

Faculty Senate
Meeting Minutes
October 2, 2014
UC 213

Senators in attendance:

Aparna Palmer, Johnny Snyder, Chad Middleton, Dan Schultz-Ela, Gayla Jo Slauson, James Ayers, Anne Bledsoe, Josh Butler, Jack Delmore, Lisa Friel, Megan Glynn, Elizabeth Sharp, Genell Stites, Sarah Swedberg, Laney Wooster, Connor Boe (CMU ASG student representative)

Guests in attendance:

Jennifer Hancock, proxy for TJ Gerlach, Carol Futhey, Academic Affairs; Steve Werman, Academic Affairs; Tim Casey, Social & Behavioral Sciences

Minutes Recorder: Melinda J. Scott

I. CALL TO ORDER

Meeting was called to order by President Aparna Palmer at 3:33pm.
Welcome was extended to Connor Boe, CMU ASG President and new Faculty Senate Student Representative

II. CONSENT AGENDA

Motion: to accept the items on the consent agenda as listed below: (Middleton/Swedberg); motion carried unanimously.

- A. WCCC Curriculum Committee Meeting (9/9/14)
- B. UCC Minutes (9/25/14)
- C. Proposed Changes to Curriculum Manual (9/19/14 & 9/25/14)
- D. GCC Minutes (9/24/14)

Discussion: Verified that Item C above is a single page with two sides marked "Table III-2....AS IS" and "Table III-2...NEW" that represents proposed changes to page 17 of the Curriculum Manual.

III. FACULTY SENATE MINUTES

Motion: to approve the Senate minutes from the previous meeting, September 18, 2014: (Ayers/Butler); motion carried unanimously.

Motion: to move items IV.B and IV.C on today's Faculty Senate Agenda to follow item VI., due to the late arrival of a committee chair for those minutes: (Snyder/Middleton); motion carried unanimously.

IV. STANDING COMMITTEE MINUTES AND REPORTS TO APPROVE

- A. Faculty Success Committee Final Report (2013-2014)
- B. Emeritus Faculty Committee Meeting Minutes (2/17/14)
- C. Distinguished Faculty Award Meeting Minutes(12/3/13)

Motion: to approve the Faculty Success Committee Final Report (2013-2014): (Middleton/Stites); motion carried unanimously.

Discussion: Tim Casey, interim chair of the Faculty Success Committee (FSC), was in attendance to participate in the discussion. It was noted that on page 2 of the report, Faculty Senate support is requested, primarily in the arena of legwork, to solicit faculty ideas and opinions on how processes are going, and to establish and document mentoring programs. Casey spoke about departments sharing “best practices” with regard to mentoring new faculty members to help the committee establish a baseline. Within the Faculty Success Committee there is limited intra-department representation—so shared information (with the assistance of the Faculty Senate) would help improve mentoring programs campus-wide. The FSC is discussing the Penn State model for the exit interview, specifically conducted by a recently retired faculty member. The FSC has also discussed sharing information collected from the Faculty Exit Survey with Human Resources as well as archiving it within Special Collections at Tomlinson Library in an effort to develop an “institutional memory.” Nothing is at the implementation stage yet—looking at a year hence. Such information could provide documentation when lobbying for changes to university policy. Casey responded that it would be possible to analyze data for the Faculty Senate, though at least five years of data would be necessary to determine a bona fide trend. Currently any data available is anecdotal rather than systematic. Question raised about scope of mentoring program: is it just for new faculty members, or does it include faculty members moving from associate to full professorship? Mentoring program could also be very helpful for adjunct faculty navigating the university system, etc.

Casey also brought up the goal of holding a “Faculty Awards Night” by May of 2015. His committee is drafting ideas and would be happy with any input from the faculty at large. Not to rival or replace the Distinguished Faculty Awards, the aim of this awards night is social and inclusive, so that any award ideas could apply to adjunct faculty and instructors as well as full-time faculty—with focus on “fun.” One idea being entertained is a list of nominees presented to the awards audience, and voting occurring at the event using cell phones. Example: “Congenial Award.” The committee will be approaching the Faculty Senate in the future for money to fund the food for the awards night. Any faculty member, whether teaching one class or twelve classes, would be invited. A “Curmudgeon Award” was suggested. Some nominations for awards would be due by January 2015 with votes tallied throughout the semester; some awards would be pre-determined. The awards banquet would serve to recognize the good work that people are doing and offer a cohesive activity for the teaching community.

Motion: to approve the Emeritus Faculty Committee Meeting Minutes (2/17/14): (Snyder/Middleton); motion carried unanimously.

Discussion: It was hoped that Dan Kirby would be available to discuss the meeting minutes for both the Emeritus Faculty Committee and the Distinguished Faculty Award Committee. What are the benefits of emeritus status? A photo on the wall in the University Center? Emeritus faculty no longer have parking privileges. They do have library privileges, a CMU email address, and a luncheon. (Changes have been made to the handbook that specifies the retention of a CMU email address and not “internet access.”) It was mentioned that these benefits apply to all retired faculty. It was suggested that emeriti should get discounts to plays and sporting events. Werman confirmed there is no Rec Center benefit. Parking is especially an issue for emeritus faculty/retired faculty as they may have mobility issues. It is worthwhile for the Ad-hoc Handbook Revision Committee to examine these benefits.

Motion: to approve the Distinguished Faculty Award Meeting Minutes (12/2/13): (Swedberg/Delmore); motion carried unanimously.

Discussion: There is a typo on page 1 in these minutes: “Carol Ann Snyder” should read “Carol Ann Niles.” While the Faculty Senate can't alter the minutes, the typo is duly noted.

The Distinguished Faculty Award Committee (DFAC) has proposed to the Faculty Senate in past that more categories be added. This has been discussed by the Executive Committee, though no resolution has been reached.

Swedberg considered it important that faculty members be recognized at different stages of their careers. Middleton mentioned additional issues discussed by the Executive Committee: Is the award money divvied up (with the addition of categories?), or does it serve to provide “incentive” to a single individual? With a limited number of nominees eligible in a particular category (ex.: WCCC), does it diminish the value of the award?

Building of evidence towards a specific award (annual) was distinguished from an award that recognizes the scope of a career. Perhaps the Faculty Awards that Tim Casey mentioned earlier could recognize faculty achievement over the course of a year. More information is needed before considering multiple awards for Distinguished Faculty.

Categories suggested by the DFAC vary in terms of equity: a WCCC category offers a 1 in 30 chance of garnering an award, whereas a Tenure Track category is a 1 in 250 chance.

Dan Kirby communicated via email to Steven Bradley last year about adding categories to the Distinguished Faculty Award and brought it up again to Aparna Palmer as he got no response from Bradley. It could be added to the agenda for next meeting if senate members want more time to consider the issue.

V. INFORMATIONAL ITEMS (Anne Bledsoe)

[Hand-out provided: “Library services during the building renovation project”]

Highlights:

- As of Monday, 10/6, north-side-only entrance
- The library collection will be in off-site storage—materials available by request
- Multiple storefront locations (included computer access)—TBD (probably UC 213).
169 computers are in Escalante Hall—3rd floor
- Where will library staff be?—TBD
- Online access to resources and services remain the same—interruption of service unclear (Anne Bledsoe will check on this)
- Library instruction still provided—classrooms TBD
- Communication with CMU community—library director coordinating with CMU media relations and CMU marketing; direct questions or concerns to Sylvia Rael
- Faculty input requested; direct questions, concerns, suggestions to Sylvia Rael

VI. NEW ACTION ITEMS

A. Standing Committee Status Report, Johnny Snyder

[Hand-out: “Committees Needing Representatives (T/TT)”]

- Pre-Tenure Committee has been “activated”
Call going out to candidates who want their tenure packets evaluated mid-way through tenure cycle by committee
- Committees Needing Representatives (see hand-out)
- Faculty Success Committee questions for Faculty Senate (see hand-out)
Please answer questions and e-mail to Tim Casey

- > Examples of department cohesion: salon, potluck, end-of-the-year BBQ—life beyond department “house-keeping”
 - > Include any mentorship of adjuncts and instructors
- B. Executive Committee Report, Dan Schultz-Ela
- President Foster absent
 - Distinguished Faculty Awards: issues regarding:
 - > 3 categories of awards, possible with small nomination pool?
 - > Budgeting for separate awards
 - Non-tenure faculty serving on Faculty Senate Standing Committees, sub-committees, and special cases: no easy answers
 - Value Rubric Review in November
- C. Update from Academic Affairs, Carol Futhey
- AAC&U VALUE Rubric Review November 4, 5 & 6, 2-6pm; contact Suzanne Lay or Bette Schans to volunteer
 - Recruitment focus shifting from “facilities” to “student learning” [hand-out provided], presentation to board meeting one week from Monday

VI. ADJOURN

Motion: to adjourn the Faculty Senate meeting of September 18, 2014 (Middleton).

Meeting adjourned at 4:40pm.

Respectfully submitted,
Melinda J. Scott, Minutes Recorder