

Faculty Senate Meeting Minutes

February 10, 2025

Room 2214

5:30 pm

Call to Order: – Holly Martin – 5:30 pm

Roll Call:

Attending: Holly Martin (Chair), Heather Carter Joel Farkas (ACF rep, secretary), Craig Griffin, Mary Beth Hunt, Lauri Reidmiller (Vice-Chair), Doug Rhodes, Greg Hill, Andrew Walker (BOG rep)

Absent: Lee Brown, Elizabeth Knick (Staff Council Representative)

Approval of minutes from January 10, 2025, Senate Meeting

The minutes of the previous meeting were approved as distributed, without objection.

Updates:

BOG Representative - Andrew Walker

Discussed President Jackson's annual review. Stated that overall, it was positive but that she needed to delegate more.

ACF Representative- Joel Farkas

Discussed different bills being proposed in the legislature, including bills targeting diversity, equity, and inclusion.

Discussed the Great Teachers Seminar that will occur in June 2025. Each institution can send two faculty.

Open Educational Resources (OER) round nine will be announced soon.

Old Business

- Holly Martin and Andrew Walker discussed our resolution to update the pay scale, Faculty Resolution 2025-1, every year. Administration was concerned that pay will spiral out of control.
It was asked what happens with staff raises. Doug Rhodes, who was previously IT staff, said he went 6 years without a raise, and then got a big raise due to a state scale adjustment. This concerns Answer Book policy IV-15.
- There was ongoing discussion on the proposal for release time/stipend for additional/unusual work form. Andrew Walker said there is an answer book policy about overloads and extra projects. May possibly add lines for the dean and VP to sign off on requests.

- End-of-the-semester student course evaluation were discussed. Kyle Lancaster indicated that rates were about 17.4% in Fall 2023, 29.9% in Spring 2024, and 35.6%.
- Had ongoing discussion about calculating lab contact hours, particularly for nursing simulation faculty, English faculty, and Education field courses (Education lab course – 1 contact hour for a 3.5-hour class).
- Supplemental/summer/overload contracts; summer contracts - teaching and committee responsibilities for 9-month faculty and adjunct faculty pay was tabled for a future meeting. Greg Hill is discussing this with Alice Harris and will report out at the next meeting.
- ACF and BOG elections will take place in April. Senators should announce this at their division meetings.
- Discussion took place on the new Faculty Annual Evaluation form; new Tenure process; new multi-year contract process. Faculty did not understand SMART Goals and need training. The training and normalization session for the deans did not happen. It's likely that each dean had different expectations for this review round. Allot one day during the January in-service week to work on review.

New Items

- A discussion about the lack of course evaluations for dual credit classes took place.
- Discussion on employees who are eligible for tenure took place. Dr. Lancaster had asked this at a recent meeting with Holly Martin and Andrew Walker. It seems that certain staff and administrators who teach part time are interested. Senate checked HEPC Series 9 – Sections 3.9-3.12 for clarification, and staff/administrators are not. Senate thought that tenure should be reserved for full-time faculty members and not for administrators or administrators who teach some classes. It was also suggested that this should be clarified in the Answer Book, possibly policy IV-8.

Comments/Announcements from senators and/or attendees

- It was asked when tenure appointments and multi-year term appointments would be announced for the upcoming year.

- Faculty would like to see a change in In-service Week. They would like to see more time for work sessions and annual reviews. Some people want larger blocks of work time and less fragmentation.
- Some senators would like to see a list of policies that were updated but did not have to go through the formal process.
It was discussed that answer book policies don't need to go through a process for change, so there have been many "quiet updates."
- Some faculty suggested that Deans should be evaluated by their faculty. It was stated that this is in an answer book policy.
- A discussion occurred concerning course updates to classes going through curriculum but not from the faculty. Some of these updates are being uploaded in the curriculum portal by coordinators but are not being discussed with the faculty who teach these courses.
Doug Rhodes said this may be part of an ongoing push to offer corporate partnered trainings and certifications.

Upcoming Meetings

Monday, March 10 - 5:30-7:30 pm – Room 2214

Adjournment – Holly Martin – 7:11 pm

Minutes submitted by Joel Farkas, Secretary, and Holly Martin, Chair