

**Agenda:**

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- I. Call to Order**
  - 9:02a
  - Chandler, Arxer, Baggerly, Borges, Hackard, Holmes (S), Holmes (G), Lin, Mitra, Siddique, Varga, Yousufuddin, Zia
- II. Approval of Minutes**
  - Motion to Accept: Siddique, Lin: 12-0-0, Carried
- III. Faculty Evaluation Impact due to COVID (J. Baggerly/M. Yousufuddin)**
  - Provost recommends that faculty write in narrative how COVID impacted their teaching, research and service within narratives since she did not receive a recommendation to adjust evaluations from Faculty Senate prior to this evaluation cycle.
  - Last year, COVID Impact committee came up with two options for adjusting scores by either lowering exceeds expectations to 3.0 and meets expectations to 2.0 or giving everyone a one point curve to existing score.
  - Since every school is different, the language should be amended to state that each criteria's scoring should be lowered by one point to accommodate for COVID.
  - The intention is for these recommendations to be taken into effect for the 2020-2021 evaluation period.
  - Motion to accept COVID Recommendation as amended and send to Provost, Deans and RPT Committees for AY 2020 – 2021 Evaluations: Yousufuddin, Holmes (G): 12-0-0, Carried
    - Discussion: Restrict recommendation to Fall 2020 – Summer 2021 and make a new recommendation for Fall 2021 and subsequent semesters.
- IV. University Budget Advisory Committee (UBAC) Update (M. Yousufuddin)**
  - Summary of process
  - Only infrastructure request was from SOE, which was partially funded.
  - Most requests were for human resources in staff departments.
  - There is still a shortage of office space. There was discussion of a space analysis but it is unclear if it was completed.
  - LAS was converting conference rooms to office space but Dr. Borges was notified yesterday that the office space is being converted to “workstations”, which will not provide privacy to faculty.
    - Memo was sent to faculty who were to be housed in these spaces and forwarded to Dr. Borges.
  - UBAC only considered SIF requests. If a unit sent something in Keep The Lights On (KTLO) then UBAC was not in the loop on if those were funded.
  - “Bullpen” style workspaces for faculty is a FERPA violation and may cause issues with SAACCS accreditation
  - Dr. Borges will draft a resolution within the week and send it to all senators. An electronic vote will be conducted for a recommendation ahead of the October General Membership meeting.
- V. Faculty Senate Annual Administrator Advisory Review Committee Update (W. Borges)**
  - Evaluation will cover 2021 – 2022 academic year

- Committee has made some general structural decisions but are still working on questions
- Once developed, a new Faculty Senate committee will be responsible for implementing.

## VI. Compensation

- Provost worked with Dean's to determine funds needed for salary adjustments. Funds were given to Provost's Office by CFO and then distributed to Dean's Office to distribute to faculty.
  - Amount of increase was based on a faculty member's current salary compared to others within the same school with the same years of service.
  - The intention was to bring everyone into more equitable pay rates.
- **Merit Raises**
  - Have not come through yet. Raises that take effect on October 1 were equity adjustments.
- **Lecturer Track Compensation**
  - Provost had recommended that no dollar amount be added to policy for dollar amount since it is hard to adjust policies as needed
  - Professor Holmes understood that the dollar figures for raise on promotion from Lecturer to Senior Lecturer should be within the Faculty Handbook, which mimics how the Assistant Professor to Associate Professor's promotion is documented.
  - Law School added a provision in their lecturer promotion document that guarantees a raise on promotion. After it was submitted and reviewed this provision had seemingly been removed. Dr. Hackard will confirm.
- **Adjunct Professors Compensation**
  - Discussion of whether adjuncts are fairly compensated on our university.
  - The Provost has stated that the flat rate for adjuncts is \$3500 per class in all schools.

## VII. Committee Updates

- **Charge to transition committee members and elect new chairs**
  - Need to determine who is rolling off and how many open seats there.
  - Executive committee will send an email to faculty with information on openings.
  - Faculty are to email Executive Committee stating interest.
  - These seats will be filled and announced at the October General Membership Meeting.
- **Academic Affairs (S. Mitra)**
  - **Faculty Handbook**
    - Handbook serves as a guide for faculty issues but it is not updated in real time.
    - Committee has worked with Dr. Remmers on getting this updated.
    - Issues and concerns over parts of the handbook have been documented and are to be discussed with the Provost.
    - Original handbook committee handed off work to Academic Affairs. Work done by previous committee was incorporated into the handbook prior to the hand-off.

- **Student Attendance policy**
      - Faculty Senate was tasked with reviewing this policy by Dr. Remmers
      - Committee will be reviewing this policy over the next month.
      - Dr. Hackard asks that the committee clarifies the language for the COL portion so that it is clear that it must align with ABA requirements of attendance.
    - **Faculty Work Life (S. Holmes)**
      - Have not yet met for current academic year
      - Lecturer track policy was voted on and approved but has not been submitted. Needs to be done ASAP.
    - **IT (M. Hoyt)**
      - No update
    - **Library (J. Burkett)**
      - No update
- VIII. Orders of Business**
  - **Faculty T&P “support” group (M. Smith)**
    - Dr. Smith is willing to lead this. Consists of informal meetings for members submitting tenure packet at end of academic year.
    - Self-organized by members of group.
    - Speakers, information sessions, etc
- IX. Other Business**
  - **COVID teaching concerns**
    - Low attendance in face-to-face courses (both fully face-to-face and AB-day formats)
      - Perhaps a memo from Dean of Students that is crafted by Faculty Senate will help
      - Students need to go through disability office for issues keeping them from attending
    - Many students want face-to-face instruction and are frustrated with the AB-day format. Concerns over impact of scores. Contracts current attendance issues mentioned above.
    - Need information on what Spring 2022 will look like. Will AB-day continue? Fully 100%?
      - Need to give faculty opportunity to weigh in on what spring will look like.
      - FS will request President and Provost meet with schools to discuss concerns
  - Should previous year’s FS meeting information from website be archived?
    - Marketing will not create an archive for website
    - Documents are saved on a server that faculty can access
- X. Adjournment**
  - 10:34a