



Faculty Senate 2023-2024

MINUTES: December 13, 2023

Location: Zoom Meeting

Time: 6:00-8:00 pm

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

Present [20]: M. Bacchiocchi, A. Bosman, G. Chi, V. Corredera, S. Elkins-Bates, R. Gatón, B. Gibson, D. Gonzalez-Socoloske, K. Hall, S. Hatfield, B. Henry-Saturné, N. Isaac-Dennis, J. Lim, M. Keller, D. Nowack, R. Orrison, Z. Plantak, K. Reiner, L. Sabas, B. Sanou

Regrets/absent [9]: S. Badenas, B. Davis, A. Galeniece, E. Galenieks, L. Hamilton, J. Johnson, J. Kidder, B. Maguad, M. Moreno

Guests [19]: S. Aka, R. Bates, K. Cave, D. Davis, J. Hayward, W. Hucks, S. Henson, M. Jones Gray, K. Ferreira, K. Fraser, R. Hall, C. Kelly, K. Koudele, D. McBride, E. McCree, D. Murray, M. Murray, C. Troy, C. Woolford-Hunt

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

[2] Minutes of Prior Faculty Senate Meeting (K. Hall)

MOTION: VOTE passed [15 yes]. To approve the minutes as presented with corrections.

[4] Council Reports (V. Corredera)

Council reports were received as follows:

- Undergraduate Council (November 6, 2023). Mainly program changes and approvals.
- Graduate Council (None)
- Faculty Policy and Development Council (None)
- Academic Operations and Policy Council (None)

VOTE to accept the council reports passed [16 yes].

[7] Student Recording Policy Update (K. Hall) Summary of the issue that arose this fall. The new policy has been worked on by the Effective Teaching Learning and Assessment Council, university General Counsel, the student life VP, and the Faculty Senate Chair. The aim is to have this policy in place for spring semester. K. Hall read the policy.

Discussion. Request for the policy to be a link that can be put in syllabi. Suggestion to edit to 'students and faculty' instead of between "students and instructors". Note that the permission needs to go both directions. Concern raised about the mechanism for students to lodge a legitimate complaint. Response that students have a process to raise a concern with the chair or dean using the existing grievance policies. This is the first step in the

process of this policy. The second step is a corresponding administrative policy on how to respond to unauthorized recordings. The third step is to complete the faculty and online teaching recording policy (Distance Learning and Technology Committee working on this next).

MOTION Passed [16 YES; 1 NO]. To approve this policy in concept, realizing there are some edits.

[11] Shared Governance (K. Hall). K. Hall provided an overview of the current budget issues at Andrews and the tough realities. Compensation for next year will be raised only 1% instead of the hoped 3%. The only salary adjustment taking place in the conceivable future is bringing the bottom professor level to 50K, and increases by rank. The finance special task force has said to Andrews, until you cut some of the waste, we are not going to look at issues of compensation. The task force has asked for a specific amount to be cut from the budget, originally without dean input., but now they are regular members of the discussion moving forward. Probably in January there will be retirement incentive packages.

A rich discussion ensued. Reviewed the shared governance document, including aspects such as transparency and respect.

MOTION Passed [18 YES] to reaffirm the [shared governance document](#) (2015).

Senate Discussion & Announcements

[1] Worship & Prayer (V. Corredera). Story of a baby elephant caught in the trees and the mom rumbling as she was coming to help. This is similar to how God searches for us. He lets us know He's coming to rescue and comfort us. He wants us to have peace.

[5] Future Senate Meetings: Format (A. Bosman). Our experiment with hybrid seems less than ideal. For future meetings, in the winter months we will meet on Zoom, in the spring (March and April), we will meet in person in the Whirlpool Room with snacks, and in May since people may be traveling, we will meet on Zoom.

[6] Grand Marshal (K. Hall). The President has selected Kimberly Ferreira as the next Grand Marshal.

[8] Recognition of Dean Amy Rosenthal's loss [V. Corredera]. There will be a January celebration of life. Encourage various ways we can support and recognize this loss, including the donation option in the email, and attendance in January.

[9] Members of the Race and Justice Committee (W. Hucks). Hucks is starting with a group 5-7, people from across the Colleges/Schools. One person recruited so far. Next month will share a full report with names to be presented and voted. Reviewed Terms of Reference. Committee will review them as well. Discussion of the relationship with the

Institutional Diversity & Inclusion Action Council (IDIAC). Feedback shared on the composition of the committee.

[10] Diversity Officer Survey: Summary (K. Hall and J. Lim). K. Hall gave an overview of why the survey was conducted. On November 22, when the announcement of the changes to the diversity officer were announced, executive officers began receiving many emails. Executive officers felt it was important for the faculty voice to be heard. Subsequently it was arranged with the Provost to invite the President to General Faculty meeting on November 27 to hear faculty feedback and questions. K. Hall noted that there are those who are opposed to the change. Those who support the change. And those in the middle that don't have an opinion on the change.

J. Lim gave an overview of the results. 57 faculty responded. 57.9% expressed concerns; 42.1% expressed support. The primary themes of support were mission (52.9%), less polarizing (32.4%), and less administrators (14.7%). The primary themes of concern were related to diversity, equity, and inclusion (33.8%), the process (27.5%), the downgrade of the position (22.5%), transparency, trust, and communication (12.5%), academic freedom (2.5%), and accreditation (1.2%).

Some ongoing conversations are still happening: Conversation to ensure that the changes are well informed by the DEI expectations and standards across the 15 accrediting organizations we work with. Continuing dialogue on the issue of process and transparency, search committee selection.

Discussion of how we can have more productive conversations with each other and learn from each other. Hope expressed that we can have gracious conversations with each other and recognize everyone is deeply committed to Adventist education.