

MINUTES/FACULTY SENATE MEETING

April 26, 2012

The Senate met on Thursday, April 26, 2012 at the Alumni House

Ralph Olliges, Faculty Senate President, Presiding

Members Present: John Aleshunas, Jef Awada, Glen Bauer, Maxine Bauermeister, Carla Colletti, Don Conway-Long, Susan Heady, Scott Jensen, J.P. Palmer-Schuyler, Andrea Rothbart, Stephanie Schroeder, Marty Smith, Eileen Solomon, Gwyneth Williams, Keith Welsh

Approval of Minutes

A motion was made and seconded to approve the April 5th Faculty Senate meeting minutes with an amendment. With the exception of one abstention, all were in favor; motion carried.

A motion was made and seconded to approve the March 20th Faculty Assembly meeting minutes with an amendment. With the exception of one abstention, all were in favor; motion carried.

A motion was made and seconded to approve the April 10th Faculty Assembly meeting minutes with an amendment. With the exception of one abstention, all were in favor; motion carried.

Announcements

Ralph informed the group of the Senate Luncheon on May 10th to be held at Big Skye Café from 11:30 a.m. - 1:30 p.m. An email will be sent to the senators requesting an R.S.V.P.

Ralph stated that the Parental Leave link has been updated on the Faculty Senate webpage. When you click on Faculty Policy Page, and then Parental Leave Policy, it will take you to the exact text that is in the University Handbook. Some felt that it should also be added to the Human Resources webpage.

Gender Equity Task Force

A copy of the email that was sent to Julian was shared with the group. As of this morning, no response has been received.

Appointed Committees

The question was asked if the appointed committees were contacted for a recommendation of whom they would like appointed. The Senate does not contact the committees for their recommendation. The issue is that some standing committees may want the same people to serve each year. The question was also asked if there is a policy in place to address how membership is decided for appointed committees? If a committee approaches the Senate with the name of someone they would like to recommend, the Senate will take that request into consideration. Appointments to committees by the Senate create diversity and balance out school/college representation.

Adjunct Faculty Update

Michael Hulsizer and Art Silverblatt (the Adjunct Faculty Committee) were in attendance to give an update on the changes that have been made to the proposed handbook document since the last meeting. A few changes made were based on a discussion with Betsy Schmutz who stated that regardless of title, if you have a full-time contract, that individual will receive benefits.

The committee added a minimum base salary of \$35,000 to the instructor position.

The committee removed the section stating that after three years at an instructor position, it would have to be converted to a full-time position. There are 50 adjunct faculty who teach more than 10 classes a year. Making an argument to convert a position to full-time is easier if they are already teaching a full-time load. It was

suggested to keep the Faculty Assembly membership of adjunct representatives at 10 percent. The Faculty Senate and the SFB could increase/decrease that amount down the line. The question was asked how the Senate will know how many people are included. It was suggested that SFB could request the data. In the past, the data provided to SFB included a list of salaries with rank and no other identifying information. SFB would have to make sure that they obtained the data each year. The comment was made that without a mechanism to check data, the Senate might not be able to monitor the 10 percent cap.

The statement was made that usually, an administrative position is unlikely to be given status at the time of hiring. The position could be opened up again if it were to turn into a status position.

With regard to professional development funds, this is a new element that will have to be negotiated. There will need to be a separate pool of monies for the instructor position. The lecturer and adjunct positions have the potential to have many people applying for professional development funds and would also need a separate pool of funds set aside for this purpose.

Visiting professors are not eligible for research grants due to the fact that they would most likely return to their home campus by the time the grant was approved.

The lecturer position was prepared as a six month contract with a minimum base salary as well as professional development travel. The committee did not include in the proposal that after so many years, the position has to be converted to a status position. If the university is utilizing lecturers that often, the department should apply for a full-time position.

Due to the administration's initiative of coming up with a multi-year budget rather than a year to year budget, why couldn't faculty raises be part of the three-year plan?

Mike was asked what the timeline is with the proposal? It is hoped that the document will be completed in the next few weeks so that by June 1st, hiring can start based on the document. Mike thanked everyone for their feedback in making it a better document. He will make the suggested changes and then take the document to Julian Schuster.

A motion was made and seconded that the Faculty Senate give preliminary endorsement of the document with the amendments. All were in favor; motion carried.

Proposal for Integrative Studies Advisory Committee

Bruce Umbaugh was present to address this topic. It is felt that there was a miscommunication as it was not known that this proposal was being brought before the Senate. Not everyone had consented to the original proposal that was circulated and brought to the Senate. A document was distributed that showed what had either been added or deleted from the original document. The main concern is ensuring the committee is constituted so that individuals that have expertise with learning communities can be appointed. The practice has been that the director of the First Year Seminar makes the decision about which proposals are selected. It is important to have a standing body that the director can consult. It has already been established that the GCPC is the body that is solicited and makes the recommendation on the director positions for the First Year and Keystone Seminars.

The question was asked if the changed document mentioned above has been approved by CIS? The answer given was that CIS, as a body, never took action on this document. CIS was also never asked to endorse or reject the specifics of the proposal although there were discussions about the idea.

A faculty member met with Julian about resourcing a committee since money will be involved with training, etc. Any changes that are made will be subject to change again.

There is concern about the dropping number of full-time faculty members teaching the First Year Seminar. With the addition of three at-large faculty, a quorum can be reached as well as increasing the pool of expertise on the committee. It was stated that directors probably should not have a vote on the committee because they are academic. Administrators will be appointed by the Provost. This is to be a faculty committee and there is concern that if the number of faculty is cut to five, there will be a smaller portion of those selected by faculty and the Provost.

This committee will work exclusively with integrated courses and include faculty who have an interest in integrated studies. This will allow for the very demanding programs to have a group of support. They will report to the GCPC and Faculty Senate on their progress.

The director of the First Year Seminar is the one who does all the work (scheduling classes, monitoring the seminars, etc.). The director is also accountable to the GCPC and is an advocate for the First Year Seminar.

A statement was made that the University is facing a crisis with older faculty who are doing much of the committee work. The younger faculty are great, but they are not ready to step into those roles yet and that has created a gap. There needs to be different venues to get new faculty into committees as there are not people in the middle to assume these roles.

The proposal avoids the advisory committee choosing members, but the advisory committee can encourage individuals to put their names in for nomination. The Senate may want to consult with the chair of the committee to recruit those who are teaching or who have taught.

A motion was made and seconded to suspend activation of the Integrative Studies Advisory Committee proposition passed on April 5th until the fall. With the exception of one abstention, all were in favor. Motion carried.

Faculty Assembly Agenda

- Proposed University Handbook Language for Academic Administrators, to replace current language on “Administrative Faculty” under Part II of the University Handbook
- Proposed University Handbook Language for Department Name Changes and Similar Modifications
- Proposed amendment to the section on Schools and Colleges section of the University Handbook

University Handbook Language

There was a brief discussion about what would be covered at the upcoming Faculty Assembly on May 1st regarding the proposed University Handbook Language on Academic Administrators, Department Name Changes and Similar Modifications, and the amendment to the section on Schools and Colleges.

A motion was made and seconded to accept the proposed University Handbook Language on Academic Administrators, Department Name Changes and Similar Modifications, and School and Colleges to take forward to the Faculty Assembly for a vote. All were in favor, motion carried.

Fall Institute

The topic of assessment was suggested for the Fall Institute. This topic along with other topics will be discussed in June.

The meeting adjourned at 3:25 p.m.