

- Meeting: Faculty Senate Meeting, February 11, 2015, Wooten Hall 322.
- Present: Brian Ayre; Kim Baker; Glen Biglaiser; Jennifer Callahan; Douglas Campbell; Denise Catalano; Adam Chamberlin; James Conover; Patricia Cukor-Avila; Shelley Cushman; Jesse Eschbach; Morgan Gieringer; Kamakshi Gopal; Pam Harrell; John Ishiyama; Jennifer Lane; Smita Mehta; Maria Muñoz; Prathiba Natesan; Phil Paolino; Audhesh Paswan; Dan Peak; Elizabeth Prosek; Brian Richardson; Dorian Roehrs; Emile Sahliyah; Stephen Slottow; Jeffrey Snider; Jae Jae Spoon; Jessica Strubel; Phil Sweany; Manish Vaidya; Mary Ann Venner; Guido Verbeck; Laura Waugh; Karen Weiller; Oksana Zavalina; Tao Zhang; Brian, Tatum, GSC.
- Absent: Sheri Broyles; Elliot Dubin; Jyoti Shah; Srinivasan Srivilliputhur; Beth Thomsett-Scott.
- Guests: Warren Burggren, Provost and VPAA; Yolanda Flores Niemann, Senior Vice Provost; Christy Crutsinger, Vice Provost of Faculty Success; Bill Moen, Provost Office; V. Barbara Bush, Policy Review Committee; Sian Brannon, UCC; McDaniel, Registrar’s Office; Matt Zabel, URCM; Mandy Rausch, UCC/Registrar; Erin O’Toole, Libraries.
- I. Welcome and Introductions The meeting was brought to order at 2:00 PM. Chair Conover welcomed the new GSC representative, Brian Tatum.
- II. Approval of Minutes (12/10/14) [vote] *There was a motion made by Senator Sahliyah to accept the December 10, 2014 minutes. Senator Ayre seconded the motion. The motion passed unanimously.*
- III. Faculty Senate Discussion **Changes in the VPAA Office**
Chair Conover led the faculty senate discussion to identify faculty issues. The following issues were identified:
- The current status regarding possible organizational changes to CAS and department rankings.
 - The role of Academic analytics.
 - The draft of Policy 15.0, Promotion and Tenure.
 - Access to GAB because of SRB and Marquis Hall construction.
- IV. Provost Warren Burggren **Department Rankings**
The use of department rankings suggests that some department are ranked higher than others are ranked. For this reason it was decided during the fall semester that ranking of departments would not best serve the institution For example, a department might perform half of its mission well and the other half poorly and fall within the middle of rankings. Instead a method of using quadrant diagrams was chosen which would allow for the analysis of two attributes against one another.

There are three suites of attributes that have been identified: revenues, student success, faculty scholarship, and investment by the university. Using the quadrant diagram analysis, scholarship might be compared against the amount of money allocated to the department. In this instance it would be possible to explore ways to maximize a department's position.

Each department chair will receive data using this suite of quadrants. The next step is to weight the metrics to make a diagnostic evaluation of the departments. A diagram showing a department's position relative to all departments will also be provided.

Possible Changes to CAS Structure

The CAS survey distributed by institutional research yielded a 30% response rate. Survey results did not support split up CAS, but did support the exploration of one or more divisions of the college.

Merit and Equity

There is interest on the part of the administration to address merit and equity. The spring semester increase of 2.4% SCH is the first increase in four or five years. This increase creates additional funds that could be allocated to merit and equity pools.

Policy 15.0 (RPT)

All mention of collegiality has been deleted from Policy 15.0 based on faculty concerns that collegiality might be used in inappropriate ways. The Provost shared that historically, there have been only two RPT cases out of 1200-1500 in which collegiality was an issue. In both cases, it was the department that brought it up. When the department has trouble getting their work done, then this is an issue.

Perhaps collegiality could be defined as behaviour that reasonable faculty find offensive or disruptive. The institution should not be silent on such an important topic.

Interim Provost

A senator's asked why we are replacing the Provost during mid-semester. Provost Burggren indicated that he will move to a faculty role in the biology department at the end of February. He stated that the President Smatresk is a very hands-on President who wants to understand and improve how the university operates. In order to accomplish this task, the President and Provost need to work together effectively.

Chair Conover stated that a series of faculty senate relationships have been fostered over the last four years. He further stated that Provost Burggren has been and is an exemplar for faculty/administrative relations.

Program Fees Allocated Through the College

Currently, there are 6,600 individual course fees that will be replaced with a very small number of fees for instruction. This is to be revenue neutral. The College of Engineering has a *program fee* and in any years, the Dean had latitude to help departments in need of particular resources he thinks are necessary. Compared to the use of special service fees, there are strong faculty concerns that an unfair share of the new fees may be captured at the

college level and not distributed in ways that facilitate instruction. This sets ups the possibility for a department to consistently receive more than its' fair share of resources.

A senator stated that TWU is going to increase fees and asked if we exploring the increase of fees. Because of the fees in place with the Eagle Express (cost increases by 3.9% each year), we are well set to maintain a flat fee. With regard to library funding, Academic Affairs allocated \$2 million dollars from state funds for the library this year, but this has not kept pace with the increase in subscription rates.

- V. Policy Review Update (V. Barbara Bush and Yolanda Flores Niemann) 15.0 Update – The Policy Review Committee is going through all the comments and text that is not clear or need to be reconsidered.
- The policy for workload and 15.0 will be examined for consistency.
- There are nonsubstantive changes to Policy 15.1.14 (Payment of nine month contracts).

A motion was made by Senator Richardson to accept the nonsubstantive changes to Policy 15.1.14. The motion was seconded by Senator Cushman. The motion passed unanimously.

Yolanda Flores Niemann

We have processed 51 policies. Twenty-four of them have been revised and approved and 27 have been removed from the VPAA inventory. One policy is pending the President's approval. Six policies are in the hands of the University Policy Office. Thirteen policies remain at the PRC and 16 others are in preparation for the Senate Approval Process.

Policy 15.2.0 – Academic Freedom Policy

The Academic Freedom Policy must be followed in the evaluation of a faculty member. "Specific faculty responsibilities include, but are not limited to, preparing for and meeting their assignments (including scheduled classes); conferring with, mentoring, and advising students; evaluating fairly and promptly reporting student achievements; assessing learning goals and outcomes; participating in those group deliberations which relate to the development of instructional programs; and working collaboratively with their colleagues in their respective units and with administrators to facilitate student learning and educational experiences." Presently, these expectations are not mentioned in faculty evaluation process.

Departments and colleges are free to address issues that are not included in university policy.

- VI. Update Committee on Committees (Audhesh Paswan and Laura Waugh) Nominations were made for the following committees:
- Oversight committee on core curriculum – Phillip Sweany
Faculty participation in governance – Dorian Roehrs
Faculty awards – Jennifer Lane

Senator Paswan made a motion to accept the three candidates. Senator Sahliyah seconded the motion to accept the three candidates. The motion passed unanimously.

The Faculty Senate Procedures Manual changes were presented.

A motion was made to accept the discussed changes to the Faculty Senate Procedures Manual. Senator Sweany. The motion was seconded by Senator Natesan. The motion passed unanimously.

- VII. UUC Update (Sian Brannon) [vote] *A motion was made to accept the committee report (minutes) by Senator Waugh. The motion was seconded by Senator Sahliyah. The motion passed unanimously.*
- VIII. Committee of the Whole There was no comment from the Committee of the Whole.
- IX. Adjournment The meeting adjourned at 3:17 PM.