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

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

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
   o 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)

   o Includes: President, Provost and Deans

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

XII. Committee Updates
  
  o Academic Affairs – working on Faculty Handbook
  
  o Faculty Work Life – Next Charge: Tenure Stop Policy
  
  o 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)
  
  o 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:
  
  o Faculty Anonymous Comments Place on Website discussion is moved to the May meeting.

XIV. Other Business
  
  none

XV. Adjourn – 9:58
Motions

Change title to Agenda:  Motion to approve – Gretchen H, 2nd -Gary H, Motion carried: 12-0-1

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, 2nd – Gretchen, Motion carried: 11-0-2

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

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

Motion that Past Presidents of the Faculty Senate not have official duties following their term. – Gretchen H., 2nd – Muhammed, Motion carried: 13-0-0

Motion to place another faculty on UBAC committee: Richard C., 2nd: Sara H., Motion Carried: 13-0-0

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

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

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