

Faculty Senate Meeting Minutes

March 2, 2022

1:30pm-3:00pm via Zoom and in UC 251

Zoom

Invitees: Dr. Emily Cutrer, Dr. Melinda Arnold, Dr. Angie Parmentier-Sikorski, Dr. Corrine Hinton, Dr. David Allard, Dr. Rebeca Cooper, Dr. Doug Julien, Dr. Kelly Cordray, Dr. Sheila Moore, Dr. Drew Morton, Dr. Michael Perri, Dr. Sean Bailey, Dr. Vikram Bhadauria, Dr. Nelson Irizarry, Dr. Brian Matthews, Dr. Faycal Znidi

Attendees: Dr. Melinda Arnold, Dr. Angie Parmentier-Sikorski, Dr. Corrine Hinton, Dr. Sean Bailey, Dr. Rebeca Cooper, Dr. Kelly Cordray, Dr. Nelson Irizarry, Dr. Doug Julien, Dr. Brian Matthews, Dr. Sheila Moore, Dr. Drew Morton, Dr. Michael Perri

Absent: Dr. Emily Cutrer, Dr. David Allard, Dr. Vikram Bhadauria, Dr. Faycal Znidi

Guests: Dr. Brian Billings, Dr. Kevin Ells, Dr. Tom Jordan, Dr. Kathy Lease, Dr. Craig Nakashian, Dr. Trisha Ray, Dr. Mary Beth Womack,

- I. **Call to Order (1:32 pm)**.....Dr. Angie Sikorski
- II. **Provost and VPAA’s Report**.....Dr. Melinda Arnold
 - a. Arnold stated that the SACSCOC 5th-year report will be submitted early and that sessions will be held to provide a debrief.
 - b. Arnold mentioned that departments provided budget requests and that a transparent process has been implemented; clear forms will be used, and budget workshops will be conducted in the fall; stated that budget for FY 23 will be shared when completed.
 - c. Arnold provided a status update on open faculty lines; Sikorski asked about the how many new lines will be funded, and Arnold did not know at this time; will depend on number of open lines and additional salary-savings funds.
- III. **Approval of Minutes from 02/02/2022**.....Dr. Angie Sikorski
 - a. Moore-motined to approve the minutes after adding her name to the “Attendees” section; Cooper-2nd the motion; Sikorski acknowledged adding Moore’s name to the minutes; No abstentions; Minutes were unanimously approved with note of the correction.
- IV. **Summer Task Force Discussion**.....Dr. Angie Sikorski
 - a. Sikorski referenced proposal for summer prorations that Arnold suggested.
 - b. Sikorski referenced the analysis she sent (shared screen) to Senate and apologized for sharing incorrect information concerning the cost savings but stated that the suggested proposal would disproportionately affect faculty in CBET and faculty with small programs but will help faculty in CASE.

- c. Cooper asked about an addendum to the suggested proposal; Sikorski agreed that an addendum should be added for Ed Leadership and dissertation classes in addition to changing the minimum pay to a rate higher than \$4,000.
- d. Overload pay was discussed; Nakashian attested that the payment amount can be found in the workload document.
- e. Cooper suggested that pay commensurate with typical summer sessions would satisfy her request for an addendum.
- f. Matthews stated that the new proposal would directly impact CBET faculty who are paid considerable salaries and that the current percentage program works.
- g. Irizzary stated that Arnold's suggested model will be a big hit for engineering faculty but is in favor of a flat rate if it is higher and is open to discussion; Prefers the percentage system; Sikorski's preference is to get the system as is.
- h. Bailey shared his experience of working for other institutions that modeled a flat rate system but ask what the purpose is if a new system is adopted; stated issues like the cancellation of classes and negative affect on majors.
- i. Perri stated that Arnold supported the cancellation of class last summer and wants a system that justifies cancelling courses with low enrollment going forward; addressed the discussion of the calculation of direct and indirect costs.
- j. Sikorski suggested supporting and accepting the task force's recommendation.
- k. Moore recommends a general statement that does not emphasize exclusivity; Sikorski clarified the idea that the proposed language would be inclusive of "doctoral programs".
- l. Sikorski called for a motion to accept the task force's recommendation and add language that recognizes doctoral programs; Perri-motioned; Irizzary-2nd the motion; Motion passed unanimously; No objections; No abstentions.

V. **Committee Reports**

- a. Faculty Welfare.....Dr. Drew Morton
 - i. Morton recalled the short-term, medium-term, and long-term recommendations that were submitted to administration and administration hesitated to move forward and stated that the committee is fatigued; asked for a formal resolution be made to formally ask administration to respond to the list of goals with deadlines.
 - ii. Sikorski asked for a motion; Morton-motioned; Hinton-2nd the motion; Motion passed unanimously; No objections; No abstentions
- b. Rules and Procedures.....Dr. Michael Perri
 - i. Workload policy
 - 1. Perri stated that the workload policy was complex and suggested to Arnold that the complying with College guidelines seems appropriate.
 - 2. Moore asked about banking hours for future work release and asked if HR had been consulted and if bankable hours and

compensation have been considered if a faculty member retires; Perri mentioned that Jennifer Willis does banking payroll and also asked questions about banking; Perri read language from additions made to the workload policy.

3. Perri asked Moore to write a proposal that addresses compensation for bankable hours if a faculty member were to retire and that language would be used to start the next workload meeting.
 4. Hinton stated that a statement should be added to address how the University will handle a faculty member retiring with bankable credited hours.
 5. Sikorski asked that the discussion be tabled and requested Perri and Moore collaborate to write language that speak to the issue.
- ii. Tenure and promotion
1. Perri spoke about the issue with tenure and promotion was the timeline and specifically discussed the changes made to section 1.9.4.
 2. Sikorski called for a motion to approve the changes; Hinton-motoned; Sikorski-2nd the motion; Motion passed unanimously; No objections; No abstentions.
- iii. Complaint and appeal procedure
1. Minor edit made.
 2. Sikorski called for a motion; Morton-motoned; Perri-2nd the motion; Motion passed unanimously; No objections; No abstentions.
- iv. Faculty performance review
1. Perri stated that changes were made to 1.2.8 and 1.2.11 which was dictated by System lawyers.
 2. Sikorski called for a motion; Perri-motoned; Moore-2nd the motion; Motion passed unanimously; No objections; No abstentions.
- v. Faculty performance document
1. Sikorski and Perri will meet to discuss.
- c. FRED.....Dr. Rebeca Cooper
- i. Cooper mentioned that two proposals were submitted, and that the deadline for proposals has been submitted to encourage more participation.
 - ii. Sikorski called for a motion; Cooper-motoned; Perri-2nd the motion; Motion passed unanimously; No objections; No abstentions.

- d. Academic Standards.....Dr. Kelly Cordray
 - i. Corday discussed how the committee has worked to streamline academic admission and suspensions process to follow the same trajectory and make them more visible to students; Discussed goals of the process.
 - ii. Sikorski motioned that the committee’s edits be accepted; Hinton-2nd the motion; Motion passed unanimously; No objections; No abstentions.
 - iii.
- e. Budget.....Dr. Corrine Hinton
 - i. Nothing to report.
- f. Ed Tech.....Dr. Faycal Znidi
 - i. Nothing to report.
- g. Curriculum.....Dr. Doug Julien
 - i. Nothing to report.

VI. Ad hoc Committee Reports

- a. DEI.....Dr. Julien & Dr. Matthews
 - i. Julien read the following from Matthews:
 - 1. **The DEI Committee met yesterday, March 1st, to discuss the scoring and ranking of applicants. We have scored all 25 candidates and the application portal has closed. We are in the process of narrowing down and selecting the final interview questions from a list of questions that have been submitted by the Committee which are due to Lauren Baird on Friday, March 4th. These questions will be used in our Zoom meetings when interviewing prospective candidates. The Committee plans to interview candidates the week of March 21st-28th via Zoom.**
- b. OTAFA.....Dr. Corrine Hinton
 - i. No report
- c. Scheduling.....TBD
 - i. No report

VII. Other Business

- a. Establishment of a Faculty Complaint and Appeals ad hoc committee..Dr. Corrine Hinton
- b. New Program Proposal Task Force Report.....Dr. Doug Julien
 - i. Irizzary provided updated regarding a standardized process for developing new programs and how programs will be funded (shared screen).
 - ii. Julien addressed the issue with justifying new programs and the lack of funding and reiterated the need to have robust and preliminary discussions about new programs to gather enough information and improve transparency to determine if moving forward with a program feasible.
 - iii. Sikorski asked for a motion to approve the proposal; No vote was taken as Arnold entered the meeting.

- iv. Cooper announced that FRED will be having an open forum on Friday from 12pm-1pm.

VIII. Next Meeting

- a. Next meeting scheduled for 03/30/22 and 04/27/22
- b. Meeting ended at 3:02 pm.