

Faculty Senate Meeting Minutes

March 10, 2025

Room 2214

5:30 pm

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

Roll Call:

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

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

Approval of minutes from February 10, 2025, Senate Meeting

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

Updates:

BOG Representative - Andrew Walker

Discussed that the agenda for the upcoming meeting that will occur next week had not been published yet. Anticipated discussion of President Jackson's evaluation and the replacement of Board President Joe Oliverio on the Board of Governors (BOG).

ACF Representative- Joel Farkas

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

Old Business

- Faculty Resolution 2025-1 - Resolution on salary updates. BOG will review salary every year in executive committee. Andrew asked if that can be put into answer book policy 4-13. They said they will report to senate. Budget process starts in January and finishes by April/May. Would be final at contract signing.
- Proposal for release time/stipend for additional/unusual work – Dr. Lancaster (Vice President for Academic Affairs – VPAA) said sent it out to the deans. President Jackson said no to stipends or additional pay, but for release time, it looks like it will go through.
- Dr. Lancaster is still reviewing lab contact hours.
- Dr. Jackson is working with Mary Bentz, HR, on new faculty/adjunct mentoring.

- The proposed timing of dispersal of contracts is the first week of August.
- The ACF and BOG election will take place in April 2025. The proposed timing is to have names in by April 14, 2025, and for the election to take place the week of April 21, 2025.

Discussed proposed updates and changes to Senate Bylaws. These included to add ACF/BOG timing of elections for clarification – Article III. Elections. A motion was made by Jami Casenelli to accept Joel Farkas’s revision to senate bylaws, clarifying timing of ACF/BOG elections. Craig Giffin seconded the motion. The motion passed. Andrew Walker suggested that we vote on this at the same time as the ACF/BOG ballot process. The change will go to the full faculty for a vote.

- It was also discussed to change the wording concerning the Faculty Handbook - Article V. Section 6. This change would allow the administration to make necessary changes and updates to the Faculty Handbook to ensure that it stays up to date with the most current policies and procedures. Faculty Senate would periodically review the Faculty Handbook.

Joel Farkas motioned to make the change. Lauri Reidmiller seconded the motion. The motion passed. The change will go to the full faculty for a vote.

- Discussed new Faculty Annual Evaluation form. The following topics were discussed:
 - The ability to revise after submission, especially since this was a new form and some faculty were able to do this, while some were prevented from resubmitting. This should be discussed with Dr. Lancaster. Some senators felt that there should be a grace period for faculty to rewrite.
 - The importance of norming the rubric among division deans.
 - Training on SMART Goals and the expectations of the administration for these goals.
 - Senate would like to see data on how many people met, exceeded expectations by division.
 - Senate would like to see how many people got multi-year contracts.
 - How to help faculty keep track of items throughout the year to put on the annual review.
 - To work on questions for a faculty survey of the new evaluation.
 - Allow faculty one day during in-service week in January to work on the annual review.

- A discussion on supplemental/summer/overload contracts; summer contracts - teaching and committee responsibilities for 9-month faculty was tabled for an upcoming meeting.
- A discussion of end-of-the-semester student course evaluation and how to increase the number of responses was tabled.

New Items

- Trainings for the new faculty evaluation form were discussed, primarily focusing on how to write SMART Goals.
- Answer Book policy: IV-8-XI-B concerning Multiyear Appointments was discussed. One of the Division Deans discussed confusion with the wording. Joel Farkas suggested to change the criteria to 'must exceed in at least one category'. Andrew Walker suggested awarding it to everyone. Discussion tabled pending revision.

Comments/Announcements from senators and/or attendees

- Senate discussed dean evaluations. It was mentioned that it should be every year, according to the answer book. Holly will bring up with President Jackson.
- Some faculty did not like that the previous March 2025 assessment day was separated into division rather than as a whole faculty. Some faculty had to bear a large burden for their divisions. It was discussed whether these assessment days are helpful and provide anything meaningful. What is the goal of these meetings?

Upcoming Meetings

Monday, April 14 - 5:30-7:30 pm – Room 2214

Adjournment – Holly Martin

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