

**Faculty Senate (FS) Minutes**  
**Spring Semester, Meeting #3**  
**Wednesday, February 26, 2020**  
**Room 100, Russell Building, 3:00-4:30 p.m.**  
**As approved at the Faculty Senate meeting of March 11, 2020**

**Attending:**

Stan Alluisi	Rolando Diaz	Chris Moretti
Daniel Althoff	Diane Dixon	Josh Nannestad
Laura Atchley	Carolyn Fridley	Rhonda Richards
Kathy Boothe	William Fridley	Kate Shannon
Derek Cash	Elisabeth Ponce-Garcia	Michael Scheuerman
Kay Daigle	Karen Maple	Alicia Wallace

**Not Attending:**

Randy Clark  
Kendra Ingram  
Chaehyun Lee

**Guests:**

Karl Frinkle

**I. Call to Order**

- A. 3:01 p.m. Senator Kay Daigle (Chair-Elect)

**II. Approval of the Minutes**

- A. [Minutes from February 12, 2020](#)
1. Motion to approve minutes – Senator Carolyn Fridley
  2. Second – Senator Chris Moretti
  3. Comments and/or Corrections - none
  4. Yes - 15; No - 0; Abstaining – 0
  5. Motion carries - Minutes approved

**III. Committee Reports**

- A. Budget Committee
1. No report. Did not meet.
- B. Committee on Committees (CoC)

1. Did not meet.

C. Executive Committee (EC)

1. Met with Interim President Clark and VPAA Golden on 2/25/2020. The next Shared Governance topic will be *sabbaticals* (topic chosen by the FS), and is scheduled for Monday, April 6 at 2:00 p.m. Chair Clark will try to arrange for the forum to be held in R100. President Clark revealed the recent updates to the [Academic Policies and Procedures Manual](#) (APPM) that included the new 2019-2020 date, including policy recommendations [forwarded by the FS on 10-18-2019](#), making links in the APPENDICES operational, and restoring links from General Faculty Committees and Councils (3.3.3.2 and 3.3.3.3) to their respective webpages ([University Committees](#)) on the new website. Appendix L lists the updates. It was mentioned that the listing did not include the updated addition of Bylaws and Procedures to the Constitution of the FS (APPM 3.3, Article VII, Section C). President Clark was asked about the archiving of previous APPMs as described in the Operational Protocols in the Preface of the APPM (“The APPM will be archived by academic year in a read-only document; the year will be listed on each page as a watermark.”).

In a related discussion, the Budget Committee had raised the possibility of dedicating a page on the FS website to links and locations of often-used budget related sources, for easy access ([FS meeting of 2-12-2020, III.4.](#)). President Clark said that he had no objections, and that he would be glad to help the FS locate requested documents and information.

2. When reviewing the APPENDICES, [Faculty Salary/Calculation Schedule 2017-2018](#) (Appendix I, the “salary card”) was pulled up. It was mentioned that the salary card is used in calculating the years of experience for new hires, but that the annual step increase for years of experience is no longer given to full-time faculty. We are expecting a minor budget cut from the state and are not sure if there will be a salary increase in 2020-2021.

A senator noted President Clark’s mischaracterization that the Faculty Senate had recommended removal of the annual step increase. This mischaracterization was challenged at the meeting. Moreover, the FS’s [Proposal on Faculty Compensation](#) (9-19-2018) recommended a new form of annual-pay-raise based on the cost of living. It was noted that the proposal for this new annual pay increase was not granted.

3. Briefly discussed was the needed and policy-mandated review of the post-tenure review process (APPM 4.4.7.1). The Executive Committee will discuss details at their meeting scheduled for March 3.

4. For further discussion of the budget process, President Clark suggested we have a meeting with VP Westman to find out how FS can participate more fully in the budget process.

5. Dr. Tim Boatman – New role as Vice President of Recruitment, Enrollment and Admission. He will remain Interim Dean of Graduate School until that position is

replaced. The Center for Instructional Development and Technology will now report to VPAA Golden.

D. Personnel Policies Committee

1. Did not meet.

E. Planning Committee

1. Did not meet.
2. Extended due date for nominees' letters of support to Friday, February 28, 2020.
3. Survey Monkey is the next step, and should be set up and open for voting next week.

F. University Affairs Committee

1. Did not meet.

**V. Old Business**

- A. None.

**VI. New Business**

A. There was discussion of the SGF topic of *sabbaticals, the policy and practice* (APPM 5.1.1). Suggestions included inviting those who have taken sabbaticals in recent years to take part in a panel discussion; offering an overview of what the policy and practice involves; and presenting information on how departments have "covered the classes" for those taking sabbaticals. It was noted that this may present more difficulties now, given that so many faculty are already teaching overloads. It was noted that some institutions are now using "canned" courses and hiring people to teach them. Cameron University is currently doing this for around \$100 per course.

B. It was asked whether there had been any follow-up to the FS's [proposal \(10-31-2018\)](#) for full tuition waivers for full-time faculty and staff and for their dependents. There may have been an issue with the classification of "scholarships" for this item. We were discussing, at the time, several different options for funding and the increase in salary and OTRS benefits extended and this may have taken priority over the scholarships given to faculty/staff and their families.

**VII. Announcements**

A. Friday, March 6, 2020, the Southeastern chapter of the American Association of University Professors (AAUP) is hosting an event 2:00-5:00 in R100. Dr. Joerg Tiede will discuss Academic Freedom and Shared Governance. He is the Senior Program Officer & Researcher from the National AAUP office.

**VIII. Adjournment**

- A. Motion to adjourn – Senator Diane Dixon
- B. Second Senator Rhonda Richards
- C. Yes – all; No – 0; Abstentions - 0
- D. Motion carries
- E. Motion ends at 3:38 p.m.

Minutes submitted by Senator Rhonda Richards, Recorder

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