

Faculty Senate (FS) Minutes
Spring Semester, Meeting # 6
Wednesday, 4/21/2021
Virtual Meeting, 3:00 – 4:30 p.m.

**As approved by the Faculty Senate on September 8, 2021*

Attending:

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

Not Attending:

Kay Daigle	Kendra Ingram	Doug Wood
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Guests:

Jennifer Moore	Alisha Ridenour	Mike Davis
Dena Rymel	Marjorie Robertson	

- I. Call to Order
 - A. 3:03 p.m. CST
- II. Approval of the Minutes
 - A. Minutes from April 7, 2021
 - a. Motion to approve - Senator Alluisi
 - b. Second – Senator Kramer
 - c. Discussion – There are different titles used for Chair Clark; change President to Chair.
 - d. Vote to approve: Yes - 15; No 0; Abstaining 0.
- III. Committee Reports
 - A. Budget Committee – Nothing to report
 - B. Committee on Committees (CoC) – Senator Dixon spoke for Senator Daigle
 - a. A motion to accept the appointments and replacements was made by Senator Dixon.
 - b. Seconded by Senator Cotter-Lynch
 - i. Discussion
 - a. Senator W. Fridley applauded the work on the appointments by Chair Daigle.

- b. Senator W. Fridley also inquired about instructors who are expected to teach a 5:5 load. There is at least one instructor who has been appointed to a committee who falls into this category.
 - c. Senator Dixon shared that the COC does not necessarily know which faculty members have limited or no service expectations.
 - d. Senator W. Fridley pointed out that the appointment letters that have been requested should provide a record of the teaching load expectations for all faculty.
 - e. Senator Cotter-Lynch suggested that we need to have a list of these individuals so that they are not assignment to service work.
 - f. Senator W. Fridley asked for a friendly amendment and suggested we leave that appointment pending for now.
 - g. Chair Clark indicated that this appointment (of an instructor) will need to be addressed before we can move forward. It will need to be amended first. We need to have a new name before we approve.
 - i. Senator Dixon shared that faculty are usually contacted during the Spring semester to be made aware of committee appointments for the next year. She suggested the committee work to find a new replacement and communicate the change via email.
 - h. Chair Clark shared a concern about this happening again
 - i. Senator W. Fridley suggested that Chair Daigle request from VPAA Golden a list of all of FT instructors on a 5:5 contract so that the Faculty Senate knows that they are not available for committees.
2. Vote: Yes -16; No – 0; Abstaining: 0.
(Note: The vote was to approve the appointees with the knowledge that there will be one replacement of an instructor.)

- C. Executive Committee – [A Report](#) was provided to members prior to the meeting
- a. Executive Committee Met on 4.19.2021 .
 - i. Action Item – year-end report submissions are due prior to the end of the month. Examples of prior reports are available on the [Faculty Senate website](#).
 - ii. Information Item – Monday 4.12.2021 meeting with President Newsom. Discussion notes were provided from this meeting. A brief summary of those notes is included in the [Executive Committee Report](#).
 - iii. Questions/Comments were solicited.
 - a. Chair Clark felt the meeting with President Newsom and VPAA Golden was a productive. Yet, no guarantees regarding

compensation were made by the President. Chair Clark reminded the Senate that three years of step increases have not been given, and we look forward to seeing those reinstated.

- i. Two items within the proposal are also very important – systematic approach to developing a new system for compensation/pay & updating salary card, or elimination of the salary card.
- ii. President Newsom has stated that faculty compensation is his #1 priority and has shared this priority with Dennis Westman for the budget process. We are appreciative of this prioritization.
- b. Senator W. Fridley shared that in the meeting with President Newsom, we discussed the relative changes in faculty and student numbers.
 - i. In 2015 there were 130 F/T faculty at the time and 5-6 librarians. Five years later we have 5 fewer faculty and 1500 additional students. This kind of growth puts strain upon faculty and creates issues with adequately accommodating faculty and providing compensation for faculty overloads.
 - ii. Another concern Senator W. Fridley broached is the reserve, which stands at 14-16%. The state “requirement” is around 8.5%. In the past we have been below the reserve, but we turned things around. We were told in the past that if we could bring this (the reserve) up, we could use the excess to address things. President Newsom indicated that ongoing expenses should not be supported with the reserve. There is a concern that we may be privileging maintenance over faculty compensation.
 - iii. Senator Cotter-Lynch offered that President Burrage’s approach was to continue to sock money away. She agrees with President Newsom that we should not use the reserve for faculty salaries. She suggested we might presume that we have been depositing money in the reserve from the regular budget and we can stop squirreling away money into that account and begin applying those funds to compensation now.
 - iv. Chair Clark shared that he is hopeful that conversations will begin this summer – based on President Newsom’s plans.
 - v. Senator Althoff shared that he recalled hearing of RUSO’s hand in overseeing the reserves. RUSO doesn’t like to see

- reserves that are too high. Is this a RUSO policy or preference?
- vi. Senator Alluisi offered, when the state was having a budget crisis there were concerns the state was coming in to take some of those funds over. If you keep too much money someone might come collect it.
 - vii. Mike Davis discussed the possibility of losing the reserves - saying, it was not an explicit rationale, but it was implied that if agencies are not spending the money they have, they don't need more. If you keep your reserves too high and charge the same tuition you might get away with it. If you raise tuition this doesn't look good.
 - viii. Senator Shannon shared that President Newsom did indicate that they may be considering raising tuition.
 - ix. Chair Clark shared that the Executive Committee asked President Newsom when we would be invited to have conversations about how to address compensation instead of being told what will happen. We were told that these conversations will begin in the summer. If we get to the fall and have not had these discussions we would be in trouble. If something outside of our control prevents these discussions, we need to reconsider. Chair Clark sees that we are on the same page with President Newsom, but we have not seen action in the direction we had hoped, yet.
 - x. Senator Cotter-Lunch inquired about the request for data on faculty on and off the card; Senator W. Fridley shared that we are still waiting for that data, but that it is being processed.
 - xi. Chair Clark shared a concern that salary continue to be a barrier to faculty recruitment. As we move into the next academic year, we hope the reasoned case we have presented this year, can continue to be monitored, as we have not seen any concrete actions put forward. The budget is due in one month. We shall see when we are invited to the table.
 - xii. Senator W. Fridley shared that some discussions along those lines are taking place at the chairs' meetings, and this is reported by chairs. One item from the recent meeting, was the issue with the EARs. There was a university-wide emphasis on the EARs for retention and the scope of required EARs was expanded. As enrollment took off, discussion of retention and the role of the reports have subsided. Now in Colleague we do not

- have the same functions that the EARs relied upon. Now we have midterm reports. Dr. Ludrick presented the issue informationally to chairs that when we purchased Colleague we were not told that this function would not be possible. Dr. Ludrick is still looking for an EARs type report and considering options with start-up costs from 30K – 200K. 228K is the number dedicated for our raise. That came with much prodding. The relative casualness with which those numbers are explored is concerning. There is also an annual cost for the EARs. Have we seen any evidence between retention and the EARs report? Maybe we should stop and evaluate.
- xiii. Senator Cotter-Lynch noted that she is an advocate for bringing the EARs back, but the cost is concerning. It would be nice to be a part of the conversation. The report is useful to help when students are struggling. Senator Cotter-Lynch wonders if there are things that Colleague can do that we are not aware of. We need to examine the new system more thoroughly.
 - xiv. Senator Dixon shared that we have a base service with Colleague and we have to pay for extras and add-ons.
 - xv. Senator Atchley revisited Senator W. Fridley's point and reiterated that we need to really look at the value across the university for EARs. Advisors might do a cursory glance and try to pull a few out of the ditch. Have we really looked at the usefulness of it and do a cost/benefit analysis? Is it good use of our funds? We need to be thoughtful and get some data and look before we make a decision.
 - xvi. Senator Dixon shared that EARs are helpful for advisors and students. The mid-term grade does not automatically email out to them. They have to log in to Colleague to see the mid-term grade. EARs were good for students as well. She feels students were reading them.
 - xvii. Senator Cotter-Lynch offered that we need to communicate with students about how they will and can hear about their progress. The new system has some challenges, but we need to dig into the problem rather than just throw money at it.
 - xviii. Chair Clark – This is important, but we might need to request some information from the appropriate office to dig into it. We need to make requests of administrators to provide information or invite them to come talk with us about these issues if we want to dig into them.

- xix. Senator Cotter-Lynch asked, is there a committee that makes sense to put a request forward, or should it come to the FS in general?
- xx. Chair Clark indicated he was not sure who would need to submit a proposal, so it will fall to the Executive Committee. He made a note of this action item.
- xxi. Chair Clark would like Senators to email him with potential wording for the request and he would like help crafting a request. He would like to circulate it to the Faculty Senate before submitting in mid-May. If you have ideas about wording and what the request should entail, send it on the Chair Clark. It was noted that without another meeting of the senate for the semester, it would be difficult to invite an administrator to discuss this issue.
- xxii. Senator Dixon suggested the Senate might address it next year. Senator Dixon also shared that Kristie Luke oversees this decision. She also noted that Argos is another tool that works with colleague and will need to be examined more closely.
- xxiii. Chair Clark suggested our request could ask for a rationale for the value of the EAR and how we have lost the accountability from the EAR by moving to Colleague, we would ask for the functionality back. This request will go through VPAA Golden
- xxiv. Chair Clark is working on Annual Faculty Survey and he has asked for some data from department chairs regarding PTR review. VPAA Golden has provided some of the requested data, and we are now asking for some qualitative information and then we will add some questions to the annual FS survey and send it out.
- xxv. Chair Clark also pointed out that we have several Senators whose terms are expiring.
 - 1. Action item – Chair Clark moved to accept that the service of the following senators be recognized as distinguished service: Karen Maple, English, Humanities & Language; Carolyn Fridley, English, Humanities & Language; Diane Dixon, Biological Sciences; Hallie Stephens, Criminal Justice; Kendra Ingram, Management & Marketing.
 - 2. Seconded Alluisi

3. Discussion – Chair Clark would like these Senators' service to be officially recorded.
4. Vote: Yes – 15; No-0; Abstaining -0

D. Personnel Policies

- a. Did not meet, no items

E. Planning Committee

- a. Met April 9, 2021; all votes are in. An email will be made available soon with all winners. No nominations for EBS scholarship.
 - i. Chair Boothe would like to recognize Dan Althoff for his service. He began at SE in 1998 and started his Faculty Senate journey in 2003. Since then he has been a member off and on for 13 years in a variety of roles including Recorder, and Chair.
 - ii. Senator Alluisi shared a plaque that was prepared for Senator Althoff.
 - iii. Senator Althoff expressed his appreciation for being honored. He is glad to move things forward and see improvements. He considers his service a personal pleasure and growth experience.

F. University Affairs Committee

- a. Did not meet.
- b. Chair Diaz shared that the survey that they created seems to be resulting in some movement by the university; indicating that protocols are being established. Thanks to Mike Gaffney for analysis of the survey from Fall semester.
- c. The President's Diversity, Equity, Inclusion committee forwarded their vision statement on DEI to the President and he will let the committee know about any modifications that will need to happen.

IV. Old Business – None

V. New Business - None

VI. Announcements –

Congratulations to Dr. Chaehyun Lee on the publication of her first book, *Understanding the Oral and Written Translanguaging Practices of Emergent Bilinguals: Insights from Korean Heritage Language Classrooms in the U.S.A.*

Chair Clark shared that elections for open Faculty Senate seats will happen at the beginning of the fall. He would like to encourage those who are cycling off of Faculty Senate to consider running again to represent your faculty.

Chair Clark received an email from Christala Smith that shares plans to provide a BLUE Orientation for new faculty. It will be similar to what is used with students. She asked Chair Clark to include information for this orientation on shared governance, and the Faculty Senate's role in shared governance. He will write up something for this. He

asked faculty to provide any relevant content we would like to see included. He will have that for her by June 1st.

Senator Diaz expressed appreciation for Senator Althoff as his first contact with SE.

Randy thanked the Senate for providing him the opportunity to serve.

VII. Adjournment

A. Adjourned at 4:07 p.m. CST by acclamation.

Minutes submitted by Senator Kate Shannon, Recorder