

FACULTY SENATE

DRAFT PLENARY AGENDA

DATE: October 18, 2023

TIME: 3:00 pm/3:03 pm

LOCATION: MCOB 265

In Attendance

Jamie Adams

Robin Bates

Donald Beebe

Michael Black

Glen Borchert

Casey Brock

Greg Brower

Sinead Chadhain

Missy Curtis

Clay Davidson

Amanda Donaldson

Susan Ferguson

Yvette Getch

Cailyn Hauff

Jingshan Huang

Ying Huang

Geoffrey Hudson

Jeremy Kersey

Zoya Khan

Taralynn McMullan

Ashley Marass

David Meola

Hosik Min

Charlene Myers

Kimberly Pettaway

Brooks Rabideau

Christopher Raczkowski

Jonathan Rayner

Joe Richardson

Christy Shaw

James Swofford

Vicki Tate

Eleanor ter Horst

Rebecca Thomas

Christina Thompson
Tara Thompson
David Turnipseed
Arie Vandewaa
Elizabeth Vandewaa
Laura Vrana
Sean Walker
Christina Wassenaar
Brett Webb
David Weber

- Call to Order
- Approval of Minutes September 20, 2023—added vote for sabbatical policy and faculty goals
- Approval of Agenda--approved
- President's Report (In writing)
- Old Business:
 - Adhoc Teaching Effectiveness Committee
 - Discussion about portfolio (deans think chairs use watermark annually)—could be helpful if all chairs did use watermark to help measure annually
 - Discussion about pre-tenure faculty, non-tenure instructional track faculty, and new hires (Since they are no evaluated the same way)
 - Brief discussion about peer review and reflection
 - What will the portfolio look like? How will we use it? Who will it pertain to?
 - Eleanor said they are trying to make the portfolio more feasible. Possibility for faculty to submit some or all...as an option basis to support promotion.
 - How will chairs use the portfolio?
 - Closing the feedback loop (so that faculty get feedback)
 - Charlene Meyers-Do other departments have a system?
 - There should be a minimal training for people who want to be chairs.
 - ILC Offered training for Department Chairs, but it was optional.
 - Their response was evidence of the need for training.
- Reports from Senate Committees

- Attached (If submitted)
 - Academic Development & Mentoring Committee
 - Evaluation Committee
 - Environmental Quality & Sustainability Committee-David Turnipseed:

What makes us want to stay, and what makes us want to leave? Salary (not want to stay); Nice, new buildings (want to stay), and will put out to faculty to pick top 5 reasons they want to stay and top 5 they don't want to stay. What makes us an employer of choice? What makes us a flagship? Local growth may poach some of the staff we have. Childcare may be a reason people leave, as well as workloads, inequity in workloads, assignments, etc./SouthFlex Day Care Credit/Sick Leave Bank (was this just during Covid?)
 - Faculty Salary & Benefits Committee
 - COLA is the main thing we want to put forward to get to at least the 50th percentile of peer institutions. Refer to the resolution sent in plenary announcement notes. The resolution points out that the faculty does not seem to be a priority, so we are asking for a COLA each year as they work to get our salaries to the 50th percentile. Our inflation chart indicating raises, bonuses, average salary, how much it should have increased. COLA is based on the inflation rate (as a percentage of salary it doesn't make much difference to those who make less, but allows a major amount to administrators). Higher Education Faculty and Staff do not receive the state employee or the teacher raises (though community colleges do)—who are we, and why are we not getting the raise (it should not be tied to enrollment since the other educators in the state are getting the raises). Question: Are administrators getting COLA raises? We are the lowest overall paid institution in the state. Other institutions have gotten raises this year.
 - **Motion for the resolution has passed.**
 - Research & Creative Activities Committee-Met a few weeks ago to set goals for the year. Focus on institutional support for research related stuff...what do we have? who uses it? and who pays for it? Lots of stuff is used that some people pay for and others are using, and can we create a framework for paying for what we need? Also there is a no support/system for clinicians to do research. This has caused a discussion re: these issues and how to improve for those who are interested in doing research. Incentives and support should also be tracked (formerly Dr. Andre' Green's committee—now Pardue).
 - Teaching, Learning, & Technology Committee-University teaching committee meeting led by Raj (attended by Eleanor). AI was brought

up. The ILC is going to offer a course about challenges of AI. Student apathy was also brought up as well as students lacking the basics to progress through programs. Lots of mental health issues impact students.

- University Planning Committee
- University Policies & Handbook Committee-A new policy will go out after Sinead and Donna meet with CAD, as Sinead and committee have drafted language that is possibly more palatable. They also discussed work load policy, as well as how evaluation guidelines are applied differently across colleges and even departments, as well as in terms of numbers and comments/information on the forms. Still gathering data. Salary equity, inversions compression, etc. from the president's report, and the Provost is not opposed to publishing the policy somewhere (but it would have to be documented and then published). The adjustments are done whenever there is a raise (but isn't there a process for faculty members to sign a PAR form—how is this actually happening?).
- Non-tenure track promotion policy-last year FS and CAD voted and approved for the policy to replace the language in the handbook with language that would count as evidence---so they retained the old language and just added language CAD thought they approved. It wasn't language anyone actually approved.

Having to loop back to language for the teaching/instructional track faculty. Also an issue is concern about current non-tenure track faculty evaluated by new policy.

- Diversity & Inclusion Committee
- Reports from Caucus Leaders
 - Attached (if submitted)
- Reports from University Committees
 - Attached (if submitted)
- New Business
 - Resolution for annual COLA adjustments
- Adjournment