

**Faculty Senate
Meeting Minutes
November 16, 2017
UC 221**

Senators/Reps in attendance:

Kelly Bevill, Anne Bledsoe, Joshua Butler, Kris Dietrich, Lisa Friel-Redifer, Kristen Hague, Pamela Holder, Darin Kamstra, Chad Middleton, Nathan Perry, Dan Schultz-Ela, Elizabeth Sharp, Sarah Swedberg, Karen Urban, Thomas Walla, Jared Workman, Renae Phillips, Aparna Palmer (proxy for James Ayers), Ben Linzey

Senators/Reps absent:

James Ayers

Guests in attendance:

Dr. Cynthia Pemberton, Scott Kessler, Stephen Stern, Brenda Wilhelm, Dan McClintock, Scott Vangemeren, Sandie Nadelson, Chris DeLeon

Minutes Recorder: Renae Phillips

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

The meeting was called to order by President Josh Butler at 3:30pm. President Butler welcomed guests and reminded senators and guests to sign the circulating Roll Call sheet.

II. CONSENT AGENDA

Motion: to remove the Faculty Success minutes of 10/25/17 from consideration (Hague/seconded); motioned carried unanimously

Discussion: The wrong minutes were received from the committee at the 11/2 meeting.

Motion: to accept the items on the Consent Agenda (Swedberg/seconded); motioned carried unanimously

Discussion: none.

- A. Assessment Committee Minutes 9/5/17
- B. Assessment Committee Minutes 10/3/17
- C. Faculty Success Minutes from 10/11/17
- D. GCC minutes from 11/8/17

III. APPROVE FACULTY SENATE MINUTES OF 11/2/17 MEETING

Motion: to approve the Faculty Senate minutes of November 2, 2017 (Sharp/seconded); motion carried unanimously.

Discussion: Correct a typo in Margot Beckett's name; James Ayers requests to strike "Asked" from his report comments.

IV. COMMITTEE MINUTES AND REPORTS TO APPROVE

A. Emeritus Benefit Research from Faculty Salaries and Benefits Committee

Motion: to approve the Emeritus Benefit Research from Faculty Salaries and Benefits Committee

(Swedberg/seconded); motion carried unanimously.

Discussion: Typo in opening paragraph: “of” instead of “od.” Typo in the last sentence of first page: “our” replaces “out.” With Faculty Senate’s approval, this report will go directly to the Board of Trustees meeting in January 2018. VPAA Pemberton said benefits will be displayed in the Board minutes and on the HR web page.

**Motion: forward the research to Board of Trustees for consideration
Hague/seconded: motion carried unanimously**

B. UCC minutes from 9/28/17

Motion: to approve the UCC minutes from 9/28/17

(Kamstra/seconded); motion carried unanimously.

Discussion: Item 3A: add “Assistant” to “Vice President Kurt Haas”

C. UCC minutes from 10/26/17

Motion: to approve the UCC minutes from 10/26/17

(Hague/seconded); motion carried unanimously.

Discussion: Essential Learning Committee update on Milestone classes

V. CONTINUING BUSINESS

A. Ad Hoc T&P subcommittee: Recommendations for T&P Handbook Revisions

a. #3: Mentoring Process (Tabled)

Motion: to take #3: Mentoring Process off of table

(Swedberg/seconded): motion carried unanimously

Discussion: none.

Motion: to approve proposal #3: Mentoring Process (as amended)

(Swedberg/second): motion carried unanimously

Discussion: discussion ensued.

President Butler handed out a revision of the #3: Mentoring Process

Summary from Dr. Palmer: The committee tried to eliminate some of the issues from the last Senate meeting. Examples of revisions:

- Small departments should be able to invite members from similar departments, which was incorporated into this draft.
- Changed the wording regarding rotation to make sure a variety of faculty members would mentor the junior faculty.
- For legality, added a statement saying “Consideration of annual evaluations will be at the discretion of the mentee.” to give the mentee a choice in sharing those evaluations.

- Focused and made the last statement more concise: that the committee shall share written feedback at least once a year with the candidate in all four areas and make recommendations for strengthening tenure candidacy. Removed “promotion” to focus solely on tenure.

Motion: to approve amended language be added to proposal #3: Mentoring Process

(Walla/second): motion carried with one nay

- b. #5: Three-Year Pre-Tenure Review Process (Tabled)

Motion: to take #5: Three-Year Pre-Tenure Review Process off the table

(Swedberg/seconded): motion carried unanimously

Motion: to approve #5: Three-Year Pre-Tenure Review Process (as amended)

(Middleton/seconded): motion passed with 13 yea, 2 nay

Motion: to limit discussion of this item to 20 minutes

(Middleton/seconded): motion carried unanimously

Discussion: discussion ensued.

Points of Discussion:

- Rating of “on-track” or “not on-track” from committee.
- What happens to the timeline requirement when/if someone is out for illness or other FMLA leave?
- Intention of proposal is to make the process better and to produce the best candidate possible.
- Require recommended items or recommendations from committee members for what items should continue to be worked on to stay on track or get on track.
- Feedback is important half way through the tenure process (three years) so that junior faculty know what they need to work on prior to applying for tenure.

Motion: to amend the document, 5c, 3rd sentence, to read “The committee chair shall compile the vote and forward the vote, along with comments from committee members **and goals to achieve before applying for tenure, to the VPAA office...”**

(Walla/seconded): motion carried unanimously

Discussion: discussion ensued.

Motion: to extend discussion for 5 more minutes

(Middleton/seconded): motion passed with 1 nay

Motion: to amend the proposal to end process at the Tenure and Promotion Committee level

(Swedberg/seconded): motion passed with 2 nay

Motion: to amend to have this go up only to the Senate groups and not the full Tenure and Promotion Committee

(Hague/seconded): motion passed with 1 abstention

Motion: to make the process voluntary

(Friel-Redifer/seconded): motion failed with 3 yea, 10 nay, 2 abstention

Discussion: If it is voluntary, those who are doing well will do it and those who need more work would not.

Motion: that the Faculty Senate ad hoc Pre-Tenure Review committee be dissolved effective immediately and they should be thanked for their service

(Middleton/seconded): motion failed with 7 yea, 4 nay, 4 abstention

Discussion: Someone could fall in gap. The timeline of the Handbook Committee would push approval out through spring with implementation in Fall 2018.

c. #6: Performance Ratings (Tabled)

Motion: to take #6: Performance Ratings off the table

(Sharp/seconded): motion carried unanimously

Motion: to approve item #6: Performance Ratings

(Urban/seconded): motion died with 1 yea, 14 nay

Discussion: discussion ensued

Motion: to limit discussion to 5 minutes

(Middleton/seconded): motion carried unanimously

VI. NEW BUSINESS

A. Nominations for handbook committee

Please send names to Josh Butler to pass along to the VPAA.

VII. REPORTS

A. VP and CFAC report, Aparna Palmer (proxy for James Ayers)

No report

B. Student Government Report, Ben Linzey

Met with local high school students to create the youth council for the Grand Valley.

Healthy lifestyles on campus (exercise, STDs, etc.) “Healthy MAVS, Happy MAVS”.

Looking at restructuring ASG next year and reaching out to department heads to get nominations for the 34 member positions (two reps from each department (28) and six on leadership team). A grievance was filed against the Criterion about an article on a Sodexo employee.

C. Executive Committee Report, Dan Schultz-Ela
Cede time to himself as Secretary to clarify who moved to have #6 removed from the table.

D. Faculty Trustee Report, Chad Middleton
Tomorrow is the Trustees meeting. Will speak in the report about the Faculty Professional Developmental Fund and the recipients of those funds.

E. President's Report, Joshua Butler
Our documents on the Senate website about diversity will be taken by students from Montrose and WCCC to Scott Tipton. Will do best to get the Tenure and Promotion updates by tomorrow and posted. Final Faculty Thursday at the point on November 30th will be sponsored by Grand Mesa Nordic Council; they will give a short presentation on what they do and encourage all to join.

**Motion: to extend meeting by 5 minutes
(Butler/seconded): passed unanimously**

F. Update from Academic Affairs, Cynthia Pemberton
Student Showcase on 4/20/18. Save the date for January 12, 2018 faculty development: two part series with outside presenter. HLC Timeline: will be hearing from the site-visit team shortly after November 20th and will be given opportunity to correct statements of fact. HLC commission will review recommendations in Spring 2018 (no date given yet). There were some suggestions of areas to improve. Faculty exit survey: quantitate data forwarded to Josh Butler today. 21 people were invited to complete the survey and 14 responded. Some qualitative narrative comments will remain confidential to preserve anonymity. Faculty Maternity Leave: faculty need to start with conversation with their department head to create a plan. Faculty do not accrue vacation like administrative personnel and they have more latitude on teaching online, etc. There is a structured process in place.

VIII. ADJOURN

**Motion: to adjourn the Faculty Senate meeting of November 16, 2017
(Swedberg)**

Meeting adjourned at 5:05 pm.

Respectfully submitted,
Rena Phillips, Minutes Recorder