

Faculty Senate Minutes
WEDNESDAY AUGUST 22, 2012, 8:30 AM
MCM 101
Full Faculty Senate Meeting and All-Faculty Forum

Senators Present: Bardwell, Connell, Redick, Adamitis, Weiss, Martin, Selim, Depretis, Puaca, Zestos, Keeling, Manning, Barnello,

Absent: Wang (Sabbatical Excused)

Guests: Pete Carlson and Shannon Phillips

The Senate president, Bardwell, convened the meeting at 8:30 AM. Present in MCM 101 were approximately 60 faculty in addition to senators. President Bardwell explained that Senate meetings were always open to faculty. Any member of the University faculty who would like to attend is welcome. She also encouraged faculty to read the minutes, to look for materials on the Faculty Senate website (facultysenate.cnu.edu) and to communicate any issues relevant for Senate consideration directly to a senator or through department liaisons.

The Senate immediately proceeded out of order to ask the assembled faculty to approve the August Graduates. David Gosser moved the item to the floor, Lori Underwood seconded. No significant discussion was offered and the faculty voted unanimously to approve the graduates.

President Bardwell then introduced the AY 2012-2013 Senators, the Committee Liaisons and the members of the Senate Executive Committee. She also explained that faculty can contact them at any time.

The Faculty: UPDATES were considered out of order

Shannon Phillips- IT update The Senate Proceeded out of order to hear this report at 9:20. Ms. Phillips discussed the increasing challenges and responsibilities placed upon IT Services. She noted the increase in computer usage on campus and the increasing amount of required hardware needed to account for the increased usage. Her main point seemed to be that with creative solutions the IT staff led by Stephen Campbell were managing to handle the task, but with only modest increases in staff. Because of the limited staff, IT asks that faculty “partner with” them “to keep ahead of any IT related issues that might have an impact on academics.” ATAC has provided, according to Ms. Phillips, significant support for IT and offered important links to the faculty, particularly with regard to course management software (Scholar/Blackboard). She asked faculty to be aware that annually the computer security is audited and that this generally happened in the fall semester. The security audit is designed to ensure the safety of sensitive data (e.g. Social Security Numbers). She also communicated that IT Services tends to receive significant input from faculty standing committees and has worked to become more transparent. The CIO Stephen Campbell has also worked to bring in additional hardware vendors to the University including HP and Apple. A technology laboratory for seeing new hardware is soon to be up and running in 102 Radcliffe (the fishbowl classroom). The Presentation and data that Ms. Phillips gave to the meeting will be posted on the Faculty Senate Website. Ms. Phillips concluded by stating that faculty should feel no reservations about contacting IT for any of their computing needs.

Peter Carlson - Student Honor Code update – the Senate proceeded out of order at 9:00 to hear a presentation from the faculty that served on the President's Task Force on the Honor Code. This task force was made up of faculty, senior staff members, the General Counsel, and student leaders. Dr. Peter Carlson and Dean of Students Kevin Hughes co-chaired the Task Force. The presentation was led by Dr. Carlson as well as Senators Brian Puaca and Edward Weiss who were also on the committee. Professor Carlson explained that the task force recommendations were approved by the President in May 2012 and will take effect in January 2013. The major change is that it will take faculty out of the student discipline process and alter the judicial process significantly to make it student-centered and student-run. Students (currently appointed but eventually elected by their peers) will serve as judges, prosecutors, and advocates for the defense. The CHECS office will still be involved, but will be limited to incident investigation and final decisions on sanctions. The University will utilize three levels of infractions (Minor, Serious, Severe). The first two do not involve "loss of property" meaning that the maximum University sanction will not expel or remove a student from campus. The severe category, which could result in the more serious sanctions for a student, will therefore necessitate due process protections in the form of formal hearings utilizing student judges and advocates.

Dr. Carlson also reported that for the students, transparency of the process was important, but also realizing the level of infraction was essential. The goal of the committee was to respect the rigors of the honor code while at the same time making students aware of their rights without inflicting upon them undue anxiety. For faculty, FERPA restricts the amount of information that can be known about any disciplinary action against a student, but there will be new limited reporting – such as acknowledgement of receipt of complaints against a student if an allegation is made by a faculty member. Unfortunately, the privacy law does not permit sharing the outcome of a specific case with faculty. Some in the audience raised the question, what if there were a viable threat against a faculty member from a student that was disciplined by the University? Dr. Carlson indicated privacy laws are controlling, but faculty, staff, and student safety at the University will always be considered and protected. Some expressed concerns that by labeling certain offenses "severe" and others "minor", the discipline system might encourage some to act dishonorably and encourage less severe misconduct. Dr. Carlson felt this was less of a concern because multiple minor offenses against University standards could result in a "bump-up" to a more severe sanction.

Drs. Carlson, Puaca and Weiss stated that the Honor Code Task Force focused on creating more transparency and openness in the honor and conduct process, while trying to create a student-owned and managed honor system. The new honor code system will be implemented during the 2012-13 academic year and be placed in the University Handbook in the next revision.

1. OLD BUSINESS

a. Update on Senate Actions

Senator Bardwell listed some significant Senate accomplishments from last year including the formation of Ad Hoc Committees on Religious Tolerance and Diversity, Child Care pointing those interested to the final reports on the faculty senate website. She also mentioned the adjunct faculty wage increase that went into effect this academic year. The 11-12 Senate worked closely with the administration to advocate for the adjunct wage increase, including the work of a Senate sub-committee that determined that CNU was among the lowest paying institutions in the state before the

increase. Other Senate actions included addressing faculty concerns about catering policy, modifying the University Handbook to clarify the evaluation of Lecturers and Instructors and incorporating the 3-year contract terms available to restricted faculty.

b. Ad Hoc Committees

President Bardwell invited faculty in the room to volunteer to serve upon the three ad hoc committees below that will be continued in the coming year.

i. Child Care

ii. Religious Tolerance and Diversity

iii. Faculty Life Committee

c. Sabbaticals. President Bardwell noted that Sabbatical applications and Faculty Development Grant Applications are due to department Chairs by 15 October. She also pointed out that department chairs will now receive electronic versions of Sabbatical applications so that they can be uploaded to the University Z: drive so that all who review the applications will have easy access to every application and so that an easy census of applications can be ascertained by all reviewing entities.

d. Grants: Discussed with sabbaticals in 1.c.

e. Other: President Bardwell also spoke about the pay increase of 2% that will begin on July 10, 2013. She asked faculty to discuss within their departments how they would like to see that increase allocated and to bring ideas to the Senate. The main question seems to be how that raise might be allocated to faculty and whether to use merit as a guide, and if so, how faculty might see past performance in the previous 5 ARs where no raises have been available. President Bardwell expressed her hope that the Senate might have an opportunity to convey faculty wishes to the administration in the time leading up to that administrative decision.

2. NEW BUSINESS

a. NEW Goals AY 2012-2013

The faculty Senate, President Bardwell proposed, will focus its energies on some traditional goals that continue from the past few years.

1. The Senate will continue to work with the University Administration to improve Digital Measures.

2. IDEA, particularly the Electronic version – needs careful attention. The Senate is concerned with how it is used to evaluate teaching by the administration. The Senate is concerned about the recently identified trend that suggests participation is beginning to trend downward in the electronic evaluation. President Bardwell stated that she would press for Senate representation on the IDEA Task Force going forward.

3. President Bardwell hopes to build upon and strengthen the dialogue between various entities within the University Administration. These will include regular meetings with the Provost and President and Senior staff members as well as regular meetings with the Deans and Vice Provost. The principle of open communication is one that President Bardwell suggested is vital to a healthy and productive relationship between the Senate and the Administration.

4. President Bardwell proposed a review of the Senate Bylaws and constitution by a subcommittee of senators.
 5. President Bardwell advocated a continued dialog over the UE-4 and continued discussion of the various weightings systems. This includes the different weights for AR and 2-year, 4-year, tenure, and promotion reviews. The Senate also has expressed in the past a need for clarification of the role of the departmental Eval-4.
 6. The Senate now has a Professional Survey Monkey account and will use this tool to conduct elections and other relevant Senate business.
 7. The Senate will continue to use the tools it has to communicate with faculty and the administration but also when appropriate with staff and students.
 8. The Senate will continue to pursue a plaque commemorating the service of retired faculty who have served the University for more than 10 years. President Bardwell has already begun the process of identifying a public space for the erection of the monument.
 9. The Senate will communicate faculty ideas for the distribution of the upcoming salary increases beginning in July 2013.
- b. Election – Open NBS Seat on Senate
 - c. Faculty Forums and Interest Groups
 - i. Religious Tolerance and Diversity-
 - ii. Child Care
 - iii. Other Ad Hoc Committee

The Senate proceeded out of order to consider the presentations by Pete Carlson and Shannon Phillips.

3. FACULTY FORUMS The Senate Returned to order at 9:29
The Faculty forum was conducted after the close of the meeting at 9:30
4. Discussion or Other Business
 - a. Sponsored Programs –Ethical Conduct in Research Presentation for NSF and NIH
The Senate Tabled 4.a. for the next meeting.
 - b. Chairs of two sub-committees were designated:
Sabbatical Committee- Brian Puaca
Grants Committee- Kip Redick
5. NEXT MEETING
The Senate adjourned at 9:30. The next meeting will be held on 21 September 2012