

Faculty Senate Minutes
March 21, 2018 #356

Senators Present Were: Pease, Verble, Zugay, Al-Hmoud, Barenberg, Brittsan, Ireland, Johnson, Lavigne, Legacey, Mayer, Mosher, Pare, Singh, Skidmore, Thacker, Thompson, Wilde, Romi, Matteson, Siwatu, Karp, Zuo, Hodes, Blum, Jai, Kalenkoski, Weiser, Cochran, Henry, King, Litsey, McEniry, Bucy, Keene, Langford, Flueckiger, Meek, CM Smith, Stetson and Wascoe-Hays.

Senators Excused Were: Boren, Sharma, Zook, Calkins, Couch, Jonsson, Juan, Kaye, McChesney, Rice, Rider, Williams, Zdenek, Dass, Crews, Fedler, Hernandez, Nejat, Ivey, Gring and Strieder.

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

- **Discussion of minutes, Meeting #355 – 3:16pm**
 - Motion to adopt minutes Sen. Kalenkoski, Sen. Lavigne seconded.

- **Introduction of Guests – 3:18pm**
 - **Guests were:** Provost Michael Galyean, Senior Vice Provost Rob Stewart, Jean Pearson Scott-Ombudsperson, Elizabeth Sharp-Interim Vice President for Diversity, Equity and Inclusion, Wendy Humphrey-Gender Equity Council, Casside Street-IRB liaison, Melanie Hart-Vice Provost, Justin Louder-Associate Vice Provost, Darryl James-Vice Provost, , and Parliamentarian Ramkumar.

- **Introduction of New Senators- - 3:19**
 - **Newly elected Senators who will start in September were:** Stephen Bayne, Matthew Barnes, Sterling Shumway and Kirsten Cook.

- **Speakers – 3:20pm**
 - Melanie Hart-Vice Provost, Justin Louder-Associate Vice Provost, Darryl James-Vice Provost
 - discussing concerns and questions about policy changes for adding TAs/instructors in Blackboard.
 - Policy changed in the fall because had a case of a TA able to access private information
 - made a quick decision and security to eliminate FERPA violations: removed access to add instructors/TA for faculty in the fall
 - discovered other issues, for example students getting TA access or non-accredited instructors listed as teaching staff
 - created a process to add people via email to blackboard team – check FERPA training, appropriate accreditation, proper appointments
 - Hope to have a form to automate this and find some middle ground

Question Senator Karp: I was among the people who didn't remember the fall email, had trouble having student graders. Very inconvenient to not be able to give the student greater access on blackboard.

Answer Associate Vice Provost Louder: The staff person in charge of this has not had an easy time.

Answer Vice Provost James: SACSCOC requires that an instructor have a terminal degree or 18 graduate hours. A student can be a grader only if completely supervised. We had some cases of people with BAs/MAs teaching at the graduate level.

Answer Associate Vice Provost Louder: Please email me directly to figure out the FERPA training issue.

Question Senator Zook: If this problem was discovered last year, why hasn't it been resolved?

Answer Associate Vice Provost Louder: The problem is with Banner as well, and we are waiting for them to fix it. We do have a form and development that we hope to roll out for fall.

Question Senator Al-Hmoud: Can we get the TA's to take FERPA training during orientation so that we don't have to wait?

Answer Vice Provost Hart: Some departments do this already, there is no issue with that.

- Elizabeth Sharp-Interim Vice President for Diversity, Equity and Inclusion
 - currently discussing concerns about recruiting talented and diverse faculty
 - discussing OP 32.16 on faculty recruitment procedures – is there other feedback we should be looking for?
 - Looking at procedures and requirements, for example extra language and job descriptions, training or search committees

Question Senator Flueckiger: how is diversity defined?

Answer VP Sharp: there are different ideas, we are leaving that definition open.

Question Senator Romi: can we follow the example of other universities?

Answer VP Sharp: we are leaving it to the departments to figure out what's best for your own discipline. By the way, I want to remind everyone that we are now members of the National Center for Faculty Development and Diversity, there are many resources that you can take advantage of.

Question President Wilde: I've heard that there is interest in requiring diverse representation in search committees.

Answer VP Sharp: We are having preliminary discussions about this. It's not in the OP. Are also looking at training for search committee members. Another possibility is having diversity points of contact in the colleges, who could help with the search process.

- **Old Business – 3:40**
 - **President Wilde: third year review draft OP is circulating.**
- **Committee Reports – 3:41**
 - **Campus Climate Committee– Senator Skidmore**
 - Mission statement went out with minutes.
 - Various initiatives:
 - Faculty workload survey
 - Assessing website, especially Title IX
 - LGBT concerns: gender neutral language (freshman->first-year), gender neutral bathroom in SUB
 - **Academic Programs Committee – Vice President Litsey**
 - Discuss two issues: revised language for 32.17, representation for Professors of Practice
 - Will vote on both at next meeting
 - President Wilde: Will call a vote in April to amend the bylaws, to clarify representation for non-tenure stream faculty, and to make the Campus Climate Committee a standing committee.
 - **Faculty Status and Welfare – Senator Cochran**
 - OP 32.19 - no action at this time – others are discussing
 - OP 32.05 – recommend accepting, except following language for in section 1.a as follows: "a. The university operates under a philosophy that emphasizes the importance of ensuring the rights of its faculty. Both personnel and operating policies are formulated in order to assist administrators and faculty in working harmoniously toward the collective goals and objectives set forth by the Board of Regents. When Consistent with Texas Education Code Sec. 51.960, when a situation arises that results in a grievance by an individual faculty member, efforts will be made to determine the facts surrounding that grievance and to respond appropriately and justly."
 - Senate approves OP 32.05 with amended language unanimously
 - OP 72.10 – no action needed, no substantive changes
 - Holding another group of OPs for consideration in April/May
- **New Business 3:50**
 - **2018-19 Officer Elections**
 - Candidate speeches
 - Results: Secretary: Boren; VP: Skidmore; President Barenberg

- **President Wilde** -concerns about faculty research requirements in one college – refer to Study Committee A
- **Liason Reports 3:55**
 - **eLearning Committee – Senator Johnson**
 - re: Blackboard issues, not much to add about the to what was already said
 - every month throughout the year it's been described as a minor issue, but then suddenly was described as catastrophic
 - not optimistic that fixes will help much – faculty should remain concerned
- **Announcements 4:10**
 - **Wendy Humphrey, Gender Equity Council**
 - We make recommendations to president on how the University can be more inclusive
 - Work with other committees across campus, including Senate Campus Climate Committee
 - Opportunity to nominate faculty, staff, administrators for President's Excellence in Diversity and Inclusiveness Award
 - Nominations due April 6, announced April 24
 - **President Wilde – Update on Faculty Success Task Force**
 - Nearing end of first year
 - Discussing alternative paths to full professor: "scholarship of engagement"

Question Senator Pare: Does this mean an alternative track for promotion not based on research?

Answer President Wilde: This is still scholarship, just not traditional (e.g., scholarship of teaching). Michigan State is a possible model.

- **Parliamentarian Ramkumar**
 - AAUP meets Monday at 3 PM in Provost's Conference Room
- **Adjournment 4:15**