

**Minutes for the Faculty Senate – Executive Committee
Meeting with President Newsom and VPAA Golden
March 20, 2023, 3 pm
Hybrid: President’s Conference Room or Zoom**

ATTENDING

Randy Clark
Steve Csaki
Amy Gantt
Theresa Golden
Thomas Newsom
Theresa Golden
Kate Shannon
Rob Shauger
Matthew Sparacio

ABSENT

Andy Kramer

Discussion Items

- I. Compensation Proposal Progress
 - a. Update from Administration: there is not too much to update on. President Newsom has asked that the Business Office run a Cost Analysis and overall Budget Impact according to the Salary Card Proposal submitted earlier this semester. He was hoping to have those numbers by today, but admitted that he does not have that information yet. He did say that he hoped to have that available in the next week or two.
 - i. As part of this, he asked the Business Office what can be fed into the preexisting budget as a mandatory cost increase.
 - ii. President Newsom admitted that the university will not be able to implement all of proposal at once.
 1. We need to find the revenue. It is not as simple as taking one dollar and redirecting it. For example, last year’s faculty raises, in terms of dollars paid out, amounted to about \$800,000. That total, however, cost the University \$1,200,000 dollars.
 - b. Questions for Administration from the Executive Committee:
 - i. Are we, in fact, philosophically on the same page about faculty (and staff) compensation especially after revising the salary card proposal as per administration's wishes?
 1. President Newsom again confirmed that the intent to make these changes is there. He does not disagree with the proposals at all. He stated that compensation is the only budget priorities given directly to VPBA Dennis Westman for this upcoming year.

2. President Newsom also indicated that the strategic plan he will unveil at the next Shared Governance Forum (March 21) will give more detail and some structure to this.
- ii. What is a realistic timeline for implementing the proposed changes to the salary card, if not this year? And if it's not next year, why not?
 1. The President reiterated his hope that *portions* of this proposal can be implemented as soon as possible.
 2. President Newsom also explained that he is “concerned” about state appropriations. He later clarified that “concern” is not exactly the right word for his feelings, but state allocations and what we can expect is still very much up in the air. In the past, administration has typically had a good idea about what kinds of numbers to expect. Not this year - we don’t know.
 - a. Some money has been asked for: the Governor’s budget asks for more money; the Chancellor has put in for a significant increase for operations. The overwhelming focus on common ed at the statehouse is likely the reason why there has been “radio silence.”
 - b. President Newsom did share the overall forecast from VPBA Westman: at end of the fiscal year we will be “close to budget”
- iii. In the meantime, what good faith efforts will administration take to address the continued decrepit state of faculty (and staff) compensation? Not to intentionally turn the discussion combative - we all know this is a complex issue with a lot of moving parts - but why, after all this work, should faculty believe that this is actually a *priority*?
 1. As noted above, President Newsom pledged that he intends to have some portions, but not all of the proposal implemented beginning next year. Administration will “do what they can.”
- iv. How are we going to recruit for the new programs *we have already committed* to offer if our salaries are not competitive? Have "off-card" compensation packages already been approved for new hires to those programs?
 1. We have run into this with AASCB accreditations, although President Newsom said only one position may require updating.
 2. Similarly, with the new Allied Health + Nursing program we have luckily found instructors who want to work at SE, including one TFT hire. The state has also provided allocations to help with these hires.

II. Shared Governance Forums

a. (3.21.2023) Administrator Topic-Strategic Plan

- i. President Newsom is excited to share the Strategic Plan and voiced his appreciation for what the committee members put together.
- ii. He did note that he softened some of the language to better align faculty and staff concerns, but discussed these revisions with Mike Davis and Jeremy Blackwood (chairs of the Strategic Planning Committee) and

reassures these updates did not fundamentally alter the original intent of the committee.

iii. Will post the Strategic Plan to website tomorrow.

III. (4.11.2023) Faculty Senate Topic

a. Is this a shared governance topic – ChatGPT?

i. President Newsom supports this as a topic. We asked what steps we at Southeastern can take to help address any digital divide that exists within our student population.

IV. Regular and Substantive Engagement by Faculty/Instructor of record to online classes

a. With upcoming HLC interviews, we as faculty want to make sure we are meeting these thresholds, even if relying on coaches for large online sections. How do we ensure engagement?

i. VPAA Golden noted that HLC will be discussing this later this week.

ii. So, too, will the Distance Education Council.

V. Other Announcements/Questions

a. Faculty Housing and Relocation Concerns

i. Faculty who are currently living on-campus in Shearer wanted to know if there is a specific deadline for if/when they would be informed of finding alternative housing arrangements.

1. President Newsom noted that both he and Liz McCraw will work to finalize undergraduate housing demands as early as possible for the university to be proactive in providing different housing for displaced faculty members.

ii. The expected increase in undergraduate on-campus housing demand faces some challenges, the most important being aging buildings. The Campus Master Plan hopes to address this by renovating Hallie McKinnie, which has been prioritized as the location where new student housing will go because it offers single room suites.

VI. Presidential Updates

a. Several construction projects, including the Rodeo, have been delayed by the weather.

i. President Newsome did not that administration turned down a bid to repave the loop because of price.

ii. The deal with Montgomery Road – President recognizes it is hazardous. The town, however, is responsible for its maintenance.

1. Previous paving projects, including 4th Street and the alley behind Einstein's Bagels, were also town roads that Southeastern renovated in essence gratis.

2. Montgomery Road is a substantially larger project – the most recent quote to repave the road was \$1,300,000. The University is not willing to swallow this cost exclusively and get in the habit of seemingly letting the town off the hook for its own infrastructure problems.