

Faculty Senate (FS) Minutes
Fall Semester, Meeting # 6
Wednesday, November 11, 2020
Virtual Meeting, 3:00 – 4:30 p.m.
As approved by the Faculty Senate on December 2, 2020

Attending:

Stan Alluisi	Kay Daigle	Amy Gantt
Dan Althoff	Rolando Diaz	Kendra Ingram
Laura Atchley	Diane Dixon	Chaeuhyun Le
Kathy Boothe	Carolyn Fridley	Karen Maple
Randy Clark	William Fridley	Kate Shannon
Meg Cotter-Lynch	Michael Gaffney	Doug Wood

Not Attending:

Hallie Stephens

Guests:

Bry Allsbury	Stacey Estep	Jennifer Moore
Andy Kramer	Matthew Sparacio	

- I. Call to Order
 - A. 3:00 p.m. CST
- II. Roll Call
- III. Approval of the Minutes
 - A. Minutes from October 28, 2020
 - a. Motion to approve - Senator Daigle
 - b. Second – Senator Alluisi
 - c. Discussion – No discussion items; no edits
 - d. Vote to approve: Yes -17; No- 0; Abstaining 1.
- IV. Committee Reports
 - A. Budget Committee
 - a. The Shared Governance Forum (11.10.2020) was moderated by Senator Alluisi. Senator Cotter-Lynch and Dr. Chris Moretti (former Faculty Senate Chair) provided reports and data for discussion. This was a primary action item for the budget committee. Dr. Moretti's report and Senator Cotter-

[Lynch's presentation](#) are available on the Faculty Senate website as documents to support the forum posted on 11.10.2020.

- b. The Forum was recorded and the link will be provided to the archivist to make available to faculty via the Faculty Senate website.
- B. Committee on Committees
 - a. Did not meet, no new report.
- C. Executive Committee –
 - a. Chair Clark provided in Chat the [responses from VPBA Westman to the requests made by the Faculty Senate](#). This response was received by The Budget Committee Chair and Chair Clark on Tuesday, November 10, 2020.
 - i. COMMENTS –
 - 1. Senator Gaffney commented that a review of the response makes clear that there is no real process for the items that the faculty senate addressed. He also expressed gratitude to the committee that submitted the request and commended their success in getting a response.
 - 2. Chair Clark reserves the right to review the response more closely and discuss again after the Budget Committee have a chance to fully review the document
 - b. Chair Clark thanked the Budget Committee for their work on the Shared Governance Forum. Kudos to Dr. Chris Moretti (Former FS Chair) for his work in updating the salaries information to continue to address the issue of faculty salaries.
 - c. Chair Clark asked for feedback from others regarding the Shared Governance Forum. He also shared his own feelings of being devalued. Chair Clark stated that the information presented was effective and digestible by the variety of constituencies attending. He would have liked to have had additional comments and sharing of concerns/frustrations by other attendees. And he expressed his concerns stating, it is clear that prior practices will continue in the future, because they are not being addressed. Disparities are not being addressed; the status quo is likely to continue. Yesterday was a firm reminder of the diligence we have had regarding these issues. We have some next steps that we need to employ, based on ideas brought up by administration in the forum.
 - d. Senator Shannon spoke to the silence from faculty stating the tone of the conversation did not really support an ongoing conversation on the administration's side.
 - e. Senator William Fridley hoped that the numbers would speak for themselves. And shared that he perceived a dismissal of our concerns. VPAA Golden spoke to the fear that if enrollment goes down we may have financial concerns to consider. Senator W. Fridley suggested a proposal to raise the base salary and add an annual adjustment. He suggested we maintain the salary card, but update it. The default communication from administration seems to be that they need to look into matters. Regarding the annual

adjustment Senator W. Fridley suggested the Faculty Senate revive the COLA proposal from 2017-2018 and continue to put forward an incremental and focused approach to addressing compensation. Senator W. Fridley offered a suggestion for moving forward, proposing that the FS ask President Newsom to agree to a COLA increase for faculty beginning in FA2021. Chair Clark agreed that this would be a good proposal. Based on the conversation in the Shared Governance Forum administration has continued to request more time to research the matter. Meanwhile two years have passed since the initial proposal (FA2018) was put forward.

- f. Senator Daigle suggests taking things a step further by asking that administration roll the bonus we receive in November into your salary. Agreement from Senator Alluisi. Senator Alluisi offered a different approach to providing for faculty salaries by putting salaries into the budget on the front end rather providing a stipend if there is enough money left at the end.
- g. Senator Atchley offered perspective pointing out that salaries come first in most organizations and often constitutes the largest line item on the budget.
- h. Senator Cotter-Lynch offered perspective on the IPEDs data that must be reported and was likely the basis for VPBA Westman's numbers during the Shared Governance Forum. These numbers are not the same as the percentage of the budget dedicated to instructional salaries
- i. Senator Althoff suggested he would like to see at a minimum a commitment to improve the salaries, and to have this stated publicly and in writing before the end of the academic year.
- j. Senator Gantt agreed that a deadline for a response would be helpful.
- k. Chair Clark noted that administration mentioned that it may take up to two years to adjust the current compensation structure, but pointed out that commitment can be immediate. Chair Clark reiterated that the commitment could be to enact a COLA increase by FA 2021. Corrections to base salaries may take longer.
- l. Senator Cotter-Lynch pointed out that the motion from 2018 supports the COLA increase and shows that this is work the faculty has been engaged in for two years. The COLA could be a first step to help stop the backsliding. Senator Cotter-Lynch shared a FS Faculty Compensation Proposal (11.11.2020) via Zoom chat.
- m. Senator W. Fridley suggested we ask an agreement include an annual increase beginning in FA2021. One way this can happen is by rolling the \$500 stipend into our base salary.
- n. Chair Clark would like to vote on motions related to this conversation in our last meeting for the semester (12.2.2020).

D. Personnel Policies

- a. Met on 11.4.2020 ([Report submitted](#))
- b. The primary topic of the meeting was Summer Pay. The committee began creating a list of key topics that will be annotated and fleshed out before our next FS meeting. There are no specific motions on summer pay at this time.

- c. A motion was made by Senator Fridley to request information about faculty pay and the degree to which current salaries are based on the salary card.

Motion

The Faculty Senate requests **by the end of the Fall 2020 semester**, data on the number of full-time faculty paid according to the salary card, and the number paid “off-card” for the 2020-21 academic year (as much as is available) and for the 2019-20 academic year. We ask that the data take the following form, designated by academic department:

- Number of faculty paid according to the salary card, broken down by rank: Instructor, Assistant Professor, Associate Professor, and Professor
- Number of faculty whose salary does not match the salary card calculation, broken down by rank: Instructor, Assistant Professor, Associate Professor, and Professor
- For each faculty member whose pay does not equal the salary card calculation, please provide the dollar amount of the difference between card calculation and actual pay

o For Endowed Professorships where endowment funds provide all or part of this difference, please indicate the dollar amount provided out of endowment funds.

Please note that we are not requesting names of individual faculty members; rather, we are requesting rank, department, and relationship between card calculation and actual salary, for all full-time faculty university-wide.

- i. Motion is seconded by Senator Alluisi
- ii. Discussion –
 - a. Senator Cotter-Lynch provided clarification based on communication with Dr. Moretti. There are inconsistencies in the way that faculty with administrative duties are paid. If their administrative duties occur within their departments, stipends are counted with salary. If the duty is outside of the department it is treated as a stipend. This creates issues in comparing faculty salaries. Would like to know more about the use of the salary card. Many faculty are being paid off of the salary card. The motion could help us determine where that is happening and by how much.
 - b. Senator Dixon suggested that the people being paid off-card are being paid – way off card – bringing the average up. Senator Cotter-Lynch pointed out that we are focusing on the median which is less effected by inflation due to outliers. Media will continue to be the focus for this work.
 - c. Senator W. Fridley again pointed out that stipends within departments show up as part of the salary rather than a stipend. This bumps up salaries. No summer pay data, no overloads are included in the analysis.

- d. Senator Alluisi offered a question: How about faculty release time? If a faculty member has 25% or 50% release time, but is also teaching full load does this skew the numbers as well? It is a concern. Senator Cotter-Lynch offered that it is a problem, but a separate question. The intention of the motion is to get a read on base salaries. Forced overloads, unpaid overloads, summer classes are all additional issues, separate from this matter put forward in the motion.
 - e. Senator William Fridley suggested adding a timeline. Senator Cotter-Lynch offered a friendly amendment that we include – by the end of the semester. This insertion is added as a friendly amendment to the motion in red above.
- iii. VOTE: YES – 19; No – 0; Abstaining – 0. Motion carries.

Chair Clark stated that the motion will be submitted to VPAA Golden, VPBA Westman, and President Newsom.

Chair Clark pointed out that he would like faculty to be united on this issue regardless of rank and how you were provided a salary. The longer you stay at the institution the more your salary will degrade over time. He also pointed out fundamental problems to be addressed, including equity and transparency in faculty hiring. The COLA adjustments are necessary to maintain the validity of a salary over time. Tenure track faculty salaries lose value as you begin the path to tenure over 6 – 15 years. This must be addressed.

Senator Carolyn Fridley offered this reality as the reason for her disappointment; stating this is a matter of justice. Low turn-out of faculty to the Shared Governance Forum is a concern. The data presented cannot be ignored. Twenty-seven years of steady decline of faculty compensation should be shocking. We should be outraged. It is clear that the system is deeply unjust.

Senator Dixon stated, we have lived with it so long, we have gotten used to it (being underpaid).

Senator Gantt asked, “How much do we spend on administration?”

Senator William Fridley offered background. After the 2016 RIP (retirement incentive program) several administrative positions were cut, resulting in reduced administrative bloat. As a result, there is not a bottle-neck, a few administrators handle several duties. It is also hard to find and keep administrators with the salaries SE pays. Going back to 2015 – 2016 when times were tough, President Burrage asked for faculty support to address issues. President Burrage put in place increases and restoration of pay which was good. Momentum dropped with the transition to President Clark.

Another concern is that President Newsom did not address compensation in his department meetings at the start of the semester. The gains that were made under President Burrage seem to be slipping away.

Another Personnel Policies Committee item discussed related to an email response from VPAA Golden to the Executive Committee regarding the calculation of 4/3rds weight for graduate hour calculation and 12 hour per semester load. Her response requested more time to research why the change was made, and historical reasons for the change. Faculty Senate is not needed to support investigation. But the current policy is not addressed.

AAUP has taken up two actions

- 1) Karl Frinkle, President of SE-AAUP has asked Administration the following question: "Do you plan to follow the University Policy in regard to the 4/3 for graduate hours and the 12-hour work limit load?" And requests an answer by 11/30/2020.

Senator Cotter-Lynch pointed out that this approach advocates for moving forward. We may be conceding that we don't care about what happened in the past, we want the policy followed, now. Conceding allows them a fresh start, they don't have to go back in time. Do it right from now on.

Senator Dixon inquired about the history of the RUSO policy that VPAA Golden mentions. Senator Cotter-Lynch pointed out that RUSO policy does not include any conflicting information. The RUSO course load is not in support of a 5:5 load across semesters. The type of position is an issue, however, Instructor is one of four ranks at SE.

Question: Has anyone been denied for 4/3 load for graduate course load? Denial of load stipend is something we need to collect if this is a systemic problem. Several Senators acknowledged that they have not received 4/3 load for graduate courses.

- 2) Karl Frinkle as President of SE-AAUP also sent the course load policy to department chairs and asked them to follow it.

Question from Senator Boothe, Isn't the APPM the "word". Is that not something we have to follow? Do Presidents get the decision to not follow it?

Chair Clark responds, we might be assuming that the administrators have a working knowledge of the APPM, they might not know what is in it.

Senator Wood shared guidance provided by Mike Davis on this matter. The APPM is an agreement, there is legal wiggle room. It gives us a precedent document to cite. If they do not follow up, it becomes a legal question.

- E. Planning Committee
 - a. Did not meet, but will be sending out nominations next week sometime for the FS awards.
- F. University Affairs Committee
 - a. Action Item – The committee put together an informal survey regarding COVID-19. Senator Gaffney created a PDF document that was shared with Faculty Senate. Chair Diaz expressed appreciation to Senator Gaffney for his work on the document.
 - i. Motion – Senator Diaz moves that the Faculty Senate accept the survey as developed by Senator Gaffney and approve its distribution to faculty.
 - ii. Motion is Seconded by Senator Alluisi
 - iii. VOTE: Yes – 16; No – 0; Abstaining – 0, motion carries
 - b. Discussion/corrections
 - i. Senator Gaffney asks if the survey could be transferred to the Survey Monkey account for distribution. Chair Clark agreed and will provide access for Senator Gaffney to build the survey in the Survey Monkey platform.
 - ii. Question wording was discussed and revised. Senator Gaffney will direct the survey first to FS before it goes to all faculty.
 - iii. Senator Shannon asked how will the results of the survey be used. Chair Diaz explains that results will be turned over to the COVID Task Force.
 - iv. Senator Gaffney shared that he hoped we could use the results to support a conversation with Administration and request aligned action. Senator Gaffney's goal is to send it out this week to FS and to faculty by Tuesday/Wednesday next week.
 - v. Chair Clark asked him to go ahead and send it to faculty right away.
 - vi. Senator Gaffney indicated he would like others to review the survey. Chair Clark suggested this be done within the committee.
 - c. Item – Changes in practices and protocols after Thanksgiving was addressed by President Newsom in an email that went out on Monday.
 - i. Chair Clark also pointed out that departments also make these communications specific to their students (athletics, music, aviation, etc.).

V. Old Business – None

VI. New Business – Handled in subcommittees

VII. Announcements

- a. Senator William Fridley shared progress being made in the President's Ad Hoc Policy on Policies Committee and shared that there would be a special meeting

tomorrow (11.12.2020) with James Reed and Mike Davis to continue discussion on the process of making policy changes to staff and student policy manuals. – Senator Atchley also offered insights about the process that was used to create a policy on policies section for the Student handbook and employee manual. A great deal of content was adapted from the policy on policies preface from the APPM and Faculty Senate documents. Senator William Fridley also suggested to the committee that a staff member and a student could be added as ex officio members of Faculty Senate which would allow them to gain a working knowledge of the processes used by the Faculty Senate. This was not well received.

- i. Senator Dixon asked for clarification regarding the role the student and staff member were expected to play. The fact that they would have no vote was displeasing.
- ii. Senator William Fridley complimented the work Senator Atchley has undertaken to create a policy on policies preface for the employ manual and student handbook which would support the SSA and SGA manuals to make changes to their own manuals.
- iii. Senator Atchley's hope is that within the first 5 minutes of the meeting they can determine that there is not really a problem here. There is truly shared governance within the university and that policy changes can come from any direction and be vetted by those the policy will affect.
- b. Chair Clark asked for continued updates from members who also participate in this Ad Hoc Committee and others.

VIII. Adjournment

- A. Adjourned at p.m. 4:31 p.m.
 1. Motion Senator Diaz
 2. Second – Senator Daigle
 3. Motion carries.

Minutes submitted by Senator Kate Shannon, Recorder