

Faculty Senate Meeting Minutes

November 11, 2021

3:30pm-5:00pm

Zoom Meeting

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

Attendees: Dr. Emily Cutrer, Dr. Melina Arnold, Dr. Angie Parmentier-Sikorski, Dr. Corrine Hinton, Dr. David Allard, Dr. Vikram Bhadauria, Dr. Rebeca Cooper, Dr. Nelson Irizarry, Dr. Doug Julien, Dr. Brian Matthews, Dr. Drew Morton, Dr. Michael Perri, Dr. Faycal Znidi

Absent: Dr. David Allard, Dr. Sean Bailey, Dr. Kelly Cordray

Guests: Dr. Gary Bugh, Dr. Joy Cooper, Dr. Del Doughty, Dr. Kevin Ells, Ms. Nicole Fant, Dr. Kathy Lease, Dr. Sheila Moore, Dr. James Nguyen, Dr. Trisha Ray

- I. **Call to Order** (3:30 pm).....Dr. Angie Sikorski
- II. **President's Report**.....Dr. Emily Cutrer
 - a. Shared that flags will be lowered to half mass in remembrance of the late Jimmie Davis.
 - b. Informed with Senate that SPBB will meet tomorrow to discuss items for consideration which will be ranked to determine how available funds will be allocated for these requests.
 - c. Discussed the dissolution of PLACE and the cancellation of the speaker.
 - d. Explained that she and the Provost did not encourage the PLACE Chairs to cancel the event but were approached by several faculty who were concerned about the content of the speaker and felt potential discrimination.
 - i. Perri stated that Dr. Nakashian invited the faculty members who felt offended to have a conversation with him and no one accepted the invitation.
 - ii. Perri espoused for open dialogue which is what PLACE symbolizes and stated that the event was not meant to target anyone.
 - iii. Cutrer explained what areas Dr. Nakashian addressed and stated that she did not feel comfortable discussing content from an email without the dialogue of the concerned faculty.
 - iv. Morton supported the notion of properly engaging in inclusive and open discussions with all parties involved and felt there may be some faculty members would not be interested in talking.

- v. Moore inserted that reliable judgments cannot be obtained without all parties involved in the discussion.
- vi. Hinton asked why elect to postpone the talk for a conversation before that talk (event) took place.
 - 1. Cutrer answered that the talk could have potentially perpetuated stereotypes about persons that practice certain religions.
- vii. Hinton asked can the potentiality of persecution from an event be evaluated.
 - 1. Cutrer answered that the potential words used could have been potentially damaging.
- viii. Perri emphasized the need to be evidenced-based and specific before making the decision to cancel events and that accusations were not justifiable reasons to cancel an event.
- ix. Julien has an issue with the lack of evidence and found it difficult to know how to respond if placed in position of a PLACE Chair; suggested to intently finding a path forward and to formidably discuss a solution and not think that this is the end of PLACE; stressed the need for Cutrer and Arnold to be involved in fixing the problem.

III. **Provost and VPAA's Report**.....Dr. Melinda Arnold

IV. **Approval of Minutes from 10/14/2021**.....Dr. Angie Sikorski

- a. Perri-motoned to approve minutes; Znidi-2nd the motion; minutes were unanimously approved as written; no abstentions.

V. **Provost's Special Grants Call**.....Dr. Angie Sikorski

- a. Cooper met with members of the FRED Committee regarding the special grant proposed by Arnold and the robust agenda for evaluating grant proposals, the consensus of the Committee is to form a subcommittee to evaluate special grants.
- b. Sikorski discussed the sequence of correspondence and absence of a formal response from Senate that lead to Arnold's decision to transfer responsibilities of vetting grant proposals to the FRED Committee; expressed the intent of discussing an allowance of reasonable expectations and time to have conversations with those effective by such request and create a timeline to report back to her.
 - i. R. Cooper stated that members of the FRED Committee assumed responsibility when asked to serve and was concerned about how the Provost's request would adjust their responsibility and overwhelm the Committee; felt the need, as Chair, to protect their time.
 - ii. R. Cooper felt the Senate could create a subcommittee and not create an ad hoc committee be form under the auspice of the FRED Committee.

- iii. Hinton stressed the need to inform faculty who wish to serve on the ad hoc committee to fully understand that some work may be required over the winter break to meet the Provost's timeline.
- iv. Julien expressed his concern to conducting business at a rapid pace.
- v. Hinton supported the idea of proper communication from the Provost to Senate leadership, from Senate leadership to R. Cooper, from R. Cooper to the FRED Committee, then back to leadership who would report the resolve of the Committee to the Provost.
- vi. Hinton motioned that the Faculty Senate create an ad hoc committee that would review and offer recommendations to the Provost additional research and pedagogical grants; Julien-2nd the motion; motion passed unanimously; no abstentions.
- vii. Sikorski asked the Senate if there was anyone interested in serving as Chair for the ad hoc committee; Morton suggested being removed from the DEI Committee and absorb the responsibility of the ad hoc committee under Faculty Welfare.
- viii. Julien agreed to join Matthews by serving on the DEI Committee.

- VI. **Task Force Resolution Update**.....Dr. Angie Sikorski
 - a. Hinton shared the outcome of Arnold's restructuring of the task forces; thanked co-authors of the resolution for their input; asked that Senators review the draft resolution to create a representative response before it is sent to Arnold.
 - b. Perri motioned that
 - c. Julien endorsed the resolution as presented but suggested that the letter contain what the process of the task forces are; Perri agreed that the resolution represents the Senate taking a justifiable stand and is being done civilly and with clear language.
 - d. Sikorski emphasized the need to reinforce shared governance in the conveyance of the resolution.
 - e. R. Cooper responded that the art of conversation has been lost due to the pandemic.
 - f. Perri motioned to approved the letter as written; Julien-2nd the motion; motion was passed unanimously; no abstentions.
- VII. **PLACE**.....Dr. Angie Sikorski
 - a. Julien addressed the cancellation of PLACE and the idea that Dr. Nakashian and Cantrell are not interested in having any type of discussion after what has been insinuated and after feeling threatened; asked that Senate leadership reach out to Nakashian and Cantrell to show support.
 - b. Morton stated that there is no presence of good faith that shows that a conversation can take place among willing parties and feels that necessary conversations are not going to happen.

- c. Perri expressed astoundment that accusation of religious discrimination was taken at face value without evidence.
- d. Sikorski provided insight about the purpose of PLACE which was formed to have candid, open, and honest conversation; saddened that faculty members perceived an imminent attack, facilitated the censorship of a relevant topic before the talk began, and believed that there was an intent to have hate speech on campus; did not feel that administration supported the PLACE Chairs.
- e. Perri was not sure about the Cutrer’s position to postpone the event and suggested the idea of maybe educating colleagues on process of scholarly discussions.
- f. Julien and Perri supported the idea of inviting all parties to have a conversation and have scholarly discussions without parties who expressed persecutorial grievances feel persecuted.
- g. R. Cooper acknowledged that the event was promoted in the Need To Know for weeks and recommended the idea of creating policies and procedures to address the filing of grievances when faculty feel threatened by talks that take place on campus.
- h. Julien and Morton recommended that Senate call a meeting to invite all parties affected by the PLACE event, including Cutrer and Arnold, to have a meeting; Sikorski, Hinton, and Matthews will proceed with this task.

VIII. **Committee Reports**

- a. Ed Tech.....Dr. David Allard
 - i. Nothing to report.
- b. Curriculum.....Dr. Doug Julien
 - i. Nothing to report.
- c. Rules and Procedures.....Dr. Michael Perri
 - i. Nothing to report
- d. Academic Standards.....Dr. Kelly Cordray
 - i. Nothing to report
- e. FRED.....Dr. Rebeca Cooper
 - i. FRED meet to discuss the disbursement of funds and 2 grants were submitted to review; Cordray’s request for approved by the Committee for professional development and Cooper asked for approval be considered by Faculty Senate and the other was conditionally approved.
 - ii. Senate unanimously approved Cordray’s submission.
- f. Budget.....Dr. Corrine Hinton
 - i. Hinton shared that there was a comparison of salary data and special items funding information and made 2 recommendations: (1) Under the direction of the hiring authorities, develop a search hiring and salary determination policy to ensure transparencies and (2) Under the direction of the CFO, share long-term strategic plan to preserve the fiscal

health of the University; also reviewed athletic scholarship, infrastructural development, tuition dollars waived through exemptions, and budgeted funds for teaching.

- g. Faculty Welfare.....Dr. Drew Morton
 - i. Hinton nominated Morton for the Minnie Stevens Piper Award
 - ii. Morton has the results of the faculty morale survey; considering a raw data dump or summary report.
 - iii. R. Cooper shared that she forwarded the entire summary to the education department with the intent to openly and promptly communicating information with colleagues.
 - iv. Hinton supports providing administration with a data dump and discernable action items in a comprehensive summary; makes motion provide administration with a data dump and summary report; Morton-2nd the motion; motion passed unanimously; no abstentions.

IX. Ad hoc Committee Reports

- a. Faculty Evaluation Form.....Dr. Corrine Hinton
 - i. Hinton reminded Sikorski to send the new evaluation form that the Provost wants to use to faculty for review.
- b. DEI.....Dr. Julien & Dr. Matthews
 - i. Nothing to report
- c. CTL.....Dr. Corrine Hinton
 - i. Nothing to report
- d. Scheduling.....???
- i. Nothing to report

X. Other Business

- a. R. Cooper suggested a recommendation to move the meetings to an earlier time.
- b. Matthews asked could the meetings stay within the time designated to accommodate Senators and other faculty who attends.

XI. Next Meeting – December 9th @ 3:30pm-5:00pm via Zoom