

CNU Faculty Senate Minutes
15 April 2011
DSU Board Room

Present: Adamitis, Brunke, Carlson, Connell, Kennedy, Pollard, Puaca, Redick, Selim, Velkey, Von Burg

Absent: Hall, Lewis, Mollick, Rahim

Guests: Tony Reidl (Liberal Learning Council), Stephanie Bardwell (arrives at 3:14 p.m.), Jamie Martin (leaves at 4:45), Dali Wang, Edward Weiss (leaves at 4:45), George Zestos (arrives at 4:30; leaves at 4:45)

- I. The meeting was called to order at 3:05 p.m.
- II. The Senate acknowledged the electronic Approval of the March Meeting Minutes.
- III. President's Report: Please see **this report** for information on the 3-3 Load; the Faculty Meeting on April 20th; the AAUP Report on the Recession's Impact on Faculty; and the IDEA Change for AY 11-12.

Additional Item: *Question from NBS:* Does a professor have the right to fail a student for the course if the student chooses not to complete selected assignments on the syllabus? The Senate's position is that the faculty member has the right to determine her or his grading policies.

Discussion of IDEAs: The faculty have articulated several concerns regarding the transition to electronic IDEAs in the fall:

- The response rates will be lower, which means that several reports may be labeled "unreliable." Will faculty be evaluated based on unreliable data?
- Does the faculty need to adjust the UE-4, which currently uses IDEA scores as a means of assessment, to account for decreased reliability in IDEA results?
- If all untenured faculty move to electronic IDEAs, will 1st year faculty be at a disadvantage for scheduled reviews, since (unlike their untenured peers) they will not have any paper IDEAs, which are more reliable means of assessment, in their dossiers?
- The administration might consider studying the pilot further in order to determine how best to administer IDEAs.

3:30 p.m. The Senate proceeded out of order to Section V.C, Liberal Learning Emphasis.
At 4:01 p.m. the meeting returned to order.

IV. Committee Reports

A. Faculty Senate Goals

1. Objective 1: Hiring and Retention

a) *Strategy 1D, Content of Dossiers:* Final Report (Lewis)

The committee presented **this final report**, which specifies the

required materials for the dossier and provides guidance regarding optional supplementary materials.

Discussion:

--The primary objection to the proposal is that the content of the dossier will not be substantially different, just reorganized; thus the size of the dossier will not necessarily decrease.

--Faculty could put their teaching materials on a cd to decrease the amount of paper in the dossier. However, some reviewers might not look at the cd.

--The proposal might also provide a list of what *not* to include in the dossier.

--What is the relationship between the dossier and Digital Measures (DM)? Should faculty upload materials onto DM in lieu of putting them in the dossier? This would be problematic for some departments, especially those in fine/performing arts due to limits on DM memory.

Action: Senators Adamitis and Kennedy moved to approve the proposal and accepted friendly amendments to change "relevant" to "representative" and add "/assessment" after Final Exam in "Contents of Core Binder #10."

In Favor: Adamitis, Brunke, Carlson, Connell, Kennedy, Puaca, Redick, Selim, Velkey, Von Burg

Against: Pollard

Motion Passes

2. Objective 2: Teaching, Scholarship and Service

a) *Strategy 2B, Senate Assessment* (Connell)

According the *University Handbook*, the Faculty Senate must undergo review by the faculty every five years. In Spring 2011, the faculty completed **this survey**. The results are summarized in **this report**.

Action: Senators Carlson and Redick moved to accept the report.

In Favor: Unanimous

Motion Passes

b) *Strategy 2D, Faculty Awards* (Pollard)

The Senate proposed new faculty awards for Teaching, Service and Scholarship in the fall. This **revised proposal** streamlines the application process from six months to two and adds administrators to the review committee as *ex officio* members.

The committee is currently considering a request to add more awards to those already proposed.

Action: Senators Pollard and Selim moved to approve the proposal.

In Favor: Unanimous

Motion Passes

3. Objective 3: Standards and Practices

a) *Strategy 3B, Faculty Recognition Site* (Puaca)

The faculty recognition sites, which will commemorate retired faculty with a minimum of ten years of service to the University, will be in the new academic buildings and will be organized by college.

Action: Senators Puaca and Carlson moved to approve the locations of the recognition sites.

Vote in Favor: Unanimous

Motion Approved

Break: 4:25-4:30 p.m.

At 4:30 p.m. Senators Pollard and Velkey moved for a recess so that the 11-12 Senate might conduct officer elections. The meeting of the 10-11 Senate resumed at 4:45 p.m.

[The results of the officer elections for AY 11-12 are as follows: Pollard (President), Bardwell (Vice President), Connell (Secretary), Adamitis (At Large), Weiss (At Large).]

B. Department Liaisons' Reports

Departments reported the following concerns:

--*Hiring*: Some departments reported failed searches. Some of these were due to lack of administrative support for the committee's recommendations and these committees wondered whether there are new criteria for hiring of which they are unaware.

--At present Math will be short three faculty in Fall 2011, and the search for an external chair failed.

--*IDEAs*: Faculty are concerned about the conversion to online IDEAs (see also above, Section III, "Discussion").

--*Division of BCES*: Junior faculty believe that they did not have a sufficient voice in the discussions with the administration regarding the split.

--Faculty in Psychology will be in need of research space when Wingfield Hall comes down.

--The Department of Communication Studies is now the Department of Communications Studies.

V. Old Business

A. Resolution on Faculty Hiring Practices (Carlson)

This resolution addresses faculty concerns regarding the role of pedigree in the hiring process.

Absent Senators: Please Vote Electronically!!

Action: Senators Pollard and Von Burg moved to approve the recommendation and accepted a friendly amendment to change the fourth bullet in the second "Whereas" clause from "manage a 4-3 teaching load that detracts from a faculty member's ability to create a research agenda" to "teach a 4-3 load while continuing to pursue an active research agenda."

In Favor: Adamitis, Brunke, Carlson, Connell, Pollard, Puaca, Redick, Selim, Velkey, Von Burg

Against: ?

Abstain: Kennedy

Motion Passes

B. Chairs' Compensation (Hall)

The current compensation package for chairs compares unfavorably to those of peer institutions; moreover, the workload of chairs has increased steadily over the past few years. Therefore, the University Chairs have presented **this resolution** requesting an increase in summer salary, a course load of 2-1 when the faculty transition to a 3-3 and a default reweighting of teaching, service and research to 50-30-20.

Discussion: Is weighting teaching at 50% too much given that chairs teach 4 (or possibly in the future 3) courses per year?

Action: Senators Pollard and Selim moved to approve the resolution.

In Favor: Unanimous

Motion Passes

C. Liberal Learning Emphasis

Tony Reidl (Liberal Learning Council [LLC]) reported that the viability of the Liberal Learning Emphasis (LLE) has been under discussion for the past few years because of the difficulties concerning its implementation. For example, a significant number of the petitions to the Undergraduate Degrees Committee have concerned the LLE, and the restrictions placed on the LLE can be a challenge to advising. Given that 50% of students already double major or pursue a minor, which meets the spirit of the LLE, the LLE may not be necessary. Based on this information, the entire LLC and the majority of the Undergraduate Curriculum Council (UCC) voted to eliminate the LLE. The UCC did, however, recommend that the University consider alternatives to the LLE for students who do not pursue a second major or minor.

Discussion: The main points of the discussion were as follows:

--There is concern that the Liberal Learning Core would lose depth without the LLE.

--At present, students are taking 300-level courses in the LLE not based on interest in the subject matter but rather on prerequisites and scheduling issues. Thus the LLE courses are not necessarily enhancing their educational experience.

--Students would be able to engage in a discipline outside the major in greater depth by pursuing a minor.

--The chairs have already suggested alternative solutions to the LLE that address these concerns, namely disassociating the LLE from the Areas of Inquiry and requiring students to complete six credits in a discipline outside the discipline of the major; students pursuing a second major or minor would be waived from this requirement.

Action: Senators Kennedy and Puaca moved to vote on the LLC and UCC's recommendation to eliminate the Liberal Learning Emphasis.

In Favor: Carlson, Connell, Kennedy, Selim, Puaca, Velkey, Von Burg

Against: Adamitis, Brunke, Pollard, Redick

Motion Passes

Action: Senators Kennedy and Pollard moved to endorse the UCC's recommendation that the LLC revisit the concept of the Liberal Learning Emphasis and consider new options for AY 12-13.

In Favor: Adamitis, Brunke, Connell, Kennedy, Pollard, Puaca, Redick, Von Burg

Against: Carlson, Selim, Velkey

Motion Passes

D. Scholars Associates

The Senate had tabled discussion of the Scholars Associates program in the fall.

Action: Senators Velkey and Von Burg moved to take this issue off the table for further discussion in AY 11-12.

In Favor: Unanimous

Motion Passes

VI. New Business

A. Emerita Resolution for Tracey Schwarze

Action: Senators Pollard and Brunke moved to approve the resolution.

In Favor: Unanimous

Motion Passes

B. Handbook Change #17

This change outlines updates to administrative positions and responsibilities.

Discussion: Will these changes, especially the change in designation of the academic head of the University from the President to the Provost, affect the hiring or review processes? The assumption is that it will not.

Action: Senators Carlson and Brunke moved to approve Change #17.

In Favor: Adamitis, Brunke, Carlson, Kennedy, Pollard, Redick, Selim, Velkey, Von Burg

Abstain: Connell and Puaca

Motion Passes

C. Transition to 3-3 Course Load

See the President's Report, Section III above.

The Senate went into closed session from 5:25 to 5:31 p.m. in order to discuss the recommendations from the Faculty Development Grant Committee.

D. Faculty Development Grants

Action: Senators Redick and Kennedy moved to approve the committee recommendations.

In Favor: Unanimous

Motion Passes

E. University Eval-4

1. Faculty Mentoring Committee (FMC): The FMC recommends that mentoring be valued at a level equal to student mentoring/advising. The Senate should determine whether mentoring should be "highly valued" or "valued."

Action: Senators Redick and Von Burg moved to assess faculty mentoring as Highly Valued

In Favor: Unanimous

Motion Passes

F. *University Handbook* and *Student Handbook*

Changes to the *Student Handbook* are also included the *University Handbook*, and thus require Senate approval prior to implementation. However, these changes have often been proposed during the summer, when the Faculty Senate is out of session, and implemented in the fall, before the Senate has had a change to review them. The Senate recommends that henceforth the Faculty Senate President and Vice President review proposed changes during the summer and act on behalf of the entire Senate regarding changes to the *Student Handbook*.

G. Spring 2012 Exam Schedule (Brunke)

In Spring 2011 classes will begin on a Wednesday and end on a Tuesday. The exam schedule will be as follows: (Wednesday Reading Day), Thursday, Friday, Saturday, (Sunday Reading Day), Monday, Tuesday. Grades will be due on

Friday at 10:00 a.m. Exams may run through the 7:30 time period on Saturday or Tuesday.

The 12-13 Senate should appoint a Senator to liaise with the administration regarding changes to the exam schedule.

VII. Other

A. Student Discipline: Some faculty have reported that CHECS appears to privilege the institutional efficiency over student rights, which may result in decreased alumni giving by affected students and their friends.

B. Deans' Evaluations were not conducted this year because of the Senate Assessment.

C. President Carlson expressed his appreciation to the Senate for their hard work throughout the year, and the Senate thanked President Carlson for his strong leadership.

The meeting adjourned at 6:00 p.m.