

Executive Committee Meeting Notes
Tuesday, October 19, 2021
2 pm

<https://se-edu.zoom.us/j/96563949333>

Meeting ID: 965 6394 9333
One tap mobile
+13462487799, 96563949333# US (Houston)

ATTENDING:

Stan Alluisi
Kay Daigle
Rolando Diaz
William Fridley
Kate Shannon
Matthew Sparacio

ABSENT:

Randy Clark

1. Meeting with the President on Monday, October 25 at 2pm. President's Conference Room and via Zoom.
 - A. Agenda Items – Salary Card Group Formation (this meeting is already planned for after the meeting with the President)
 - B. Chair Elect Shannon asked for more clarification on the Shared Governance Forum from the previous week, saying that it did not feel like a shared governance forum *per se*, but more an unveiling of a plan.
 1. Chair Daigle says this is typical of these presentations – they usually include general information and feedback. Adds that the tone of the meeting was perhaps not as originally intended, but it came across this way. Even so, there is still a lot of flexibility considering this is a plan in progress.

2. Chair Elect Shannon responded that the topic of the meeting still seemed a bit out of left field - this is about hiring more advisors for the “college ready” program and less about the HLC.
 1. Senator Fridley says he agrees with Chair Elect Shannon; while this is a typical approach to these forums, it nonetheless was sudden and unidirectional. Says he is still trying to process what was said.
 2. Chair Daigle chalks this up to the requirements established by HLC, so it involves the entire university and working on this advising system. Says that VPAA Golden initially planned on talking about Colleague integration, but this was the President’s plan.
 3. Senator Alluisi asks: “What is different about this from what we already do?”
 4. Chair Daigle asks: “Do we want the President to clarify his student-ready philosophy at the upcoming meeting?”
 1. Senator Fridley has a question about “philosophy” – philosophically, this idea of a team and points of contact for student – from what I have heard from site coordinators – students prefer one person as a point of contact (usually an informed advisor) that directs the student towards other resources that are necessary. I don’t see the advantages here. One advisor would seem preferable.
 2. Senator Alluisi reiterates his statements from the shared governance forum, namely that in Aviation, we want one contact point for each student. During the forum President Newsom agreed on this context.
 5. Senator Fridley noted that the FS recommended the topic be quality of online instruction, but it was worked in with a review as opposed to being the focal point.

1. Chair Daigle clarifies: the other part of the advising piece (as part of the quality initiative) is that we want to offer professional development as a pilot program. It's costly, but very beneficial.
2. Senator Diaz notes that this relates to academic training for faculty, a topic he has long harped on – reiterating that we don't really get a lot of this, but we are nonetheless expected to be a part of this new plan.
6. Chair Elect Shannon voiced concern about the trend in seeking external support rather than developing what we need from within the institution. Says it is exhausting to hear about a lack of capacity. Chair Daigle asked for clarification regarding the role of third-party Chair Elect Shannon notes that while it was not explicitly said there is concern that hiring additional advisors may wind up being a responsibility assigned to an outside entity? Reiterates that she is wary that this will be the approach to manning the advising staff. Chair Daigle notes that overall, there have been a review of third-party programs that feature an advising plug in for Colleague, but we need the software regardless. Notes that there sounds like there is some confusion about what was originally said during the forum- we can ask all these questions. And add it as an agenda item.

C. Senator Diaz asked about State Bill 1775. Connor Alford (Instructor of Political Science) invited him to take part in a panel discussion on November 5 at 2 PM as part of the Oklahoma Political Science Association. Included in this panel will be Senators Bullard (District 6 and author of the bill) and Dahm (District 33). In doing some research Senator Diaz noted that OU has put out a statement on how they will implement this law. What I want to ask President Newsom is how SE plans on implementing State Bill 1775.

1. Senator Alluisi asked where this event was being held. Senator Diaz noted that the panel will be held on campus.

2. Senator Fridley noted that this is not a good situation to be in. Especially placing a faculty member in a position to voice opposition to a state law.
 3. Senator Sparacio agrees; this is dangerous situation. I am also concerned that the President of the University recommended you participate on this panel, which places you in a very difficult spot.
 4. Senator Diaz says he would feel more confident if the University had a clear statement regarding SB1775 and wonders if we should ask the President his thoughts.
 5. Chair Daigle says she does not know if there will be an official announcement from the President because it is state law
 6. Senator Alluisi said the can is open because the law is passed. Those who wrote it met their objective because of the intimidation that this law inspires (as evidenced by this discussion). One thing the EC could do is ask President Newsom if there is a response to placate the concerns of faculty. We could list out the classes that are at risk of being canceled because of the topics they may address.
 7. Senator Shannon asks about the language of the bill, as there is no specific mention of CRT. As teachers we are asking our students to discuss and think critically about lived experience. How does this mesh with the SB as it is written?
 8. Senator Fridley revealed that Senator Bullard refused to participate in the 2018 AAUP candidate forum.
- D. Senator Fridley remains concerned about the FS number one priority from last year: faculty salary and compensation. Notes he remains unconvinced that it is being pursued. Says that administration is taking the “quick and easy way “of installing step increases and reimplementing caps on full professors. This was a big problem with the last system! Reminds us that these are not following the recommendations of the FS; we asked for a cost of living increase, not a step increase (especially not one that was antiquated 10-15 years ago).

1. Chair Daigle notes that FS will be able to give input with the working group. Chair Elect Shannon asked for clarification on the timeline for this working group. Chair Daigle said there will be no action on that front until next Thursday. She noted that President did say he was also thinking about this topic as well (he included it in a previous message).
- E. Chair Elect Shannon still has questions about the request for increased faculty involvement in the budget process – we have not heard anything related to this. In October 2018 (maybe 2019?) Byron Clark asked departments to specifically determine how many faculty members they needed and had them submit this information as part of the budget process. We haven't heard more about since then. [The FS has approved two iterations of a Resolution Regarding Faculty Hiring Process: December 6, 2017, and October 14, 2020, page 4]
1. Chair Daigle says that department chairs still doing that, we are supposed to discuss this within the department before sending the information to VPAA Golden.
 2. Senator Fridley recalls a 2018 FS proposal for a standardized process for departments to request faculty hiring under the rubric of “faculty hiring prioritization.” This happened in EIL. Although he cannot speak about other departments. Part of this recommendation was never implemented: departments are supposed to provide justification for a new hire and the administration would then create an archive for faculty to later to examine these decisions to allow departments to better prepare for recommendations in the future. It's fallen by the wayside.
 1. Chair Daigle confirms that nothing has been done among the Chairs in this regard and asks if we should bring this up with VPAA Golden? Senator Diaz seconds the motion of bringing this up in our meeting.
 2. Senator Fridley notes that the FS has sent proposals regarding this in the past, including one last year.
2. HR Hiring Process of Adjuncts

A. Chair Daigle gave an update – there is no new information on the topic. Noted that when it was brought up with VPAA Golden that they said they were working on it. We have not looked at the adjunct hiring application – it’s quite long. Once materials are submitted, they want more forms – further complicating measures. It’s already hard enough to get adjuncts.

1. Chair Elect Shannon referred to an adjunct that did not have SE email access two weeks into a semester because Southeastern took so long processing their paperwork.
2. Chair Daigle asks whether this is an issue that the EC should be handling or if there is another entity on campus that is responsible for this?
3. Senator Sparacio asked if we have adjunct pools on hand? Chair Daigle says that HR forwards the names of applicants to chairs, but we do not have a regular application to develop a pool. This may help streamline the process.

3. Shared Governance Forum Topics

A. Chair Elect Shannon suggests framing the forum topic around what came out in the Academic Partnership Forum – especially the enrollment goal of 10 k.

1. Senator Alluisi suggest presenting the forum theme as: “What do we see for growth on campus and online and how do we meet the needs of these increases?”
2. Chair Elect Shannon offers a clarification it would be nice to ask about a *proactive *plan. There is a working group to address this topic, correct?
 1. Senator Fridley confirms that existence of a “managing growth” working group. He also notes that not all growth is good. As far he knows, the group has not met this year. Adds that we are all overworked, and this is one of many ways this has manifested. We are not burned out but burned in!
 2. Chair Elect Shannon asks: “How can we be more proactive about planning for growth instead of just responding to it?” Is there a way to resurrect the reports

by this working group? Will VPAA Golden will be able to answer this? Is administration amenable to sharing the reports from the group, or is that forcing this too much?

1. Chair Daigle suggests having a one-on-one with VPAA Golden instead of a forum to get this information.
 - B. Senator Diaz again asks if we should we asked about HB 1775? Are people impacted by the law? Chair Elect Shannon offers a follow-up question: does this mean that race and gender studies programs will be disbanded?
 - C. Chair Elect Shannon also suggests the forum be focused on organizational structure changes with the hiring of an undergraduate dean.
4. Important November Dates:
 - A. November 8, Monday, 2 pm, Executive Committee Meeting
 - B. November 15, Monday, 2 pm, Meeting with the President
 - C. November 16, Tuesday, 2 pm, Shared Governance Forum
 5. Other Business and Discussion Items
 6. Announcements
 - A. Faculty Senate to be recognized at the football game on October 30. It's a 2:00 pm game and the Senate will be recognized at the first media time-out on the 50-yd line, center field.