

Meeting Minutes: Faculty Senate Meeting

Date: September 19, 2024 **Location:** Hybrid (Zoom and in-person) **Time:** 3:20 – 4:10pm

1. Call to Order

- The meeting was called to order by President Jack Zibluk at 3:20pm.

2. Approval of Previous Meeting Minutes

- **Minutes for Approval:** Approval of the minutes from the August 22 meeting, with amendments.
- **Amendments Discussed:** Corrections included clarifying the wording of the motion to seat three critical committees. It now reads, “the motion was amended and passed as amended.” Additionally, two misspelled names were corrected.
- **Motion:** A motion to approve the minutes as amended was proposed.
- **Outcome:**
 - No objections were raised in person or through the Zoom chat.
 - The minutes were accepted by acclamation.

3. Committee Reports

- **Executive Committee Report:**
 - The committee has been working on finalizing committee assignments. The input from the executive committee was acknowledged in collecting applications and making adjustments.
 - **Committee List:** The finalized list of committee assignments has been published on the Faculty Senate website and is considered a “living document,” subject to change as faculty members join or leave.
 - **Motion:** A motion to accept the committee list as published was made.
 - **Discussion:**
 - Clarification was provided on the process for making future changes to committee assignments.
 - **Vote:**

- A vote was held, resulting in 31 votes in favor, 0 nays, and 4 abstentions.
- The motion passed, and the committee list was accepted.

4. Faculty Awards Committee Report (Presented by Rachel Fleming)

- **Background:** The Faculty Awards Committee was charged with moving university-wide faculty awards into the faculty governance structure, a process that was delayed by the pandemic.
- **Current Work:** The committee drafted a new slate of 14 awards across four categories: Teaching, Research, Service, and Mentoring. The awards aim to be inclusive across disciplines and ranks.
- **Details of Awards:**
 - **Teaching Awards:** Five awards, including lifetime achievement (for over 15 years of service), tenured/tenure-track, non-tenure-track, and adjunct faculty categories.
 - **Research Awards:** Four awards, similarly structured to the teaching awards.
 - **Service Awards:** Four awards, also following the same categories.
 - **Mentoring Award:** A single award recognizing outstanding mentoring efforts across all disciplines.
- **Nomination Process:** The committee is working with Academic Affairs to streamline the nomination process, aiming for ease of use for nominators, nominees, and reviewers.
- **Sample Review Rubric:** A broad review rubric was shared to ensure inclusivity across various disciplines.
- **Next Steps:** A review period will be held to gather feedback from faculty, with a formal motion to approve the awards to be presented next month.
- **Discussion:**
 - Clarified that the new awards will replace previous awards that have not been offered since 2019.
 - Addressed questions about the nomination process and how it will be distinct from college-level awards.

- **Acknowledgements:** Special thanks were extended to the Provost's Office, committee members, and Dr. Jamie Harvey for their leadership.

5. Reports from University Leadership

- **Chancellor's Report (Steve Angle):**
 - **Enrollment and Financials:** Celebrated record enrollment of 11,834 students and a record year for gifts (\$60.1 million). Mentioned new grants, including a \$3.5 million gift for a Healthcare Analytics Center.
 - **Gratitude:** Expressed appreciation for faculty and staff efforts, emphasizing their role in making the university successful.
 - **Questions:** No new questions were raised following the Chancellor's report.
- **Provost's Report (Jerold Hale):**
 - **Election Programming:** Outlined plans for campus programming around the upcoming election to ensure civil discourse and prepare for the potential aftermath. Events include discussions on having difficult conversations, understanding electoral processes, and a post-election analysis.
 - **Faculty Workload Policy:** A draft workload policy is under development and will be shared with the Council of Academic Department Heads (CAD) and Faculty Senate for feedback, aiming for implementation before Fall 2025 course scheduling.
 - **Academic Affairs Reorganization:** Explained the restructuring into three units—Undergraduate Affairs (led by Vice Provost Shewanee Howard Baptiste), Graduate Affairs (led by Dean Ethan Carver), and Faculty Affairs (led by Vice Provost Lauren Ingraham). Additional duties have been redistributed among leadership.
 - **CEC Dean Search:** Preliminary discussions have begun, with more details expected by the October Faculty Senate meeting.
 - **Acknowledgement of Milestones:** Congratulated faculty and staff who celebrated employment milestones at the recent luncheon.
 - **Discussion:** Questions about the workload policy timeline were addressed, emphasizing the need for a collaborative process.

6. Budget Report (Brent Goldberg):

- **Fiscal Year End Update:** The university will close the fiscal year in a positive position despite tighter margins due to increased costs.
- **Upcoming Budget Process:** Budget input sessions will be more targeted this year, aiming for greater engagement. A focus will be placed on strategic planning for growth through 2030.
- **Voluntary Retirement Incentive Plan:**
 - A new retirement incentive plan is pending approval from the Board of Trustees, with details to be shared by the end of October.
 - **Eligibility:** Open to all employees meeting certain criteria (years of service, retirement eligibility). Exact criteria to be released once approved.
 - **Incentive Structure:** Similar to the 2019-2020 plan, with an incentive equivalent to six months of salary.
- **Discussion:** Addressed faculty concerns about the reasons behind offering the plan and its strategic importance for managing budget adjustments.

7. Open Forum for Faculty Concerns

- **Retirement Incentive Plan Concerns:**
 - Clarified eligibility for lecturers and non-tenure-track faculty.
 - Addressed questions on the plan's structure and rationale, noting the intention to use it as a strategic tool for budget management.
- **Other Concerns:** No additional concerns were raised in person or online.

8. Announcements and Adjournment

- **Upcoming Events:** Reminders about upcoming faculty events and deadlines.
 - **Next Meeting:** Scheduled for October 17, 2024.
 - **Adjournment:**
 - Motion to adjourn was made by Daryl Walsh and seconded by Hamdy Ibrahim.
 - Vote held through Zoom chat with majority in favor.
 - The meeting was adjourned at 4:10pm.
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Prepared by: Sarah Einstein, Faculty Senate Secretary

Date of Preparation: October 11, 2024