

Faculty Senate Minutes
Friday, September 5, 2014
UC206

Meeting called to order: 3:00

Present: Peggy Shields, Cindy DeLoney-Marino, Shannon Pritchard (for Jessica Garcés Jensen), Joanne Artz, Rex Strange, Tony Maria, Mary Kay Arvin (for Ethel Elkins), Jason Fertig, Rob Millard-Mendez, Marilyn Ostendorf, Gabriela Mustata Wilson, Ron Rochon, Shelly Blunt, Brett Long (for Jennifer Williams)

- 1. Approval of minutes from August 20, 2014:** Rex Strange made the motion; Joanne Artz seconded. Approved with one abstention.

- 2. Report from Jason Fertig, Faculty Senate Chair:** Jason reported that he had recently attended three meetings as Faculty Senate Chair:
 - 50th Anniversary Committee – the Varsity Club is working on a cookbook; the USI logo will appear with a 50 behind it to mark the occasion.
 - Enrollment Management Committee – breakout groups are developing strategies for increasing enrollment, with guidance from Noel Levitz and results from last spring's SWOT analyses.
 - Board of Trustees meeting.

- 3. Promotion and Tenure:** Jason met with Ron Rochon to discuss the initiative to review and revise the promotion and tenure process - Faculty Senate and the Provost's Office need to work together toward making a positive change.
 - Gabriella reports that feedback from Health Professions indicates that most are in favor of P&T decisions at the college level. Included in the feedback is a long list of recommendations.
 - Marilyn suggested that a member from an outside college on each college committee might be a good idea.
 - Tony suggested separating the questions of how to evaluate the P&T process and what to do with the existing University Promotions Committee to possibly facilitate resolution of the former question.
 - Peggy asked for clarification of the goal of the proposed P&T assessment committee.
 - Ron Rochon mentioned that he has seen complications stemming from a centralized university committee (i.e. the University Promotions Committee) weighing in on P&T decisions. He would be happy to see the University Promotions Committee disbanded, but has no intention of interfering with faculty governance. The proposed P&T committee will evaluate the P&T process and will recommend how to best revise the process so that it is focused at the college level and is consistent between the colleges. The committee will report to Faculty Senate.
 - Brett mentioned that the University Promotions Committee offers transparency that is University-wide.
 - Tony said that he thought that the University Promotions Committee was intended for overview to maintain fairness, and was not meant to weigh in on evaluations of

scholarship from different colleges. Dr. Rochon stated that the University Promotions Committee has been evaluating materials.

- Brett asked for suggestions on how to staff the proposed committee, and suggested that this issue lies within the province of the Faculty Affairs Committee. Dr. Rochon stated that the Faculty Affairs committee is not large or diverse enough, and that he thinks members should be tenured (perhaps a forum can be supplied in which non-tenured faculty can have a voice). The committee should be composed of two faculty from each college, plus a University dean.
- Cindy asked if the dean will be a voting member or ex officio. Dr. Rochon said that is up to Faculty Senate.
- Gabriella asked if clinical-track faculty could participate. Dr. Rochon said yes, if promoted.
- Rob suggested that someone from the University Promotions Committee would be appropriate. Ernie Hall is a good candidate.
- Cindy made a motion to form a Faculty Senate committee to evaluate the P&T process, consisting of two faculty from each College (Assoc. or Full Professors), one ex officio dean (to be selected by Ron Rochon), and one ex officio department chair (to be selected by the chairs). Ernie Hall will be one of the two faculty from the College of Business. Rex seconded the motion, pointing out that this motion is really a slightly modified form of the motion made by Jennifer Williams at the prior meeting (changing required Assoc. and Full to Assoc. or Full Professors). The motion was unanimously approved.
- Ron Rochon suggested that he and Jason could draft a charge to this P&T committee for us to review at the next meeting. Peggy stressed that we should have names in hand by the next meeting in order to get this committee up and running.

4. Three-week early alert mandate:

- Cindy voiced concern about the practicality and value of mandatory grades at the end of week 3. Ron Rochon responded, describing the new mandate as an effort to improve retention and enrollment.
- Peggy suggested that we charge the Student Affairs Committee to look at how such an early warning initiative might be best implemented.
- Jason suggested that grades of Satisfactory or Unsatisfactory should suffice at such an early point in the semester.
- Jason made a motion to charge the Student Affairs Committee to investigate the best practices for early reporting. The motion was seconded by Cindy, and unanimously approved.

5. Election of Faculty Senate Vice-Chair:

- Rex said that he is willing to serve as Vice-Chair, but as his term will end this year, there is no guarantee that he will be a Senate member next year.
- Cindy nominated Rex for the Vice-Chair of Faculty Senate position. Marilyn seconded, and approval was unanimous.

6. Closing comments:

- Jason reminded us that we need to liaise with subcommittees. He will email us a list of subcommittees and designated Faculty Senate liaisons.

- Marilyn made a motion to close the meeting. Rob seconded.

Meeting was adjourned: 4:55.

Respectfully submitted by: T. Maria