

**Faculty Senate (FS) Minutes
Fall Semester, Meeting #2
Wednesday, September 16, 2020
Virtual Meeting, 3:00 – 4:30 p.m.**

As approved at the September 30, 2020 meeting of the Faculty Senate

Attending:

Stan Alluisi
Dan Althoff
Laura Atchley
Kathy Boothe
Meg Cotter-Lynch
Kay Daigle

Rolando Diaz
Diane Dixon
Michael Gaffney
Carolyn Fridley
William Fridley
Amy Gantt

Kendra Ingram
Chauehyun Lee
Kate Shannon
Doug Wood

Not Attending:

Guests:

Steve Csaki
Andi Kramer

Sondra Petty
Matthew Sparacio

- I. Call to Order
 - A. 3:03 p.m. CST

- II. Approval of the Minutes
 - A. [Minutes from September 2, 2020](#)
 - a. Motion to approve - Senator Carolyn Fridley
 - b. Second – Senator Alluisi
 - c. Discussion – Spelling corrections were noted. Chair Clark noted spelling correction and number issues that he will address. Senator Gantt offered a correction to the vote for future meeting times/dates for the remainder of the year.
 - d. Vote to approve: Yes - ____; No – 1; Abstaining – 0.

- III. Election of Faculty Senate Offices
 - A. Recorder – Kate Shannon
 - B. Treasurer – Stan Alluisi self-nominated, nominations closed; Stan Alluisi is Treasurer by acclamation.

- IV. Committee Reports
 - A. Budget Committee
 - a. Did not meet, no report.

- b. Outgoing Treasurer noted that all Faculty Senate Award stipends have been approved and will appear on 9/30/2020 pay checks. Supply/Technology orders have been made on behalf of faculty who opted to receive their awards in this manner. Orders should be arriving before the end of the month. All requisitions are up to date or soon will be.
- B. Committee on Committees
 - a. Did not meet, no report.
 - b. Senator Althoff intends to meet soon.
 - c. Senator Dixon suggested a return to the practice of assigning committee membership by the end of the spring semester each year.
- C. Executive Committee – [Report submitted](#)
 - a. Met on 9/8/2020 with President Newsom ([Discussion Items](#)).
 - b. Five informational items; one action item
 - 1. Sub-committee preference form submission request
 - 2. Senator Laura Atchley has been appointed as a representative of Faculty Senate on the Policy on Policies Ad Hoc Committee.
 - a. Twofold charge for this Ad Hoc Committee:
 - i. Develop clearly articulated pathways for policy proposals, from the drafting phase to the final approval phase, from every part of the University, in a way that promotes shared governance principles.
 - ii. Create a unified policy database or master-file for the University that contains or references in full, every institutional policy.
 - 3. President Newsom has proposed that that Faculty Senate Award Plaques be installed next to the main entrance to the President’s suite on the second floor. The plaques would be housed in a lighted, glass enclosed display case with framed photos of the current recipients.
 - 4. Chair Clark will participate in the [National Council of Faculty Senates 2020 Conference](#) via Zoom on 9/18 and 9/19/2020.
 - 5. Gingerlei Waddell is the new President of the Southeastern Staff Association.
 - 6. ACTION ITEM: Motion: Move to approve the Faculty Senate recommendations to Vice-President for Academic Affairs, Dr. Teresa Golden on the Graduation Alliance Partnership with Southeastern and the High School Diploma Student Engagement Agreement (below).

Faculty Senate Recommendations

The text of the Recommendation was included in the document [Concerns and Comments on the GA Proposal](#) (compiled in response to Dr. Boatman’s presentation at the FS meeting of 9-2-2020, and emailed to Senators on 9-15-2020).

The following represents to the Office of Academic Affairs and the Office of Enrollment Management recommendations passed at the Wednesday, September 16, 2020 meeting of Faculty Senate. Faculty Senate Recommends that the University:

1. Prepare a detailed plan indicating potential costs, revenue, benefits to the University.
2. Indicate how the program can be assessed as to its effectiveness and success.
3. Detail how the academic coaches will receive the information about course participation without entering the actual Blackboard course.
4. Extend the contract signing date until **the Faculty Senate deems that** concerns are adequately addressed.

- a. Motion – Senator Diaz
- b. Second – Senator Cotter-Lynch
- c. Discussion
 - i. A friendly amendment is offered by Senator Cotter-Lynch to point #4 – reflected by the red text above
 1. Motion to accept the friendly amendment – Senator Gantt
 2. Second – Senator Alluisi
 3. Vote: 15 yes, 1 no; 0 abstentions.
- d. Vote on the motion: 16 yes, 0 no, 0 abstentions

D. Personnel Policies

- a. Did not meet

E. Planning Committee

- a. Did not meet

F. University Affairs Committee

- a. Did not meet.

V. Old Business – none

VI. New Business

A. Consideration of a recommendation to replace the (no longer awarded but still on the Salary Card) step-increase with an annual cost of living adjustment.

- a. Two documents ([A Look at Inflation-Adjusted Faculty Salaries](#) and [A Faculty-Compensation Proposal](#)) were provided to the Faculty Senate by Chris Moretti (former FS Chair and Senator). Documents were reviewed and several sections read by Chair Clark. Including the FS Faculty Compensation Proposal passed unanimously by the Faculty Senate on 9/19/2018.

- i. The Retroactive Restoration of the Longevity-Step-Increase was implemented by President Burrage.
- ii. The Annual Adjustments to Faculty Salaries portion of the proposal was not addressed by President Burrage nor was it addressed by Interim President Clark.

1. Currently there is a great deal of confusion about the salary increases. Are we using the salary card or COLA?

- a. Currently, we are stuck with an outdated salary card that includes step increases that are not being funded.
- b. Faculty do not know what their salary is based upon and have no letter of appointment for clarification.
- c. The base salary has not been updated for at least 5 years. For new hires this is embarrassingly low. Senator Dixon suggested that we need to make changes to the card.
- d. Senator W. Fridley suggested the EC work on a proposal for a COLA raise AND raise base levels on the salary card.
- e. Senator Fridley also recommends that the Personnel Policies committee address full-time faculty loads and overloads.
- f. Chair Clark proposes that the FS to focus on this single issue of compensation for the 2020-2021 year.

B. Committee appointments will be provided by the end of the week.

VII. Announcements – none

VIII. Adjournment

A. Adjourned at 4:31 p.m.

1. Motion Senator Daigle
2. Second – Senator Boothe
3. Motion carries – meeting adjourned

Minutes submitted by Senator Kate Shannon, Recorder