



Faculty Senate 2022-2023

MINUTES: March 15, 2023

Location: Zoom Meeting

Time: 6:00-8:00 pm

K. Hall, Chair; J. Lim, Recording Secretary

Present [17]: M. Bacchiocchi, A. Bosman, S. Badenas, G. Chi, V. Corredera, S. Elkins-Bates, A. Galeniece, E. Galenieks, R. Gatón, B. Gibson, K. Hall, M. Jones-Gray, M. Keller, J. Lim, D. Nowack, K. Reiner, L. Sabas

Regrets/absent [13]: C. Creighton, H. Ferguson, D. Gonzalez, B. Henry-Saturné, J. Kidder, B. Maguad, D. Myers, R. Orrison, B. Sanou, T. Smith, C. Troy, A. von Maur, G. Woodruff

Guests [18]: K. Bailey, R. Bates, K. Cave, B. Cross, A. Coria-Navia, F. Faehner, W. Hucks, N. Isaac-Dennis, M. Kordas, D. Murray, P. Oliveira, R. Root, J. Sigvartsen, R. Silie, L. Stallard, M. Tome, W. Wol, K. Wooldridge, C. Woolford-Hunt

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

[2] Minutes of Prior Faculty Senate Meeting

MOTION: VOTE passed [14 yes]. To approve the minutes as presented (J. Lim)

[4] Council Reports (V. Corredera)

- Undergraduate Council (12/5/2022). Mostly changes to programs.
- Graduate Council (12/7/2022). Changes to programs. A policy on language of instruction is coming. A graduate marketing fund was created and graduate programs should apply for marketing funds. Reminder from the Registrar/Assistant Provost for Systems/Operations on submitting grades on time for graduation audits.
- Academic Operations and Policy Council (2/13/2023). Adult student admission policy is being developed. Additional policies coming include a grade forgiveness policy, age of credits, and time to completion. A new policy coming for bulletin year policy regarding the movement of students between bulletin years and for when students break residency. Further discussion of the bookstore.

MOTION to accept the council minutes passed [17].

Senate Discussion & Announcements

[1] Worship & Prayer (K. Hall) We are God's pearl of great price.

[3] ETLAC & CTL Updates (A. Coria-Navia). Expression of appreciation. Projects for 2022-2023: Classroom observation policy, revision of course surveys, syllabus template

and/or resources, revision of professional development and service reporting tools (FAR), development of learning modules (faith integration, diversity, DEI, engaged learning, assessment), and revision of undergraduate exit survey/creation of graduate exit survey.

Classroom observation policy. A first draft was completed and sent to the Faculty Policy and Development Council (FPDC). FPDC sent the policy back to create a comprehensive policy which includes formative dialogues).

Revision of course surveys. The first draft has been completed and will be presented to ETLAC on 3/29. Next it will be sent to faculty for initial feedback before the end of the semester.

Revision of professional development and service FAR categories. Service category revisions have been completed. The new categories include a broader spectrum of options for church and discipline service that were not included before. There is language that helps faculty and staff think about possibilities of what could be considered service, but still gives room for the individual filling out the FAR to make a case for a variety of “individualized” categories.

Three asynchronous learning modules are in development. Tammy Shilling is leading the Engaged Teaching module; Anthony Bosman is leading the Faith Engagement module; Michael Nixon and Steve Yeagley are leading the Diversity, Equity, and Inclusion module.

[5] Faculty Compensation (K. Hall). K. Hall reported on the Faculty Senate Executive Officers Meeting with the Provost and HR Director regarding faculty compensation. The two action steps planned for this coming year are to (1) begin bringing assistant faculty who are making less than \$50,000/year up to that mark. (2) begin bringing staff who are making less than \$16/hour up to that mark. We applaud this move as a good starting place. The third item discussed was additional waves of increases planned for the future. The Provost and HR Director have committed to creating an action plan for the following strategies.

[6] Student-Athlete Program Proposal (F. Faehner. R. Silie. K. Wooldridge). R. Silie gave background information, including the Cardinal Athletics aims, the AU Gymnics vision statement, shared how athletics are aligned to Seek, Affirm, Change, shared student testimonials, the overall philosophy and Scripture basis for AU athletics. He included how athletics impact students’ retention and employability. The proposal is to add a women’s volleyball team, and men’s JV basketball, as well as to add a \$3000 athletic scholarship to draw in new students.

Comments and questions included a request for explanation of the vision for the scholarships. Discussion of the need for soccer. Possibilities of additional donors. The need to vet students for a good fit to Andrews. Discussion of the student responsibility when they are traveling for games.

[7] AU Members (Constituency) Meeting [A. Bosman and J. Lim] An overview of the Nominating Committee process and Constituency Meeting was shared. The ten tenured faculty who served were A. Baltazar, H. Burnett, R. Gane, D. Gonzalez, R. Hayes, T. Goodwin, K. Koudele, B. Maguad, M. Murray, and R. Wells. The nine additional faculty who served were M. Bacchiocchi, A. Bosman, B. Davis, D. Davis, H. Ferguson, R. Palmer, L. Sabas, A. von Maur, and H. Williams. The faculty who served on the Nominating Committee were A. Bosman, R. Gane, T. Goodwin, and H. Williams. The Nominating Committee was given a brief bio of each of the names; the governance committee of the board gave those names. The committee was focused on gender and ethnicity balance. Overview of the items shared in the constituency meeting, which included bylaws editing as well as the President's report from the last 7 years.

[8] Preparation for Meeting with President-Elect [K. Hall] The Faculty Senate Chair led a discussion of questions and issues for Faculty Senate Executive Officers to share in an upcoming meeting with the President-Elect, Dr. John Wesley Taylor. Faculty Senate would like to know more regarding values where we do not know Dr. Taylor's stance, including issues of academic freedom and shared governance. We would like to have a productive relationship with future leadership. We would like to hear a clear vision from Dr. Taylor. We want to know his vision for diversity, equity and inclusion, and his vision for diversity at both the faculty, staff and student body level. What are his views on 'campus spirituality'? We would like to see decision making on campus made by working policy and not by personalities. We would like to see the President-Elect value working policy and its implication for trust & confidence in how we work here. We want to know if Dr. Taylor is aware of the faculty morale issues and has a plan for caring for faculty and helping faculty families thrive. What is his vision of community engagement for Andrews University? We would like greater transparency in future presidential searches.

[9] Gallup Engagement Survey [K. Hall]. The Faculty Senate Chair reviewed where we have been on the Gallup Engagement Survey. Our four questions are included in the survey. Our concerns about chairs having the follow up responsibility have been heard and that responsibility has moved to Deans. Encouragement to now please do the survey.