

Meeting Agenda for the 2012-2013 Faculty Senate
Board ROOM of the DSU
April 12, 2013
3:00PM-6:00PM

Present Puaca, Bardwell, Connell, Depretis, Martin, Hunter, Redick, Keeling, Barnello, Weiss, Adamitis, Selim (arrived at 3:10)

Absent: Zestos, Wang, Manning

Call to Order 3:05

Welcome to Guests: Newly Elected Senators; President Paul Tribble and Rosemary Tribble; Executive Vice President Bill Brauer; Chief of Staff Cindi Perry; Deans Breese, Colvin and Doughty, and incoming Dean Underwood; Provost Padilla and Vice Provost Deiulio, International justice mission, Lora Cooper, Brooke Hollingsworth, Abby Swauger.

President Bardwell began the meeting by introducing the guests. The first to speak were a group of students from the International Justice Mission chapter on campus. Abby Swauger, Brooke Hollingsworth, and Lora Cooper. Ms. Swauger began by explaining that the group, a faith-based Human Rights agency, has as its mission to help victims of sexual violence and human slavery. The initiatives are global in scope and the group works with lawyers who advocate on behalf of the victims. They have a presence in 22 countries and have been responsible for saving 2400 women and children and have garnered convictions of 130 perpetrators human rights abuses. Students on campus hold fundraisers to support the mission and to raise awareness on campus of the global issues of victims of trafficking, sexual violence and other crimes committed against women and children globally. They also participate in prayer vigils.

Ms. Hollingsworth spoke about a recent event Stand for Freedom in which participants held vigil for 27 hours to raise awareness about these global issues. She observed that most students on CNU campus were unaware that human slavery still existed. Hundreds of students and faculty have signed a petition to President Obama urging him to make justice a priority and to ensure that children are not treated like criminals who are victims of sexual assault as they often are in trafficking situations.

Lora Cooper

Spoke to the plans the group has to organize a PLP event for justice week. They also plan to hold film screenings, to raise awareness of fair trade products, and to continue to partner with regional organizations.

President Bardwell thanked them for their presentation.
They left at 3:11.

The remainder of the meeting strayed sharply from the agenda. President Bardwell welcomed the three deans, Breese, Doughty, and Colvin to speak to the issue of the timing of AR and Dossier Submissions.

Dean Breese of A&H spoke first and noted that several weeks back he had given the senate some talking points he had put together with A&H chairs. He also reported that this was informal, that he had addressed the idea with the Provost in order to begin a campus wide conversation. He

concluded that even though he liked the idea as did A&H chairs; there was no consensus on the utility or even desirability of the proposal. In brief, the idea purports to move the timing for Annual Reviews to the end of the academic year. Currently, Annual Review paperwork, an Eval-6 with idea summaries, is due to chairs around the end of the first week of class in the fall semester. Dean Breese suggested that because this coincided with more consequential reviews, the term reviews at 2, 4, tenure and promotion, that it imposed a great burden in the fall upon the deans and chairs. The dean also suggested that the Annual Reviews were supposed to be developmental in nature and because of the process as it currently exists, does not provide that feedback until most of the way through the fall semester. If teaching is likely of greatest concern in these evaluations, it makes it difficult for faculty to respond and adjust according to the result of that review if it is reported so late in the fall term. If the AH proposal were to go forward, the AR would be submitted in May and chairs and deans could take the summer to process them and provide feedback to faculty in advance of the fall semester when it would be most useful.

Senators asked about the implied double work for those who are going up for 2, 4, tenure and promotion review. These candidates would have to redo their Eval-6 for the fall. Dean argued that it is not different than the current practice and that Digital Measures makes such work lighter because faculty only need to enter the material once to generate reports in May and September.

Dean Doughty then addressed the AR reforms. He suggested that NBS chairs were not supportive of the new plan. Dean Doughty agreed in principle to the change, but the chairs did not like the idea of having this burden placed on faculty at the end of the term when all are exhausted from the semester.

Dean Doughty proposed instead, moving the dossier reviews (2, 4, tenure and promotion) to the spring semester to separate the two processes. This would move the tenure process to the middle of the sixth year giving faculty extra time to review and would extend all other reviews out a semester. Dean Doughty argued that these 'unique advantages' outweighed moving the AR to May and should also be considered. He observed one problem, that those denied tenure would have less time to seek employment elsewhere should they choose to enter the job market, effectively cutting their job search from 3 semesters to 2. Dean Doughty argued that those who are probably going to be denied tenure should be well aware of the reservations the university has by year 4 and should plan accordingly.

Dean Doughty also argued that dossier reviews were once held in the spring years ago. Senator Keeling asked for a point of clarification, asking when the faculty member might expect a decision in the spring review presumably in advance of the April BOV meeting?

Senators also asked if the AR timing was to coincide with dictates from State Government regarding the timing of raises. The ARs come when they do some reasoned in part because the raises in any given year are usually not given until the end of the Fall term.

Dean Colvin then spoke to these issues. He began by thanking the Senate for working on this issue. He liked the idea because he felt that department chairs were overburdened in September and deans in October with the DRC formations and the dossier reviews. He suggested that there are about six weeks in the fall that are trying for everyone in the administration of each college. Dean Colvin also suggested that good hiring choices and then good evaluation feedback are

essential and should not be rushed or be part of such an enormous workload. So, when Dean Colvin pitched it to the SS chairs, he felt they would be up for the changes.

Dean Colvin also suggested that it might be prudent to give the chairs a 10 month contract to allow for the extra work and to add some compensation to the chair to make up for the additional work. Finally, he argued and supported Dean Breese in his suggestion that feedback should happen in advance of the fall semester when it is most useful rather than toward the end of the fall when it is too late for half the year's work.

SS chairs did not support the idea. Dean Colvin does, and feels that some solution alteration needs to be made but he does not have the answer.

President Bardwell thanked the deans for their contribution and work on this initiative. She suggested that the work of ARs was only going to increase as the faculty rises to 300. The number of chairs is not going to change it would seem appreciably.

The Deans argued that the move to change the AR schedule needs to come from the faculty, and would best be sent to the administration from the Senate after some consideration and consultation with departmental faculty. The Deans and Provost do not want to impose a change although they see that a change would be useful for all.

Senators revisited the question of merit adjustments and raised the question of how the AR evaluation would play into a merit adjustment. The Deans seemed to think that faculty would sign a contract in May as usual, the raise would occur over the summer and would be adjusted based upon the AR score given at the end of the summer. This may make it easier to justify retroactively paying the raise to the beginning of the fiscal year rather than the current practice to delay the raise until December.

Senator asked if it was even necessary to have annual reviews for tenured faculty. Perhaps a system where 2 years were reviewed. Some suggested that our model is unusual in academia and that not all universities have annual review systems.

Senators also raised questions about the summer suggesting that many faculty prepare research over the break and would lose that in one year when the change was implemented.

Other senators suggested that restricted faculty would benefit, as they are generally on contract year to year, with reporting on their AR in August. As restricted faculty are an increasingly large proportion of the faculty at CNU this will be an increasingly important constituency to consider.

Some questioned the rational of timing the reviews and pegging them to any particular period in the work year. Indeed, the suggestion was made that faculty are constantly reviewed and that the ongoing evaluations constantly gather data. It is something that the administration can choose to alter without much change because faculty, although on 9 month contracts are expected to work the full year.

In the end, the Deans of Social Science and NBS do not support the moving of AR to the end of the spring term and the AH Dean does support this move.

President Bardwell thanked the Deans and they left at 3:59.

The senate proceeded out of order again to consider the March minutes. Senator Puaca moved that the senate do this electronically rather than in the meeting itself, seconded by Adamitis. With a chorus of 'ayes' the motion passed unanimously. The senate will consider the minutes electronically and vote in that form.

The Senate then proceeded out of order to consider the Senate President's Update/Report. President Bardwell brought a PowerPoint that will be shown at the all-faculty meeting. This was put together based upon submissions by the sub-committee chairs to demonstrate the work of the Senate this year. The meeting, to be held on 18 April will be in MCM or Forbes or the Ballroom depending on scheduling at 12:20.

The Senate then went out of order to consider the proposal raised in the March meeting regarding the formation of an ad-hoc committee to design a best-practices evaluative measure for assessing University administrators. Senator Weiss moved to accept Senator Adamitis's proposal. Senator Redick moved to second. The Senate then voted without discussion, as this was duly considered in the March meeting.

VOTE

In favor – unanimous

Vote passes.

Senator Bardwell then returned to the president's report.

She went through the powerpoint in stages

The Banned from Campus committee never received a formal outcome but made considerable progress working with Kevin Hughes to address issues of concern for faculty safety. The Senate feels that it made progress in opening up communication between the Senate and the Dean of Students and CHECs.

The Constitution and Bylaws committee made recommended changes and successfully passed them and made them part of the University Handbook. These include the reorganization of the Senate Executive Committee and other minor changes. It will be up to the 2013/14 senate to define well the roles of the new officers.

President Bardwell reported that in her meeting with President Tribble and Bill Brauer that the University finally has a plan to move forward to create the faculty and staff memorial site. This will be for all faculty who have served in good standing for 12 years (which matches the number of years of service one is required to have had for emeritus status, although this is not restricted to emeritus professors).

The Senate Budget committee secured regular funding for the Senate as part of the University appropriation from the state. The SEC will need to submit to the Provost a Budget at the outset of each academic year.

The Senate subcommittee on Digital Measures successfully cleared up many of the persistent problems with the system and feels that it will be significantly more user friendly in the coming years as a result.

The Senate Elections committee successfully forwarded new committee rolls to the provost. There are some minor problems that, as is common with elections, persist. A social science representative to the senate must be chosen as there is one vacancy that remains.

The Senate briefly discussed why in some colleges service was a difficult thing to get faculty to engage with. Senators argued that service is not valued as it once was at the university and as a result faculty reasonably put their attention in other areas of the job, teaching and research.

President Bardwell then introduced the Faculty pay committee who shared the results of their faculty survey. It suggested that faculty overwhelmingly supported an across the board raise over any kind of merit-based system.

The Senate entertained a motion to go into closed session at 4:34 to consider FDGs offered by Senator Adamitis and seconded by Senator Puaca.

At 4:40 the Senate emerged from closed session and voted upon the proposal forwarded by the FDG subcommittee. Senator Redick moved to consider the committee recommendation and it was seconded by Senator Keeling.

VOTE

In-Favor – Unanimous

The Senate entertained a motion to return to closed session offered by Senator Martin and seconded by Senator Depretis to consider the Faculty Excellence Awards.

At 4:45 the Senate emerged from closed session to vote on the Committee recommendation

Senator Redick moved and was seconded by Senator Keeling to accept the committee recommendations

VOTE

In-Favor – Unanimous

The Senate proceeded out of order at 4:45 to consider the emeritus resolutions. The Emeritus resolutions for Professors Mazzearella, Pendleton, and Bartels were brought to the Senate and now have full endorsements from the deans of Arts and Humanities and Natural and Behavioral Sciences. A fourth Emeritus Resolution was in progress at the time of this meeting for Professor David Game.

President Bardwell called for a vote on the three resolutions. It was seconded by Puaca and the Senate voted on a motion to approve all three Emeritus Resolution.

VOTE

In-Favor – Unanimous

The Senate took up a topic that was not on the agenda, but felt it was important to talk about. President Bardwell mentioned that the number of sabbatical applications was down this year and that it might be prudent for the Senate to consider asking the Administration to open up the process to include probationary faculty among those eligible for sabbatical leave. Senators argued that such an adjustment would provide opportunity for those on probationary contracts to complete research projects as they advance toward the tenure decision.

The Senate then considered the handbook changes 11 and 12 which have been in revision since their presentation to the Senate in February. Senators expressed the desire to read these documents again with more care before voting. Senator Redick offered a motion to consider and vote for these resolutions electronically seconded by Depretis.

VOTE

In-Favor – Unanimous

The Senate then went into a special session where it invited the 2013/14 Senate to convene to discuss the matter of electing a new SEC. The senate proceeded with this special meeting at 4:59 and emerged from the special session at 5:04.

Guests arrived at 5:08 and the meeting shifted away from its formal agenda. Guests included the Emeritus faculty, Professors Bartels and Mazzarella, Provost Padilla, the three Deans, Doughty, Colvin, and Breese, and President Tribble.

Jessica Thompson newly elected senator ‘

The Senate entertained a motion to adjourn given by Connell, seconded by Bardwell at 6:03.

The meeting adjourned at 6:03

1. Curriculum Changes

- i. UCC Course Changes from the Provost**
- ii. Math 131 approval**

2. Old Business

- a. Faculty Teaching Development Committee (formerly Faculty Development and Evaluation Committee)**
- b. Annual Review possibly move to the Spring**
- c. Handbook Changes 11 and 12**
- d. Emeritus Resolutions**
 - i. Bobbye Bartels**
 - ii. Belle Pendleton**
 - iii. Mario Mazzarella**
 - iv. David Game (awaiting resolution)**
- e. Students Adding a Third Minor**
 - i. Follow up from Registrar**

3. New Business

- a.** Faculty Development Grants
 - b.** Faculty Excellence Awards
- 4.** Department Reports
- 5.** Liaison Reports
- 6.** Other