

Faculty Senate (FS) Minutes

Fall Semester, Meeting #1

Wednesday, September 8, 2021

Virtual Meeting 3:00-4:30 p.m.

As approved by the Faculty Senate on September 22, 2021

Attending:	Kay Daigle	Chaehyun Lee
Stan Alluisi	Rolando Diaz	Kate Shannon
Cody Bogard	William Fridley	Rob Shauger
Kathy Booth	Amy Gantt	Matthew Sparacio
Randy Clark	Srimal Garusinghe	Jeri Walker
Meg Cotter-Lynch	Ashley Hampton	Doug Wood
Steve Csaki	Andy Kramer	Mila Zhu

Not Attending:
Laura Atchley

Guests:		
Courtney Boise	Mike Davis	Abby Musgrove
Sondra Petty	Dena Rymel	

I. Call to Order: 3:02 p.m.

II. Minutes from April 24, 2021

A. **Motion to Approve** the Minutes from April 24, 2021

- a) Motion to approve: Senator Clark
- b) Seconded by Senator Alluisi
- c) Discussion – ‘Kay’ is misspelled; Committee Reports – Executive Committee report xvi change ‘shares’ to ‘shared’; and xvii change ‘the’ to ‘they’.
- d) Vote to approve: Y = 16; N = 0; A = 1

III. Introduction of New and Returning Senators

1. Senators introduced themselves during roll call.

IV. Proposed Schedule of Faculty Senate Meetings for the Fall Semester 2021

- 9/8
- 9/22
- 10/6

- 10/20
- 11/3
- 11/17
- 12/8 (finals week) if needed

V. **Motion to Approve** the Meeting Schedule

- a) Motion to approve: Senator Clark
 - b) Seconded by Senator Alluisi
 - c) Discussion: Does anyone see any issues with the dates? No response. No discussion
 - d) Vote to approve: Y = 19; N = 0; A = 1
- Schedule passes for fall semester

VI. Election of Faculty Senate Officers (It is recommended that officers have at least one year of experience as a senator)

- A. Recorder - Kate Shannon - current
- B. Parliamentarian - Rolando Diaz - current
- C. Treasurer - Stan Alluisi – current
- D. Nominations: Matthew Sparacio is nominated to the position of recorder by Senator Clark, no additional nominations are offered. Senator Sparacio wins the position by acclamation. Rolando Diaz currently serves as Parliamentarian and will continue to serve in the role. Treasurer is currently Stan Alluisi and he is willing to continue in the role.

VII. Committee Reports

1. Chair Daigle asked former committee chairs to schedule the first meeting and hold an election for a new chair prior to the next general meeting of the Faculty Senate (9/22).
 2. Membership has been formed for each of the sub-committees and can be found on the FS Blackboard site along with the charges for the committees.
- B. Budget Committee – no report
 - C. Committee on Committees: When the appointment letters went out, Callicoat declined appointment. A new appointment must be made. Stewart Mayers agreed to serve.

1. **Motion:** Stewart Mayers will replace Susan Morrison on the Faculty Appellate Committee. Rachel Callicoat declined her appointment after our last meeting in May 2021.

1. Motion to approve: Chair Daigle

2. Seconded by Senator Clark

3. Discussion: None

4. Vote to approve: Y= 17, No = 0; A = 0

2. Chair Daigle asks CoC to address the DEC Proposal which suggests a change in membership. The official proposal can be found on the FS Bb site. Please prepare a motion to be discussed at the next general meeting.

D. Executive Committee

1. Schedule of Meetings

a) 9/20

b) 10/19 (Tuesday)

c) 11/8

2. Schedule of Meetings with the President (discuss meeting mode – he prefers F2F)

a) 9/27

b) 10/25

c) 11/15

3. Shared Governance Forums - Faculty Senate chooses the topic for the October meeting. President Newsom indicated that he would like for these to be face-to-face.

a) October 11, 2pm (Faculty Senate Topic)

(1) We need to think about what this will be

b) November 16, 2pm (Administration Topic)

(1) This is likely to be the Quality Initiative this semester.

(2) R300 is the proposed location for the Forum, there might be another space considered. Zoom is difficult to conduct in the room.

(a) Maybe the classroom building or another space in Russell will be appropriate.

(b) Classroom Building 103 is suggested. It has new cameras and soundboards. Senator Sparacio shared that this space is well equipped and it is a large space. Chair Daigle will discuss this option with the Executive Committee.

4. Faculty Senate Survey

a) Posted on the FS Bb site and on the FS website. The survey that contains the comments is password protected. Please review the results and prepare for some discussion at the next meeting.

(1) These results not been distributed to faculty yet. It has been shared with Administration.

E. Personnel Policies Committee – no report

1. Teleworking is one of the charges for this group.

F. Planning Committee – no report

G. University Affairs Committee – no report; planning to meet next week.

VIII. Blackboard Site – Chair Daigle shared her screen to look at the Blackboard site for Faculty Senate. The Meetings and Document space includes most of the materials that will be shared. Folders are set up for each meeting with the zoom meeting link easily available.

A. Chair Daigle asked that sub-committee meeting minutes be uploaded here using the assignment link within the Sub-Committee Folder

1. Charges are listed for each sub-committee. Current chairs are listed, and she will update with the newly elected chairs.

2. Current membership and surveys from last year are also included

3. Telework policy is posted in the Sub-committees

4. Faculty Senate Survey, Shared Governance Statement and Flow chart for determining COVID-19 Quarantine are included.

5. Discussion – thanks and appreciation to Chair Daigle for setting up the Blackboard site.

6. Chair Daigle indicated that the intention behind the use of Bb is to have everything in one place and make it easier to find documents.

IX. Old Business

- A. Senator Clark suggested that we continue to focus on faculty pay and the work we have done with President Newsom. There are some lingering issues, and he would like to know how it will be moving forward. The salary card is one area that still need to be addressed.
- B. Chair Daigle mentioned that this might be a topic for our first meeting with Executive Committee.
 1. Senator Cotter-Lynch asked about the request (FA20) regarding faculty off the card
 - a) Senator Fridley shared that the requests that were submitted have yet to be addressed. Senator Fridley reminded the Senate of the three issues raised in FA20:
 - (1) A COLA (Cost of Living Adjustment) raise – this might be something we can address soon. He suggested that we begin here, now.
 - (2) Salary card – increases to base pay for all faculty need to be negotiated.
 - (3) Codified systematic approach to adjusting/raising faculty salary in the future
 - b) Chair Daigle reiterated that she has not received any information about the number of faculty on and off the salary card. She will resend the request to VPAA Golden.

X. New Business

3. **Proposal:** Recommend that post-tenure review be postponed this year, upon request by the faculty member. **Rationale:** The pandemic has placed constraints on opportunities for research and professional development which could have a negative effect on the review.
4. Chair Daigle suggested that we develop a Motion to address the proposal and asked for thoughts on the matter.
 1. Senator Cotter-Lynch indicated that she is concerned that a case-by-case approach could be jeopardized in departments that are not amenable to the request.

2. Senator Fridley suggested it might be the wrong place to focus. He suggested a focus on application of this option for annual evaluations and to promotion and tenure applications. He suggested that Chair Daigle discuss with chairs. The assumption is that faculty is at a proficient level and if the chair wants to rank a faculty member lower, they must provide evidence for the rating below proficient. He is concerned that chairs are unfamiliar with the expectation that the default is proficient and that candidates may need to extend the time for consideration if necessary.
3. Senator Cotter-Lynch shares that our current policy stipulates 6th or 7th year for tenure consideration and this policy follows a regents' rule. She suggested that perhaps we should phrase this as providing an option for an 8th year if they need it. But also asked "What is the process of getting this through regents?"
4. Senator Gantt suggested that this may be an issue for different faculty members if they are hired and trying to do work when the pandemic is in full swing.
5. Chair Daigle agrees with the comments provided. She is sharing this because it was brought to her. Annual reviews and tenure affect our jobs and pay checks. Her concern is that we protect junior faculty.
6. Senator Clark asked if this is just to start a conversation and could we return to it after thinking it through a bit more. Post-tenure reviews are connected to annual reviews; tenure and promotion might be impacted more by the pandemic circumstance. He felt more weight should be placed on promotion and tenure and how junior faculty are being impacted. They should have a successful experience and not be overburdened by the circumstances of the last two years. If department chairs are consistently completing annual reviews even during the pandemic, this should not be as critical. There have been serious issues related to those who are seeking promotion and

tenure, such as reduced activity, being away from campus, reduced access to others (students, collaborators, subjects).

7. Chair Daigle stated that she will bring it up at the next chairs' meeting.

XII. Announcements

1. Faculty Senate Chairs and other officers were invited to attend a virtual meeting to discuss how the regional institutions were handling the pandemic in regard to protocols for masks, teleworking, vaccinations, etc.
 - a. No mask mandates are in place at the institutions that were represented. Masks are encouraged, but not mandated.
 - b. Most are offering incentives to get vaccinated in the form of scholarship lotteries (exceptions are offered for those who cannot get vaccinated due to documented medical reasons) and one-time stipends.
 - c. Some institutions ask instructors not to offer incentives, such as extra points, for wearing masks after consultation with their legal service.
 - d. A 'pledge' to 'mask-up' has been offered and is being discussed. Details are still uncertain.
 - e. Other meetings were suggested so Faculty Senate leaders at regional institutions can visit and talk about common concerns. The next meeting will be tomorrow, Thursday at 4 pm.
 - f. In attendance from SE were Kay Daigle, William Fridley, Kate Shannon, and Karl Frinkle representing the SE AAUP chapter.
 - a) Senator Fridley mentioned that it was well attended and a good meeting. When it came to the issue of mode of instruction – teleworking – President Newsom has been very good on that issue. Southeastern FS and AAUP encouraged these decisions. All requests for teleworking have been granted without the need for a medical exemption. At their institutions faculty are not experiencing this flexibility. It is also beneficial that faculty have been allowed to provide input on the telework policy prior to it being codified.

- b) Senator Shannon shared that the attendees seemed excited to be able to collaborate to address issues that concern us around the state, namely COVID-19 infection mitigation.
 - c) Senator Shannon shared that the first Mutual Mentoring Meeting will take place on Thursday (9/9) from 11:30 – 1 pm in R300.
 - d) Senator Wood shared that the Diversity, Equity, and Inclusion group are moving on to action items. He serves on the President's committee with Senator Diaz, and they want to solicit potential action items.
 - e) Senator Sparacio shared that on the second Friday in November (11/12/2021) a virtual symposium will be held. It will be highly interactive, and faculty are encouraged to attend along with their students.
2. Adjournment: 4:01 pm
- a) Motion to approve Senator Cark
 - b) Seconded by Senator Alluisi
 - c) Discussion - none
 - d) Vote to approve by acclamation.