

**Faculty Senate
Meeting Minutes
April 2, 2015
UC 221**

Senators/Reps in attendance:

Aparna Palmer, Johnny Snyder, Dan Schultz-Ela, Chad Middleton, Elizabeth Sharp, Lisa Friel, Josh Butler, Megan Glynn, TJ Gerlach, Sarah Swedberg, Laney Wooster, Gayla Jo Slauson, James Ayers, Anne Bledsoe

Senators/Reps absent:

Genell Stites, Jack Delmore, Connor Boe

Guests in attendance:

Steve Werman, Academic Affairs; Bill Tiernan, Sabbatical Leave Committee; Don Carpenter, GCC; Erika Jackson, UCC

Minutes Recorder: Melinda J. Scott

I. CALL TO ORDER AND ROLL CALL BY SIGN-IN

Meeting was called to order by President Aparna Palmer at 3:32pm.
Senators were reminded to sign the Roll Call sheet on the clipboard.

II. CONSENT AGENDA

- A. Undergraduate Curriculum Committee Minutes (3.12.15)
- B. WCCC Curriculum Committee Minutes (3.10.15)

**Motion: to accept both items on the Consent Agenda as listed above.
(Swedberg /Ayers); motion carried unanimously.**

III. APPROVE SENATE MINUTES FROM PREVIOUS MEETING (2/19/15)

**Motion: to approve the Faculty Senate Meeting Minutes of March 19, 2015 with the following proposed change: Item VII.B: Replace “adhering to specific instructions,” to “without.”
(Middleton /Butler); motion carried unanimously.**

IV. STANDING COMMITTEE MINUTES TO APPROVE

- A. Sabbatical Leave Committee Minutes (10.19.14)

Discussion: Does selection rubric need to be more specific and less vague? The rubric follows what is in the Professional Personnel Employment Handbook. Tiernan suggested presenting a proposal for Faculty Senate to review before moving forward with any changes to Sabbatical Leave guidelines and selection rubric.

A specific change suggested is to alter submission deadlines so that department heads have materials for leave requests for three weeks and the committee will have the materials for three weeks.

Gerlach notes that a majority of competitive creative writing programs do not issue notice of acceptance until the spring, for either a late spring or late summer/early fall residency. For this reason, there is difficulty coordinating with a fall deadline request for sabbatical leave. Options were offered for working around these incompatible deadlines.

Motion: to approve the Sabbatical Leave Committee Minutes of October 19, 2014. (Ayers/Sharp); motion carried unanimously.

B. Graduate Curriculum Minutes (2.25.15)

Discussion: Re: Item III.C.3 of the curriculum minutes: “MA SLO’s” should be “master’s SLO’s” and “PhD SLO’s” should be “doctoral SLO’s.” On page 4, item number 5: Regarding graduate student learning outcomes for both master’s and doctoral degrees, the issue was raised about the exact meaning of the language “refine the information base of various scholarly resources.” A long discussion ensued, highlighted by demand from the HLC to have defined outcomes and possibilities to modify them in the future.

Motion: to approve the Graduate Curriculum Minutes of February 25, 2015. (Butler/Friel); (Motion never made it to a vote.)

Motion: to amend the previous motion on the floor—to whit—to approve the Graduate Curriculum Minutes of February 25, 2015 separate from the Graduate Student Learning Outcomes (SLO’s) listed therein. (Ayers/Butler); motion carried unanimously.

Motion: to approve the CMU Graduate Student Learning Outcomes (SLO’s) as listed within the Graduate Curriculum Minutes of February 25, 2015. (Middleton/Ayers); motion carried; opposed: Snyder; abstained: Ayers

Motion: to move Item VI.A. New Business to be the next item of discussion. (Snyder/Slauson); motion carried unanimously.

C. Distinguished Faculty & Emeritus Committee Minutes (3.4.15)

Discussion: Question about some packets submitted to the committee that omitted a letter requesting Emeritus status. Snyder will ask committee head whether candidates are e-mailed those instructions in the application sequence.

Motion: to approve the Distinguished Faculty & Emeritus Committee Minutes of March 4, 2015. (Ayers/Middleton); motion carried unanimously.

V. CONTINUING BUSINESS

A. Department Head Comments on Evaluations (Johnny Snyder)
[Hand-out: “Responses to Department Head Query”]

Discussion: A majority (11) of the department head respondents thought that feedback was a good idea. Two department heads were distinctly opposed to receiving formal feedback from faculty. It was suggested that the next step would be to create an ad hoc committee to review the document and propose revisions to the Professional Personnel Employment Handbook (PPEK). The Faculty Senate then reviews/approves these revisions and advises the CMU administration of the proposed changes. Ultimately it would be recommended to the all-campus Handbook Revision Committee for inclusion in the PPEK.

With six weeks left in the term, this document should be generated post-haste. It will most likely be work that continues into fall term.

Motion: to create ad hoc handbook committee to consider the department head feedback document and formulate a proposal for revising the employee handbook. (Butler/Slauson); motion carried unanimously.

B. Full-time Instructors and Service on Standing Committees (Aparna Palmer)

Discussion: At the last meeting, Palmer charged senate members to query full-time instructors in their respective departments regarding a proposal from department heads to consider a bylaw change to allow 0.8 instructors to serve on standing committees. Department heads with small departments are motivated to make this change because of the difficulty they have in currently providing qualified representatives for staffing standing committees. Senators could vote on the issue at hand and if approved, the issue would be put to an all-faculty vote.

A strong majority of full-time faculty members were against this by-law proposal; the meagerness of instructor salaries with regard to accompanying workload was one reason cited for opposition. Other reasons included the small number of committees specifically needing representatives from every department and the .8 faculty's comparative lack of authority, experience, knowledge of the system, and protection. One senator offered that perhaps a commitment to a standing committee position could be revisited after one year. Many faculty members are against compulsory service, but would agree to a voluntary approach to committee service. It was suggested that even using the word "allowed to serve" as opposed to "expected to serve" in the proposal may open the door to faculty feeling coerced to serve. Current .8 job descriptions on campus are inconsistent or ambiguous regarding committee service. At WCCC .8 faculty are required to serve; this requirement is reflected in evaluations. Comments also pointed out that there are now more faculty desiring to serve on committees than there are vacancies and that making .8 faculty available to serve could discourage creation of tenure-track positions.

Motion: to deny approval of the proposal requiring full time instructors to serve on standing committees.

(Ayers/Friel); motion carried unanimously.

VI. NEW BUSINESS

A. Work-Life Balance, Pregnancy, and Motherhood (Sarah Swedberg guest: Erika Jackson)
[Hand-out: "Work-Life Balance Selected Resources and Studies"]

Proposes an ad hoc committee to address work-life balance issues on behalf of the CMU faculty. Specifically, Jackson suggested that the proposed committee develop a database with resources for working parents; e.g., child-care resources.

Discussion: A database of resources for care management of aging parents would also be useful to faculty population. Work-life balance issues would merge well with the Faculty Success Committee.

Motion: to charge the Faculty Success Committee with looking at issues of work-life balance with regard to new parenthood and elder care.

(Swedberg/Ayers); motion carried unanimously.

VII. REPORTS, UPDATES & QUERIES

A. Update from Academic Affairs (Steve Werman)
Leslie Meyers Work-Life balance workshops are now scheduled.
Email will alert faculty to scheduled sessions. Please sign up.

Motion: to move Item VII.C. to the next item of discussion.

(Snyder/Ayers); motion carried unanimously.

Motion: to extend the meeting another five minutes.

(Schultz-Ela/Snyder); motion carried; opposed: Middleton, Sharp

B. Trustee's Report (Gayla Jo Slauson)

[Hand-outs:

“Report from Faculty Trustee to Faculty Senate about the Board meeting March 19, 2015”

“Restoration of Pinon Residence Hall – The Maverick Innovation Center”]

Slauson shared information from the above documents with the senators. Slauson reported that Trustee members have an enthusiastic interest in student athletes, and it would be great to see a similar interest in faculty members. Palmer had generated a presentation to familiarize Trustee members with outstanding faculty members on campus. This presentation was scaled back and instead printed materials with pictures and short bios of outstanding faculty were distributed. The Trustees did hear from those faculty given tenure this year and enjoyed a presentation from Julie Bruch describing her sabbatical

C. Update on VPAA search (Chad Middleton)

No offer was made to any of the reviewed candidates and a failed search was declared.

D. President's Update (Aparna Palmer)

Four nominations were submitted for Faculty Trustee by 3/31/15. Two nominees withdrew.

Remaining nominees are Dr. Carrie McVean Waring and Aparna Palmer. Vice President Johnny Snyder will assume the remaining responsibilities of the election (voting procedure) as Palmer is a nominee.

Faculty Mixer is still in works. The Point would like to administer some kind of activity and has asked the Faculty Senate to provide prizes. Faculty Senate may also provide snacks and non-alcoholic beverages. Senators are encouraged to attend the mixer and urge their colleagues to be there as well.

E. Executive Committee Report (Dan Schultz Ela)

There was no Executive Committee Meeting—hence, no report.

VIII. ADJOURN

Motion: to adjourn the Faculty Senate meeting of March 5, 2015 (Sharp).

Meeting adjourned at 5:05pm.

Respectfully submitted,

Melinda J. Scott, Minutes Recorder