

Faculty Senate Business Meeting Minutes – February 24, 2025

Meeting called to order at 3:35pm

Present: Michael Allen, Megan Atkinson, Ciana Bowhay, Scott Christen, Melissa Comer, Kristine Craven, Mark Creter, Jerry Gannod, Rene Grimes, Syed Hasan, Amy Hill, Colin Hill, Alfred Kalyanapu, Christy Killman, Matthew Langford, Richard Le Borne, Jeannette Luna, Jennifer Mabry, Twanelle Majors, Holly Mills, Michael Nattrass, Linda Null, Brian O'Connor, Olorunfemi Ojo, Hyewon Park, Yi Peng, Mustafa Rajabali, Steven Seiler, Lee Ann Shipley, Sandi Smith-Andrews, Leslie Suters, Dennis Tennant, Thomas Timmerman, Kristen Trent, Kyle Turner, Hannah Upole, Lenly Weathers, Brenda Wilson, Kexin Xu

Absent: Teddy Burch, Wei Chang, Yun Ding, Andrew Donadio, Josh Field, Mary Lou Fornehed, Melissa Geist, Krystal Kennedy, Ann Manginelli, David Mann, Amber Spears

Guests: Claire Myers, Lisa Zagumny, Kimberly Winkle

1. Approval of agenda
 - a. Motion by Smith-Andrews. Second by Nattrass.
 - b. No discussion. Motion passed
2. Selection of Board of Trustees Faculty Representative.
 - a. Senator Michael Allen was the only nominee for the position. Nominations were closed. After brief remarks from Senator Allen, a secret vote was held. Senator Allen was unanimously selected to be the next faculty representative.
3. Update from the team reviewing Policies 205 and 206. Dr. Lisa Zagumny and Dr. Kimberly Winkle.
 - a. 16-member committee split into two groups, with one group reviewing 205 and one group reviewing 206. Two-three people working on each section. Goal was to have the policies mirror each other and be clear and easier to follow. The 16-member group met numerous times and individual teams met in between regular meetings. Today is the first official Faculty Senate reading of the policies.
 - b. Discussion: Clarification of difference between lecturer/instructor and tenure
 - i. Across campus there are 17 tenured instructors at the instructor, senior, and master levels. Instructors with tenure are allowed to participate in the tenure process, and they are allowed to participate in the promotion process if their rank is higher than the person going up for promotion. Important to have representation of those instructors in policy so they can participate in the process.
 - ii. New instructors – one-year appointment; lecturers – three-year appointment. Tend not to tenure those positions anymore.
 - c. Discussion: Representation of appeals process in policy vs. procedures

- i. Trying to separate policy from procedure. All still open for conversation and revision. Procedures are still being worked on, but that can be shared if anyone wants to see what is in procedures/appeals section.
 - ii. Faculty Affairs Committee will handle appeals.
 - iii. Timing of appeals was also considered, particularly during summer.
 - d. Discussion: How changes were documented throughout the process
 - i. Individual groups started with track changes. Would be difficult to follow with the level of clean-up, organization, making both policies consistent. The PowerPoint that was presented outlines changes, and we can put together a summary of substantive change as well.
 - e. Discussion: Consideration of how policy will stand up against potential cases.
 - i. There has been lots of conversation about how potential cases might play out, from multiple disciplines. Multiple examples discussed.
 - ii. Every college and all ranks represented.
 - iii. Clear language needed concerning how chairs are handled when going through promotion.
 - f. Discussion: Who can participate in voting on promotion/hiring decisions. Clear and direct language needed, particularly when evaluating someone outside the area of expertise.
 - i. Departmental peers are defined in policy, but promotion committees have to go outside the department or unit when there are not enough individuals at the level or above. We can make edits to clarify and can also take back to committee for further consideration.
 - ii. There is a need for policies and/or procedures to help guide departmental efforts, with application on a case-by-case basis.
 - g. Discussion: The importance of clear definitions with regard to research, creative activity, and scholarship.
 - i. Clarification in policy that research and creative activity are inquiry based and precede scholarship, which is dissemination of research/creative activity.
 - h. Thank you to the committee for incorporating feedback and making the appeals process consistent.
 - i. Document is on Teams and will be open for one week. Senators can submit editorial and other changes with Track Changes on that document to be compiled and forwarded to the committee.
- 4. Reactions to the previous Senate meeting with the Provost, takeaways and impressions
 - a. Discussion about timeframe considered when going up for promotion – assistant to associate, associate to full – most recent five years or cumulative? Assistant to associate – five years because of the time limitation for promotion. Associate to full – the CV as a whole because a faculty member is continually adding to their resume/portfolio. Departments may add additional policies on promotion.

- b. Discussion about Dr. Deiter lawsuit. Senators pointed out that judge ruled in favor, awarding Dr. Deiter promotion, back pay, and legal fees. No punitive damages. Would be helpful to ask the same questions of the president as were asked of the provost to get a better sense of how he handles promotion dossiers.
 - c. Salary inversions of new hires high on the provost's priority list. Communication between provost and deans/chairs is important to preventing/solving inversion problems.
 - d. Issue with faculty hire in a specific department where process was completely stopped. Is this a provost question? More information needs to be gathered.
- 5. Update from Faculty Senate President: Executive orders that affect higher education.
 - a. Diversity – The state implemented some of what we are seeing now in executive orders. Currently looking over web pages, etc. to make sure language is in line. No violations of executive order here.
 - b. Grants – Some grant activities have been paused because of wording but should be cleared after that's taken care of.
- 6. Such Other Matters.
 - a. Faculty advisor for Roteract Club needed. If interested contact Senator Smith-Andrews.

Motion to adjourn by Smith-Andrews. Second by Christen. Meeting adjourned at 5:20pm.

Calendar Reminders:

Breakfast with BoT – March 6th, 2025 - 7am

Senator meeting dates (business and other) can be found here: [Faculty Senate Meeting Dates for 2024.docx](#)