

Faculty Senate Minutes
Feb. 14, 2018 #355

Senators Present Were: Boren, Sharma, Zugay, Al-Hmoud, Barenberg, Brittsan, Ireland, Johnson, Jonsson, Juan, Lavigne, Legacey, Mayer, Pare, Rice, Singh, Skidmore, Thacker, Thompson, Wilde, Romi, Crews, Fedler, Karp, Nejat, Zuo, Blum, Kalenkoski, Weiser, Cochran, Henry, King, Litsey, McEniry, Bucy, Gring, Langford, Flueckiger, and Strieder.

Senators Excused Were: Pease, Verble, Zook, Calkins, Couch, Kaye, McCheney, Mosher, Williams, Dass, Rider, Siwatu, Matteson, Hernandez, Snoeyink, Jai, Keene, Ivey, Meek, CM Smith, Stetson and Wascoe-Hays.

- **Call to order – Gene Wilde, Faculty Senate President – 3:15pm**

- **Discussion of minutes, Meeting #354 – 3:16pm**
 - Sen. Kalenkoski notes correction to #354: she is marked both present and absent.
 - Motion to adopt minutes as amended Sen. Kalenkoski, Sen. Boren seconded.

- **Introduction of Guests – 3:18pm**
 - **Guests were:** Provost Michael Galyean, Senior Vice Provost Rob Stewart, Jean Pearson Scott-Ombudsperson, Joann Wright and Chris Johns of the University ID Office, Casside Street, IRB liaison, Ashlee Brown-Staff Senate, Librarian Camille Thomas and Parliamentarian Ramkumar.

- **Speakers – 3:20pm**
 - **Dr. Jean Pearson Scott- Faculty Ombudsperson**
 - Has been operating for 3 years
 - 41 visitors in first year (60 meetings)
 - 42 in 2nd year (46 meetings)
 - 36 in 3rd year (48 meetings)
 - Some repeat visitors
 - Complaints, concerns, anger – anything that relates to role as professor
 - Job is to listen, investigate options to resolve if relevant
 - Confidential office
 - Ranges of Issues: T&P, 3rd Year Review, spousal accommodations, student evals, annual reviews, toxic work environment, workload, faculty governance, harassment (esp. sexual)
 - Try to be a pair of eyes on the system as a whole
 - Problem areas
 - Is there free flow of information/communication?
 - How is conflict perceived?
 - Labelling of faculty as "problem"
 - Unclear boundaries of duties

- Future issues: shared governance and workplace climate
- Appreciates support of Provost, Faculty Senate President

Question Senator Crews: Have any policies changed due to your consultation with faculty?

Answer Dr. Scott: Some OPs have changed – and there have been many complaints about Third Year Review. I make OP recommendations based on what I see.

Answer President Wilde: Changes have been made to the Administrator Evaluation Survey based on Dr. Scott's feedback.

- **Joann Wright, Chris Johns, University ID Office**
 - Presentation on portal allowing faculty to request own photo rosters.
 - Note: this portal has since been pulled due to potential FERPA concerns.
 - **Old Business – 3:30**
 - **Third Year Review OP Draft- Parliamentarian Ramkumar Presenting**
 - Thanks to last two Senate bodies for work.
 - Voted on May 10 last year
 - Draft OP as clear timeline, mechanics for appeal (referring to 32.02)
 - Safety net for junior faculty – college-level peer evaluation
 - Important to get policy on the books
 - Discussion: Sen. McEniry: Language on department level review seems confusing – important to clarify that policy comes from department, not dean. Proposed language for last sentence of "1. Departmental Level Evaluation," paragraph 1: "The guidelines approved by faculty will be reviewed by the deans of the colleges in October of even-numbered years and forwarded to the office of the provost and senior vice president for academic affairs (PSVP)."
 - Study Committee C approves amendment
- Motion to approve amended draft OP approved by unanimous vote.
- **Committee Reports – 3:45**
 - **Campus Climate Committee– Senator Sharma**
 - Reminder that we have such a committee!
 - Address faculty concerns, all biases (not just gender)
 - Action items in progress – stay tuned
 - President Wilde: this group works with LGBTQIA liaison Senator Pare, also AAUP
 - **Faculty Status and Welfare – Senator Cochran**
 - OP 70.38 Employment-based Permanent Residency Petitions
 - Worded so that department had too much leeway with t-t faculty, opportunity for backdoor dismissal
 - Revisions approved unanimously by Senate

- Other OPs that didn't directly affect Faculty forwarded on
 - Fixed fuzzy language in OP 70.02
 - Holding another group of OPs for consideration
- **Academic Programs Committee – Vice President Litsey**
 - 2 areas of exploration vis-à-vis Professors of Practice
 - Edits of 32.17 done in November
 - Representation for Professors of Practice
 - 1 meeting already, brought in Professors of Practice
 - Will have report in March/April
- **New Business 3:55**
 - **Nominations Committee – Senator Kalenkoski**
 - President: Barenberg
 - VP: Blum, Skidmore, Stetson
 - Secretary: Boren, Jai
 - **Administrator Evaluation Survey – President Wilde**
 - Ask committee to explore revising OP 30.15 to make results of survey required part of annual review for administrators
- **Announcements 4:00**
 - **Camille Thomas, Library**
 - Open Education Week March 5-9
 - Open textbooks
 - Flyers to distribute
- **Adjournment 4:05**
 - Motion Senator Gring, Second Senator Bucy