

Faculty Senate (FS) Minutes
Fall Semester, Meeting #4
Wednesday, October, 28 2020
Virtual Meeting, 3:00 – 4:30 p.m.

As approved at the Faculty Senate meeting of November 11, 2020

Attending:

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

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

Chauehyun Lee
Kate Shannon
Doug Wood

Not Attending:

Kendra Ingram

Karen Maple

Hallie Stephens

Guests:

Andy Kramer
Amy Madewell
Marjorie Robertson

Matthew Sparacio
Stacey Estep

Mike Davis
Jennifer Moore

- I. Call to Order
 - A. 3:01 p.m. CST

- II. Roll Call

- III. Approval of the Minutes
 - A. [Minutes from October 14, 2020](#)
 - a. Motion to approve – Senator Carolyn Fridley
 - b. Second – Senator Atchley
 - c. Discussion –
Edits:
 - Fix the title and remove Karen Maple from attending.
 - Page 2 Letter b of Budget Committee. Commas needed.
 - Motion 2 Question 2 – fix the initial question based on what the budget committee put forward.
 - Page 3 – specifics about who should receive the items upon approval. This wording was included in the motions.
 - Executive Committee – emailed to VPAA Golden rather than “her”

- Executive Committee – information was well received, clarify
 - Page 4 Shared governance forum – executive committee – the topic of faculty compensation will be continued.
 - Personnel policies committee – last sentence – longstanding problem – Progress is being made on a longstanding problem.
 - Background on motion 1 – dates have been added to guide the process. Edit out nonsense sentence.
 - Motion 2 (p. 6) small letter iv. – providing notes in chairs’ meeting.
 - Calibri font
 - Add name (Recorder) at the bottom.
- d. Vote to approve: Yes - 15; No 0; Abstaining 0.

IV. Treasurer Report – Senator Alluisi – No Treasurer’s Report

V. Committee Reports

A. Budget Committee

- a. Did not meet. Forwarded the motions/questions to Chair Clark who sent them on to administration.
- b. Chris Moretti was able to construct an update on faculty salaries based on recent data that was provided. The report was provided to Senators.

B. Committee on Committees

- a. Did not meet, report was provided - [Committee on Committees Update](#)
 - i. Letters to appointees have gone out. No refusals
 - ii. Waiting on Presidential appointee to the Appellate Committee
 - iii. Committee memberships have been updated on the website by Archivist Fridley.

C. Executive Committee – [Report submitted](#)

- a. Did not meet
- b. One informational item – Shared Governance Forum – 2:00 p.m., Tuesday, November 10, 2020 “Faculty Salaries: Doing What is Right”.
- c. Action Item: Ask the Budget Committee take the lead during the Shared Governance Forum to discuss faculty compensation.
- d. Motion by Chair Clark: Move that the Tuesday, November 10, 2020 Shared Governance Forum allow the Budget Committee to present data on salary comparisons over time (i.e. the percentage of the University budget dedicated to teaching salaries and the distribution of teaching salaries), an analysis of the updated data, and to brainstorm recommendations.
 - i. Motion is seconded by Senator Gaffney.
 - ii. Discussion -
 1. Intention is to provide the faculty at large with recent/updated information regarding faculty salaries.
 2. [Chris Moretti’s report provides updated information.](#)

3. Question from Senator William Fridley – Is summer pay included?
Response from Senator Cotter-Lynch: No, it is not included in the report prepared by Dr. Moretti. However, this data could be pulled from the information the budget committee received from VPBA Westman’s office
 - iii. Historical note was provided by Senator Althoff. The intention of the salary card was good. The salary card was initially instituted to address a pay gap between male and female faculty members’ salaries.
 - iv. VOTE: Yes – 15; No – 0; Abstaining -0. Motion carries
 - e. Faculty Senate Motions made in past meetings were passed along to respective administrators. [Motions from the Budget Committee](#) and the [Personnel Policies committee](#) were sent by Chair Clark. The content of the messages to administration was shared. Chair Clark received an initial response from VPAA Golden, who asked for more time to provide a developed response.
- D. Personnel Policies
- a. Did not meet
- E. Planning Committee
- a. Did not meet
- F. University Affairs Committee
- a. Met and put together an informal survey for the Faculty Senate. The survey addresses the university’s response to COVID. The University Affairs committee would like to find out how faculty feel about the response to COVID by the University. Senator Diaz read the introduction for the survey and the draft survey items. Senator Wood offered that this is a fact-finding activity and an opportunity to check in with faculty.
 - b. Senator Diaz requested feedback from Senators regarding the questions.
 - i. Senator Carolyn Fridley suggested adding a qualifier to question 3, focusing on the university.
 - ii. Senator Daigle asked about teleworking and computer/internet access/technical support?
 - iii. Senator Gaffney suggested that we ask what role the respondent has at the university and inquired about the format for the survey. Will the survey allow for statistical validation of results? Senator Gaffney also suggested that we try to identify issues in some of the worker categories; by department there seems to be a great deal of variability in perspectives on the pandemic.
 - iv. Senator Cotter-Lynch asked about the purpose and audience for the survey. She also suggested focusing on soliciting changes that could be made for the spring semester.
 - v. Senator Wood reinforced that the intention is to stay in our lane by focusing on the faculty perspective. The intention is to cast a wide

net to start off with and identify new challenges that may have popped up.

- vi. Senator Gaffney reiterated a desire to make sure that we are giving people who are really struggling an opportunity to provide feedback.
- vii. Chair Clark asked about the timeframe for administering the survey.
- viii. Senator Diaz responded that there is not a time line yet. He is open to the thoughts of the faculty senators
- ix. When asked what will happen to the data collected? Senator Wood shared he would like to pass along the information to the Task Force and others.
- x. Senator Gaffney offered his assistance to support survey development and tips to make statistical analysis possible. He also pointed out that If we want to make an impact in the spring, we need to provide a summary and make some meaningful suggestions. It is necessary to capture the information fairly quickly so that we can address suggestions for Spring.
- xi. Senator Diaz will send the draft of the survey for feedback.
- xii. Senator Wood reiterated that the intention is not to give a huge survey, but to give faculty a chance to discuss what they feels is important.
- xiii. Senator Dixon offered that it may be hard to generalize.
- xiv. Senator Daigle offered that this could be considered exploratory, and be appropriately broad.
- xv. There are only two more Faculty Senate Meetings this semester. Chair Clark suggested that a motion to provide the survey be provided on November 11, 2020 Faculty Senate Meeting.

VI. Old Business – None

VII. New Business

- A. Updates from Presidential Task Force Representatives. Chair Clark asked Senators serving on Presidential committees to provide an update.
 - a. Growth: Senators Diaz & Cotter-Lynch shared progress. The committee met on 10/20/2020. Committees have been named and invited by the President. Some of the subcommittees have met. Most are beginning to organize. They are expected to produce formal reports by May 2021.
 - i. Subcommittee on Diversity & Inclusion – Senator Diaz serves on this committee. They are currently focusing on 4 specific groups: Black, Hispanic, Native American, and International Students. The focus is on recruiting student to attend face to face classes. A survey is being developed to identify needs. The intention of this work is to bring in community organizations at some point. Senator Diaz believes this committee has the potential to change the face of SE.

- b. Diversity, Equity, & Inclusion Committee – Senator Diaz is a member of this committee as well. The work of this group is to explore DEI for the university as a whole. To identify what can be done for all stakeholders, not just students. There is a good deal of overlap in membership with the subcommittee from growth. This committee’s work goes beyond recruitment and retention of students. A formal report will be produced by May 2021.
- c. COVID-19: Chair Clark serves on the COVID-19 Task Force and Instruction Subcommittee. The Task Force has met over the last two weeks. The biggest issue they have discussed is the spring semester schedule. A decision was made to make no changes to the spring semester schedule at this time. This guidance was forwarded to President Newsom. We will continue to rely on the mechanisms we have in place to address needs/processes for the spring semester regarding COVID-19. No changes were announced with regard to travel and campus events/activities. Chair Clark believes the work of the committee is good work, there are several protocols and practices in place and they have been working. Social distancing issues may still challenge us and will continue to be addressed. Senator Gaffney mentioned that VPAA Golden will return to classrooms to remeasure distances and calculate the size of the class that could be held in the space.

Faculty members who need to change delivery mode during the semester will continue to address their needs with their department chair and VPAA Golden.

Question from Senator Cotter-Lynch: What is the process for students who are concerned about protocols not being followed? Response: Contact Liz McCraw first.

Senator Wood asked about coronavirus testing for the Spring semester. Will there be surveillance testing in January? Chair Clark shared that testing would be made available, but will not be mandatory. Chair Clark also shared a notification he received that rapid testing will be made available

VIII. Announcements
None

- IX. Adjournment
- A. Adjourned at 4:14 p.m.
 - 1. Motion Senator Dixon
 - 2. Second – Senator Alluisi
 - 3. Motion passed by acclamation

Minutes submitted by Senator Kate Shannon, Recorder