones, Vice President for Finance  
Henderson State University  
1100 Henderson Street  
Arkadelphia, Arkansas 71999

Dear Vice President Jones:

After the rainy weather a few weeks ago, a Henderson colleague sent a letter of complaint to faculty senators, inquiring why the Garrison roof could possibly be leaking so badly after its recent renovation; he included with his letter a picture of more than a dozen buckets lining the main hallway. This constituent also wondered if the university could take legal action given the millions of dollars spent restoring that building last summer. Other problems with the Garrison have recently emerged: one faculty member reported mold growing in the men's locker room showers, citing possible code violations; another colleague complained about insufficient lighting near the mailboxes on the ground floor, along with leaking water in that location. As the central building on campus, the Garrison deserves immediate attention to issues that threaten health and safety. But the defects reported here signal a larger problem: a campus-wide failure to manage and maintain its buildings properly.

Indeed, the larger picture of Henderson's buildings and grounds would alarm even a casual passerby, to say nothing of a prospective student. At the senate meeting this past March, faculty discussed numerous other malfunctions on campus, including doors not locking properly at night (such as one in McBrien), fire alarms randomly sounding or failing to operate at all in Reynolds, and moisture problems recurring in Evans Hall. Perhaps the most significant dilemma, however, is the university's continued inability to regulate and control the climate in most campus buildings. While biology professors are freezing in Reynolds, faculty and staff in Huie Library and McBrien are suffering from often stifling temperatures in their offices and classrooms. Despite repeated calls to facilities and promises that the university will take proactive measures to ensure that no classroom would escalate beyond habitable temperatures, students, faculty, and staff have yet to see satisfactory progress. Week after week, faculty and administrative assistants continue to make the same calls and send the same e-mails. Some staff members have shouldered this responsibility as one would a part-time job but often to no avail: even as recently as two weeks ago, a text sent on Monday to facilities did not receive a response until Friday. Faculty, too, are taking time out of their grading and lesson planning to make phone calls or, even worse, worrying about whether their classroom environment will be sufferable that day as much as they are about the content and quality of their lessons. Most importantly, students have complained that the warm classrooms inhibit their concentration; some have even reported difficulties getting a response from facilities to cool down dormitories and so have resorted to buying fans. Librarians are concerned about the heat's detrimental effect on our wonderfully expanding book collection. Although climate control is often a difficult task to manage, it is not impossible and it is absolutely *vital* for a university to function properly.

Faculty Senate is therefore ardently requesting the swift correction of these campus-wide problems to prevent negative, long-term consequences to Henderson. In addition to further crushing an already low faculty morale, these ongoing serious issues cannot but affect student enrollment and retention. Why, for example, would any student choose to sit in a stifling classroom week after week, take showers in mold-infested bathrooms, or slip on water streaming down from a leaking roof when he or she could go elsewhere for an education? For Henderson to continue growing as an academic institution, the buildings that help foster that growth need proper maintenance. Faculty Senate would accordingly like a status update on each of the above items prior to our next meeting on April 29.

Sincerely,

The Buildings and Grounds Committee, Faculty Senate