

**Faculty Senate (FS) Minutes  
Spring Semester, Meeting # 5  
Wednesday, 4/7/2021  
Virtual Meeting, 3:00 – 4:30 p.m.**

***\*As approved by the Faculty Senate on April 22, 2021***

**Attending:**

Stan Alluisi	Diane Dixon	Karen Maple
Dan Althoff	Carolyn Fridley	Kate Shannon
Laura Atchley	William Fridley	Matthew Sparacio
Kathy Boothe	Michael Gaffney	Hallie Stephens
Randy Clark	Amy Gantt	Doug Wood
Kay Daigle	Andy Kramer	
Rolando Diaz	Chaehyun Lee	

**Not Attending:**

Meg Cotter-Lynch	Kendra Ingram
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**Guests:**

Jennifer Moore	Alisha Ridenour	Marjorie Robertson
Dena Rymel		

- I. Call to Order
  - A. 3:06 p.m. CST
  
- II. Approval of the Minutes
  - A. [Minutes from March 10, 2021](#)
    - a. Motion to approve - Senator Alluisi
    - b. Second – Senator Dixon
    - c. Discussion – None
    - d. Vote to approve: Yes - 17; No 0; Abstaining 0.
  
- III. Treasurer Report – Nothing to report. No Questions for the Treasurer.
- IV. Committee Reports
  - A. Budget Committee
    - a. Did not meet; nothing to report
  - B. Committee on Committees
    - a. [Report](#) was shared with Senators prior to the meeting. Committee members met via email. Chair Daigle shared that the committee received about 50 responses to the committee appointment survey and that they will use this information to begin making committee appointments.

- C. Executive Committee – No report. The committee is scheduled to meet next week with President Newsom and VPAA Golden.
  - Comments from President Clark:
    - a. A Shared Governance Forum was held on Monday, April 5 to discuss the Anthology Course Review system. The topic was chosen by the Administration and the session was led by Bryanna Allsbury, Administrative Associate/Assessment Coordinator. Link to recording and transcript: [“The Anthology \(Campus Labs\) Course Review System: Q & A and Discussion about Best Practices Going Forward” \(presentation outline\)](#).
    - b. Chair Clark commented that attendance of the forum was good.
- D. Personnel Policies
  - a. Did not meet, no report. Senator W. Fridley would like to inform the Senate of two items that were sent to VPAA Golden
    - i. APPM archiving – VPAA Golden had provided a link to a page of archived documents, however this page is difficult/impossible to access from the website. VPAA Golden communicated that she will focus on making the link accessible.
    - ii. On November 11, 2020 ([Minutes, page 4](#)), the Faculty Senate approved a motion requesting data regarding faculty paid *on and off the salary card*. Chair W. Fridley reiterated this request. The original request asked to have the requested data by the end of the fall semester.
  - b. Questions- None
- E. Planning Committee
  - a. Did not meet.
  - b. Update – Chair Boothe provided an update regarding Faculty Senate awards. Data is compiled and the committee will meet on Friday to review. She is hopeful that all information will go out in the next week or two.
  - c. Questions- None
- F. University Affairs Committee
  - a. Did not meet, but members have been exchanging emails. Chair Diaz shared some questions and information related to these exchanges and university activities.
    - i. One area they continue to review is the COVID-19 vaccination expectations. Will students be expected to be vaccinated if they are attending face to face classes?
      - a. Senator Dixon shared that the same question was asked in the chair’s meeting and the answer was *no*. It was noted that the vaccination is not FDA approved, therefore it cannot be required.
      - b. Chair Diaz asked if it will be strongly suggested, the thought is, *yes*.

- c. Senator Wood pointed out that other universities have made this commitment and suggested maybe it can be done in the future?
        - d. Senator Alluisi suggested that there may be resistance to requiring it.
      - 2. Chair Diaz also shared that as Co-Chair of the President's Student Diversity and Retention Committee, he supported the creation and submission of a report with proposed recruitment and retention initiatives and shared a mission statement and values.
        - a. Senator Shannon asked how that committee work be shared more broadly.
        - b. Chair Diaz shared that Tim Boatmun is compiling the data and will disseminate. He also relayed that the student diversity work is on the president's desk now.
      - 3. Chair Diaz shared that due to his efforts a Spanish translation of the university's FAQs website is now available.
- V. Old Business – None
- VI. New Business
  - A. Chair Clark forwarded an email that Senator Atchley received concerning workload and graduate faculty. (This topic is addressed later in the meeting and is included in the Addendum).
  - B. AAUP chapter President Karl Frinkle submitted to FS Chair Clark the chapter-approved [A Letter of Request to the Faculty Senate Regarding Compensation](#). Chair Clark read the letter and senators received a copy of the letter before the meeting.
    - a. Chair Clark provided a copy of the Letter in Zoom chat for guests.
    - b. Chair Clark opened up discussion beginning with Question 1 from the AAUP letter (Given the history of the faculty compensation discussion, at what point does the Senate think it is fair to simply say that, in its opinion, faculty compensation is not currently a significant priority for the University?).
      - i. Senator Gaffney offered a question: President Newsom requested that he be allowed time to address this by the fall. Does it mean that this is not a priority if he has not addressed it yet?
      - ii. Chair Clark responded that “by fall” was not really the deadline we expected. We expected to hear something by this month and the Executive Committee meets with him next week.
      - iii. Senator Gaffney inquired about the timeline for addressing the issue.
      - iv. Senator W. Fridley shared that the nature of the response the Executive Committee was looking for as a general commitment. We have not yet received a commitment for the requested raise.
      - v. Senator Alluisi reminded senators that we had asked for a commitment to pay ourselves first, and this has also yet to receive an official response.
      - vi. Senator Daigle offered insight from the chairs' meeting (4-7-2021), sharing that VPAA Golden did say they are working on step raises and

- faculty compensation before they commit to the spreadsheet requests submitted by chairs.
- vii. Faculty Senate Chair Clark reiterated that the Executive Committee had asked President Newsom to provide a commitment for support in writing [[President Newsom's Response](#) to the Faculty Senate's request for a written commitment to make improvements in faculty salary a priority in the 2021 budget, email 1-28-2021]. President Newsom asked to go through the budget process the first time and the committee agreed. That process is coming to a close this month. The president is well aware that the final meeting with the Faculty Senate Executive Committee is next week (4.12.2021). Chair Clark is prepared to wait until next week to see if President Newsom will come through with a commitment of support for faculty compensation.
  - viii. Senator Dixon offered that chairs have been given a deadline of Friday (4.9.2021) by VPAA Golden for budget requests.
  - ix. Chair Clark shared that he hopes to have a definitive conversation next weeks with yes/no answers
  - x. Senator Alluisi expressed a concern that if the step increase is not in the budget, there will not be time to address this increase for the 2021-2022 year. He also suggested that processing this (AAUP) request serves us well. We should be prepared for compensation *to be addressed* for the fall and also for it *not to be addressed*. Several Senators agreed, noting that this calls for a "two-letter" approach.
  - xi. Senator Shannon shared a concern that we are not truly engaging in shared governance if we are not involved in decision making regarding budget process.
  - xii. Senator Carolyn Fridley expressed a concern that our voices are being ignored and we are being patronized. She continued that we realize that the budget process comes around every year. This is not a surprise. We started the conversation long before budget season. It is not surprising that compensation is not a priority. Every year we are told after it is too late, that there is not enough money. We don't buy it, after several semesters of record enrollment, we must put compensation for faculty and staff in first. We make adjustments for increases in the costs for the light bill. We need to do the same for our faculty and staff. We are seeing increases in our workload with these increases in enrollment. It is insulting to be treated as if we do not know how it works. One of the prices of doing business is to pay your people. Shame on you (administration) for not recognizing that paying faculty and staff is a price of doing business.
  - xiii. Senator Wood offered insights saying, in the past, we have been told that raises are not in the cards because enrollment is flat or decreasing. They keep moving the target. We keep being de-

- prioritized and I am tired of it. We should be in the room when the budget process is going on.
- xiv. Chair Clark said he would like to give the President an opportunity to make good on what they have said so far. He expects an answer on the 12<sup>th</sup>. It is early enough in the budget process for us to see a commitment for compensation as a priority by the President.
  - xv. If the result is that we are not prioritized, Senator W. Fridley shared that we could publicize the fact that SE does not prioritize taking care of faculty and staff.
  - xvi. Senator Atchley pointed out that communications and email updates from VPBA Westman did not address faculty salaries.
  - xvii. Senator Shannon offered that the sequence of announcements coming out tells us what is prioritized.
  - xviii. Senator W. Fridley pointed out that the recruiting committees have been given money to recruit. That was one of the first announcements.
  - xix. Senator Atchley offers, we hear about our record enrollment on the local news, we hear about the improvements that are the focus. We do not hear about faculty and staff compensation. The optics are concerning – it would seem administration is moving on without looking at us (faculty & staff). There needs to be more transparency and at least a mention about faculty and staff compensation. The data about faculty compensation was presented to administration in the first Shared Governance Forum on November 10, 2020 [[Faculty Salary Compensation: It's the Right Thing to Do!](#), linked to a recording and transcript. Forum proper begins at 13:52. [Presentation slideshow](#)]. It would seem that he has had time to chew on it. He may have not had the full grasp of this, but now he does have that information. This is a big item, and it has been kicked down the road for many years. The facility master plan is still important, but compensation should come first.
  - xx. Senator Alluisi suggested we would rather see compensation taken care of, with extra money going to the master plan, rather than the reverse.
  - xxi. Chair Clark reminded the Senate that April 12<sup>th</sup> is the goal. On that day we will find out where we stand with this administration. We will go from there.
  - xxii. President Clark also shared the Southeastern Staff Senate's (formerly Staff Association) [Resolution Regarding Staff Compensation](#) (approved by the Staff Senate Executive Committee and forwarded by Bryanna Allsbury, Staff Senate President). The Executive Committee will discuss. He stated that we are in support of the actions that the staff seek. President Clark has not responded to her yet and asked if the Senate has comments for her. He also offered, that they have

done a good job of doing research to provide rationale for their request.

Senator Alluisi *moves to accept the AAUP's request to communicate their 4 points to administration should the 12 April meeting with President Newsom demonstrate that faculty staff compensation is not a priority.*

- i. Motion is seconded by Senator Sparacio. He added a suggestion to craft a thank you letter just in case.
- ii. Discussion
- a. Senator Althoff asked that the motion be read again.
- iii. Vote Y -15; N -0; A – 0

Senator Dixon asked, what is the criteria to determine if we are prioritized? President Clark stated that he expects the December 10, 2020 compensation request to be addressed.

Senator Atchley stated that she hopes that we can see that the recommendations are part of a plan moving forward and we can be assured that we will continue to see development of that plan.

President Clark also stated that he is aware that VPAA Golden is working on the salary card.

#### VII. Announcements

- a. Staff association proposal mentioned above – will be discussed in the next Executive Committee meeting.

#### VIII. Adjournment

- A. Adjourned at 4:31 p.m.
  1. Motion Senator Diaz
  2. Second – Senator Alluisi
  3. Motion is approved by acclamation

Minutes submitted by Senator Kate Shannon, Recorder

#### **Addendum**

Email from Senator Atchley – faculty member concern about workload – Randy has added it as a discussion item with President Newsom.

She shared that a faculty member contacted her who has been carrying a huge workload and trying to get assistance and was told that the president has to approve this – it was suggested that she take it to Faculty Senate. The faculty member is program coordinator of a large graduate program with many additional duties – practicums all over the country – MOUs, administrative volume is large – over 230 students with 70+ practicums happening at the same

time, teaching, managing adjuncts. This person is close to calling it quits. Loads have been continuing to go up.

Senator Shannon offered that again we need to address the Academic Partnership issue.

The program (subject of the email) has had two failed searches with no candidates accepting the position, due to pay and workload. We need to get someone who is good.

How do we address the issue of workload? There are a growing number of courses (particularly online masters) with high enrollments, and some faculty are teaching multiple overloads on a regular basis.

Senator Althoff explained that this is about working conditions. a basic issue of labor. We are a non-union state, but as we talk about boundaries, we should make a genuine effort to define and codify working standards. Basic labor justice. We can react to that – working the contract – 40 hours a week. Needs to be addressed. These are unacceptable working conditions. It is abusive.

Chair Clark is beginning to wonder why department chairs have not been more engaged. The departmental faculty should have the full support of the chair. They have done all they can at that level, need to add someone to assist needs approval above the chair level.

C Fridley – The action we could put in place – consequence – we will go loud and proud – record enrollment and we have faculty members working 7 days a week 15 hours a day. This is what record enrollment looks like. Carolyn will volunteer to write news briefs.

Clark looks forward to having a pleasant conversation about these items.

Chair Clark asked for discussion items by Friday for the meeting with President Newsom.