

Faculty Senate Meeting

September 15, 2023

Room 1321, 8:00 am

Call to Order: – Holly Martin

Roll Call:

In person Holly Martin (Chair), Doug Rhodes (Vice-Chair), Pearly Brown, Christi Calvert, Joel Farkas (ACF), Craig Giffin, Elizabeth Knick (Staff), Kyle Lancaster, Melanie Matheny, Amy Strong, Andrew Walker (BOG)

Zoom Holly Dexter, Jami Casenelli, Joyce Stover (JCC)

Absent Lauri Reidmiller

Guests Kimberlee Legg, Charles Almond

Updates:

ACF Representative- Joel Farkas

It is still early to know all the legislative priorities, but early college funding and artificial intelligence appear to be priorities.

BOG update- Andrew Walker

Received agenda on short notice. Hiring salary policy will go before board. No updates on former OVU campus acquisition.

Annual Faculty Evaluation Process

Kim Legg gave a brief presentation about evaluation, mentioned a book 'Developing a comprehensive faculty evaluation system.' She stated that in order to develop an effective evaluation system, faculty must be included in the process. She described measurement vs evaluation, and the following proposed ratings:

- 1 needs development
- 2 consistently meets expectation
- 3 often exceeds expectations
- 4 sets a new standard

A successful evaluation system must provide meaningful feedback for growth and development, and provide information for personnel decisions.

Kim Legg proposed 3 areas, which will not be equally weighted:

- 1 Teaching effectiveness
 - 1a Adapted instructional development
 - 1b teaching observation by dean or designated observee
- 2 enhancing organization effectiveness and accountability

2a scholarship - subject matter, academic standards, and continuing education
2b college service - committees and initiatives/collaboration
2c academic dean evaluation

3 engaging in community activities

There was limited discussion on the weighting of categories. It was suggested that faculty senate continue the discussion after today.

Tenure Process

There was a brief discussion of the minimum requirements to make a faculty member eligible for tenure, and the process by which tenure would then be awarded. It was discussed that there be a minimum years of service and/or rank, recommendation from the dean and evaluation by the VPAA.

There was some discussion whether tenure should be awarded to current faculty, which could be done immediately, or if current faculty should be placed on a tenure track for a (yet undetermined) time period first.

The issue of whether tenured administrators count in our 20% limit was brought up. It is not clear if administrators are “full-time faculty” as described in Series 9.

Adjournment- Holly Martin

Submitted: Joel Farkas