

Minutes:

I. Call to Order: 8:32 AM

Change title to Agenda: Motion to approve – Gretchen H. 2nd -Gary H.

Motion carried: 12-0-1

II. Certification of Election Results (Upshaw)

Motion to certify the results of the Faculty Senate Election held March 26 – April 21, 2021, with a total of 73 votes cast – Janiece U.

The candidates received the following votes:

- **Walt Borges, Associate Professor: Vice-President/President-Elect
65 votes, 8 abstentions**
- **Parliamentarian/Secretary-Elect – Marco Shappeck, Associate Professor
71 votes, 2 abstentions**

2nd – Gretchen

Motion carried: 11-0-2

Replacement of Walt as Senator of Tenured Faculty:
Charter dictates the President appoints someone to a vacancy

Motion for President to appoint faculty to replace Walt B.'s senator position of Senator – Tenured Faculty – Muhammed Y.

2nd – Sarah H.

Motion carried: 12-0-1

Request Walt and Kelly reach out constituents for volunteers. Will announce at General Assembly as well.

Congratulations to Walt!

III. Vote on Lecturer Promotion

Sara H. chaired committee – which all voted to approve the Lecturer Promotion draft, except one abstention

Senate wants to ensure compensation is included in the discussion regarding promotion; but committee did not think it should be in this policy. A dollar amount for tenure promotion is

written into the handbook. Academic Affairs is writing the handbook now; we should review that an compensation increase is within the handbook.

- For tenure track – specific amount of \$5000 is mentioned in handbook
- For law school – no specific amount is written in written in handbook; only that there will be compensation.

Recommend lecturer policy mimic tenure policy which does not mention compensation in the actual policy.

Will recommend that handbook address compensation

Motion to approve language in the promotion lecturer track – Muhammed Y.

2nd – Kelly V.

Motion carried: 13-0-0

Senators are asked to research compensation practices for non-tenure track promotions to discuss at May meeting.

IV. Vote on T and P full language

Motion to change the specific language in T & P policy as it reads below: Richard C.

Original Language:

A promotion to full professor requires evidence of excellence and outstanding professional achievements sustained over time in the functions of teaching and student success, research, scholarly and creative activities, as well as service and public engagement, sufficient for earning a national or international reputation.

Committee Voted Language:

A promotion to full professor requires evidence of professional achievements sustained over time with ratings of excellence in teaching and student success, excellence in research or scholarly and creative activities sufficient for indicating continued professional and scholarly contribution, and meets expectations in service and public engagement.

2nd : Muhammed Y.

Motion carried: 13-0-0

Thanks to Sara and Kelly for leading committees to work on the Lecturer and T&P policy respectively.

V. Core Curriculum Committee

Motion to accept following individuals for service on the Core Curriculum Committee:

Motion: Gretchen

2nd – Julie

Position (voting right)	Proposed Representative	Start Term	End Term	Department Responsible for Nomination
FCA 010 Communication (voting)	Shelby Miller	Fall 2021	TBD*	Dean of the School of Liberal Arts and Sciences
FCA 020 Mathematics (voting)	Richard Chandler	Fall 2021	TBD*	Dean of the School of Liberal Arts and Sciences
FCA 030 Life & Physical Sciences (voting)	Kelly Varga	Fall 2021	TBD*	Dean of the School of Liberal Arts and Sciences
FCA 040 Language, Philosophy & Culture (voting)	Anthony Chaney	Fall 2021	TBD*	Dean of the School of Liberal Arts and Sciences
FCA 050 Creative Arts (voting)	Gabe Otteson	Fall 2021	TBD*	Dean of the School of Liberal Arts and Sciences
FCA 060 United States History (voting)	Mark Stanley	Fall 2021	TBD*	Dean of the School of Liberal Arts and Sciences
FCA 070 Government/Political Science (voting)	Sean Hubbard	Fall 2021	TBD*	Dean of the School of Liberal Arts and Sciences
FCA 080 Social & Behavioral Science (voting)	Lauren Coursey	Fall 2021	TBD*	Dean of the School of Liberal Arts and Sciences
School of Business representative (voting)	Alla Semenova	Fall 2021	TBD*	Dean of the School of Business
School of Education representative (voting)	Ratna Narayan	Fall 2021	TBD*	Dean of the School of Education
School of Human Services representative (voting)	Amanda Coleman-Mason	Fall 2021	TBD*	Dean of the School of Human Services
Member of the University Curriculum Committee (ex-officio)	William Garner	Fall 2021	TBD*	Chair of the University Curriculum Committee
Director of University Accreditation & Policy or designated representative (ex-officio)	Kimberly Chandler	Fall 2021	TBD*	Director of University Accreditation and Policy
Member of the Registrar's Office (ex-officio)	LaToya Ellis	Fall 2021	TBD*	Registrar
Member of the Academic Advising and Student Success Center (ex-officio)	Jessica Gilmore	Fall 2021	TBD*	Director of the Academic Advising and Student Success Center

Motion Carried: 11-0-2

- VI.** Immediate Past President's Role
Assist in Transition – but not have official duties – as they have served their time. It should not be an official role

Motion that Past Presidents of the Faculty Senate not have official duties following their term. – Gretchen H.

2nd – Muhammed

Motion carried: 13-0-0

- VII.** Dan Friesen Memorial Scholarship
- Committee to be formed-volunteers?
Currently have 12 applicants – need 3-5 volunteers to review applications
Need to let them know by June 1.
Volunteers: Aaron B., Gretchen H., Gary H., Julie S., Mychelle S.
Janiece Upshaw will send zip file of all applications to committee members to begin their review
Volunteers should be FS as it is a Faculty Senate scholarship

- VIII.** Eligibility for VP/President (Yousufuddin)

Concern we had only one candidate for President – should we consider changing the eligibility guidelines to have a larger pool of candidates?

Suggestion that there should be some type of compensation – it would help if there were a course release associated with Faculty Senate President. It may just be a cost-benefit analysis.

Multi-year contract – can include 3 or 5 year contracts. Lecturers may not know they are eligible.

When there are times to take a more debated stance with administration, having seniority is important. May need to highlight faculty mid-contract so as not to be near renewal when serving as President.

- IX.** UBAC Faculty Senate Representative
Pay Wynne has one more year to serve
Motion to place another faculty on UBAC committee: Richard C.
2nd: Sara H.
Motion Carried: 13-0-0

- X.** COVID Impact on T&P and Evaluation

Motion to place document for review on the website to garner feedback and vote at next Meeting – Gretchen H.

2nd: Muhammed

Motion carried: 13-0-0

The Faculty Senate's ad-hoc committee on Covid's Impact on Tenure, Promotion and Evaluation met to discuss the

Impact Criterion Recommendations

TEACHING IMPACT Recommendations

1. Score adjustment.
 - a. Student Course Evaluations dropped a 1.0-point requirement to achieve each category for Spring 2020 through Fall 2021 (i.e., a +1.0-point adjustment)
 - i. Example a 3.5 would be scored as a 4.5 during the time frame
2. Student Course Evaluations of Satisfactory and Unsatisfactory
 - a. A score of 3.0 + is Satisfactory
 - b. A score < 3.0 is Unsatisfactory
3. Moratorium on Peer Evaluations for Spring 2020 through Fall 2021 (not all faculty have received peer evaluations)
4. Optional on Peer Evaluations for Spring 2020 through Fall 2021 (not all faculty have received peer evaluations) with no negative impact for omission.

SERVICE IMPACT Recommendations

1. Service impact is individualized.
 - a. Allow faculty to highlight individual reasons in their narratives.
Reduce the total number of major/leading service requirements by 1 for each category for promotion and/or tenure.
 - b. Example, to meet the requirement for excellent in service (1 leading activity per year) for a 6-year period in LAS only 5 are required.

SCHOLARSHIP IMPACT Recommendations

1. Reduce the holistic scholarship requirements for tenure and promotion by 15%.
 - a. Take the total requirement and reduce
 - b. Allow faculty to fill as needed
 - c. For example, 6 publications and 6 academic conference is a total of 12.
 - i. A 15% reduction is 1.8 (roughly 2%). Thus, the faculty could reduce a requirement of 2% (2 publications, 1 pub and 1 conference, 2 conferences, etc.)

XI. New Name: Annual Advisory Report of Administration (Borges)

- Includes: President, Provost and Deans
- Should Program Coordinators be included?

Motion to change the name of committee to the Faculty Senate Annual Administrator

Advisory Review Committee: - Walt

2nd: Gretchen

Motion Withdrawn

Discussion: Why is evaluation removed, as we are evaluated by students and a true 360 is an evaluation? Evaluations are generally done by people above.

Requires more discussion before vote.

“Committee on Committees” - **tabled**

- Charged with placing faculty members on committees -
- Allows for more equal disbursement of service

XII. Committee Updates

- Academic Affairs – working on Faculty Handbook
- Faculty Work Life – Next Charge: Tenure Stop Policy
- IT – charge: access to laptops, hot spots, connectivity; digital IP policy – specifically to target digital intellectual property. (If paid additional stipend on top of salary – university has co-owner rights; if not – university has no owner rights)
- Library – working on faculty survey – about needs and resources; may want to review committee; as there has been little movement

XIII. Faculty Senate Website

Need someone to take over from Muhammed as webmaster over the next year

Will see who is interested at next meeting:

- Faculty Anonymous Comments Place on Website discussion is moved to the May meeting.

XIV. Other Business

none

XV. Adjourn – 9:58

Motions

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Motion to approve language in the promotion lecturer track – Muhammed Y, 2nd – Kelly V, Motion carried: 13-0-0

Motion to change the specific language in T & P policy as dictated above: Richard C, 2nd : Muhammed Y, Motion carried: 13-0-0

**Motion to accept individuals for service on the Core Curriculum Committee as described above
Motion: Gretchen, 2nd – Julie, Motion Carried: 11-0-2**

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Motion to change the name of committee to the Faculty Senate Annual Administrator Advisory Review Committee: - Walt, 2nd: Gretchen, Motion Withdrawn