Faculty Senate 2019–2020

MINUTES: January 15, 2020
Whirlpool Room, Chan Shun Hall
6:00-8:00 pm
H. Ferguson, Chair; R. Wells, Recording Secretary

Present: B. Ade-Oshifogun, S. Badenas, K. Bailey, G. Chi, A. Coria-Navia, G. Doss, H. Ferguson, B. Gibson, O. Glanz, T. Goodwin, D. Habenicht, J. Lim, B. Maguad, J. Markovic, R. Orrison, D. Randall, K. Reiner, C. Stuart, R. Wells, X. Xu

Regrets/absent: B. Dent, C. Gane, K. Hall, G. Gregorutti, P. Lyons, M. Murray, D. Penno, S. Marques, B. Henry-Saturné, M. Pittman, D. Taylor

Guests: A. Bosman, L. Carroll (Staff Senate Representative)

Votes & Actions taken (numbers [n] represent items on original agenda)

[2] Minutes of November 20, 2019 Senate Meeting. **MOTION**: To approve the minutes as presented (K. Bailey). Seconded; **VOTE PASSED**.

[4] Council/Committee Reports (J. Lim)

Undergraduate Council (12/2): This council mostly covered PDRC changes, ACE bulletin appearances, and recommendations from AU UFO.

Graduate Council (none)

Academic Operations Council (none)

Faculty Policy & Development Council (11/18, 12/16): The category of Senior faculty was introduced, as well as the procedure for eliminating overlap between working policy and employee handbook.

Discussion then centered around who will deal with issues that seem to conflict between the two resources, and how they will be handled. Senate chair is working on making sure all past Senate votes are entered into working policy.

Senators see the need for a PDF of working policy to be published every year, rather than the rolling system currently used. Senate Executive will invite the HR director to discuss this process with the Senate in the future. Faculty Senate will work with Staff Senate in the future to address updates to the employee handbook.

AUUFO Steering Committee (11/4, 12/2): The discussion is found under item 6 on the minutes.

[6] AU UFO Updates
Anneris Coria-Navia led this discussion, beginning by pointing out that these are not new outcomes or a new AU UFO. The language has been edited for clarity, since several in the AU UFO committee went to training on how to do institutional outcomes. The language is also more succinct and cleaner so students can understand and remember more easily. The names of the first 5 have remained the same, while the "applied and innovative learning" category was combined with "specialized knowledge." The desire is to have the same outcomes for all programs, including graduate programs, which will then be taken to administration and the board for approval. The goals of these updates include greater clarity, a more effective message, wording that will work across levels, and ease of memory.
Core fields may need to be defined for undergraduate programs. Others are concerned that the AU UFO needs to remain broad and simple, so that graduate programs can support all of them. Additional discussion centered around the alternate wording for the first outcome on skill, specifically whether or not to include the SDA focus on educating for eternity. Thoughts about this included accreditation issues, who we are answering to (market or eternity?), heaven as a school, disciplinary concerns, etc.
The final analysis is that the steering committee should gather data from other councils regarding the two alternatives, and bring this back to Senate at a later date, recognizing that the updating is still in process.

MOTION: The Faculty Senate provides support for the revised language of the AU UFO (T. Goodwin). Seconded; **VOTE PASSED**.

[7] Administrator evaluations
Heather Ferguson shared the current policy about the timing and frequency of administrator evaluations. In working policy 2:330, this formally happens every 5 years, after the General Conference. Admins are to give a list of people who are to evaluate them, so that there is relevancy to their jobs.
Discussion among senators included the need for different types of evaluations, some of which come every year to give actual formative assessment similar to class evaluations for teachers. In addition, a mechanism to give regular feedback to administrators from the whole campus is currently lacking. Non-academic systems also need to be reviewed more regularly than they are, especially those that are not working for students, similar to academic systems.
The frequency of evaluations is too low, many senators felt, and a greater frequency can actually build rapport if administrators can respond to these evaluations and concerns.

[8] Senate initiatives
The Senate chair noted that the senate has most recently dealt primarily with issues that arise, in a more reactionary sense. She asked that senators bring suggestions for growth areas and initiatives that benefit faculty, to be discussed at the next meeting. Two things consider as starting points: stronger spiritual support for faculty, and a welcoming plan for new faculty.

Senate Discussion & Announcements
[1] Worship & Prayer: (H. Ferguson)
In this challenging time of the semester, we need to have self-compassion. Mark 12:31 instructs us to love our neighbor as ourselves, but that means we need to love ourselves also. We are not always kind to ourselves, speaking words of unworthiness, etc. We need to take time for ourselves and practice self-care.

[3] Effective Teaching and Learning Council and Center for Teaching and Learning (A. Coria-Navia)

The Lunch and Learn with VP Nixon announced the $20000 grant that AU has received for truce and reconciliation initiatives on campus. During this semester, the faculty book club will be discussing *In Defense of a Liberal Education* by Fareed Zakaria. The Zakaria book was provided to all faculty attending Faculty Institute in August 2019. There will be two different sessions, one led by Anthony Bosman, another by Vanessa Corredera. ECTL is charged for 10 people for lunch even if not that many come, so as many as possible are welcome. The faculty technology showcase needs a week's notice to attend because resources are limited. The keynote speaker for AUTLC will talk about how to recover bandwidth in students who face challenges, and the conference will serve as the March faculty development offering. Senators are encouraged to invite students to attend as well. Please remember that CTL and DLiT are available on-demand to support faculty development needs. When you have a need, contact ctale@andrews.edu, do not feel you need to wait for them to offer what you need.

Next Faculty Senate meeting: February 19, 2020.