

# **Faculty Senate Meeting Minutes**

April 14, 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)

Visitors: Alicia Beeson

## **Approval of minutes from March 10, 2025 Senate Meeting**

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

## **Updates:**

### **BOG Representative - Andrew Walker**

Discussed upcoming Board of Governors (BOG) Meeting scheduled to occur this week. Several Answer Book Policies were changed by the administration, including Policy A-34. Walker anticipated discussion of these changes at the Board meeting.

Discussion occurred about changes to Policy A-34 that involved removing certain language, like “affirmative action,” “gender identity,” and “sexual orientation.” Senators and visitor Alicia Beeson discussed responses by the faculty. Faculty were encouraged to submit feedback on the proposed Answer Book policy changes by the deadline .

Walker also discussed the removal of voting rights for the faculty, staff, and student representatives on the BOG.

### **ACF Representative- Joel Farkas**

Also discussed language changes that were occurring across the state in policy changes. Planned to ask HEPC/ACF about the legality of inclusive non-discrimination language.

Also discussed changes to voting rights for the faculty, staff, and student representatives on Board of Governors.

## **Old Business**

- Faculty Resolution 2025-1 – amended wording in Answer Book IV-15-B – Resolution says that administrators will examine employee salaries annually to determine if inflationary adjustments are appropriate.
- Discussed statement from Dr. Jackson concerning raises that occur when a faculty member is given a promotional raise and when the state increases employee salaries. The statement says that a faculty member will receive both raises. Dr. Jackson said that this is the current practice.
- Lab contact hours - English faculty will have an increase of 0.75 to 1.0 contact hour for every hour spent in lab as seen with other labs in the Arts & Sciences division. This will begin for English faculty in the fall 2025 semester. Martin mentioned that this has been a decades-long discussion. Nursing simulation and other program courses, such as Education field placement do not currently use this same calculation. Nursing simulation will continue at 0.75 contact hours. Ed field placement is 1 contact hour for a 3-hour session. Martin said this is an ongoing discussion with the Vice President of Academic Affairs (VPAA).
- ACF and BOG elections will take place in April. The proposed timing is to have names in by April 21, 2025. The election will take place the week of April 28, 2025.
- From a previous meeting with President Jackson, Martin learned that the number of faculty on multi-year appointments is seven. Dr. Jackson said this is likely to change in May when letters are sent to faculty.
- Faculty Senate is seeking feedback on the new Faculty Annual Evaluation form. Faculty Senate plans to send a survey to all full-time faculty members to provide feedback on the form. Faculty learned that the Deans did not norm the rubrics among the divisions prior to using them in January. Walker and Martin will meet with the Deans on April 28 to discuss the evaluation process and receive feedback. The Senate also discussed possible trainings for the upcoming year for faculty, such as how to write Smart Goals.

## **New Items**

- Faculty Senate will meet the second Monday each month at 5:30 pm in the Fall 2025 semester, Room TBA.
- Laurie Reidmiller volunteered to attend the Academic Affairs Council (AAC) meeting in the fall semester.

- Faculty will switch to BlackBoard Ultra by Fall 2026 semester. Early adopters will make the transition Fall 2025.

**Comments/Announcements from senators and/or attendees**

- Doug Rhodes discussed BOG B-27 policy concerning work scheduling policy and lack of clarity on the definition of “full time employee.” Discussion entailed seeking clarification on this matter.

**Upcoming Meetings**

August 2025 – meeting days and location TBA

**Adjournment** – Holly Martin

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