



Faculty Senate 2014–2015

Minutes: 21 Jan 2015
AD 307, 6:30 pm

Attendees: Herb Helm; Karl Bailey; Brian Strayer; Rob Zdor; David Randall; Lynelle Weldon; Brendan Cross; Rachel Williams-Smith; Lori Walton; Janine Lim; Beverly Sedlacek; LeRoy Ruhupatti; Monique Pittman; Nicholas Miller, Connie Gane; Katherine Koudele; Mary Ngugi; Anneris Navia; Ante Jeroncic; Randall Robertson; Marc Ullom; Felix Cortez; Janet Blackwood; Thomas Lowing;
Regrets: Janet Ledesma, John Peckham; Tevni Grajales; Betty Gibson; Margaret Powell; Ed Schmidt (NP)
Honored Guests: H. Fraser; A. Luxton; G. Bradfield; D. Weithers; L. Schalk

Start: 6:30pm; 18 senators in attendance at start

1. Welcome and Prayer (5 min) N. Miller
Ps 82 1-4: Biblical prophetic basis for pursuing social justice issues. The cleansing (sadak) of the sanctuary includes the justice (sadak) that upholds the cause of the poor and oppressed.” These justice issues in the church need to be understood as theological imperatives.
2. Review and approval of Minutes (5 min) D. Randall to 6:40
VOTE ACTION APPROVE. Move R Williams-Smith; Second L Weldon
3. Retirement Process Study Recommendations (12 min) H. Fraser/A. Luxton
Report by Handel Fraser.
“Affective response of faculty emeriti to retirement”: retiring is an emotional transition.¹
A smooth exit is beneficial to individual and university. Need to build awareness.
Report based on Meeting with 3 Andrews emeriti faculty, other faculty with anecdotes, and HR staff.
 - 1) There are standing policies for pre-retirement and post-retirement processes, but their implementation is not smooth.
 - 2) Candidates for retirement are not aware of policies, which is causing misunderstandings.
 - 3) NAD administered pre-retirement process takes **8 months** for final approval.
 - 4) Issues:
 - a. Exit procedures laborious and cumbersome; currently meet with 16 people in several places across campus.
 - b. Documents were not completed before person leaves, which causes cancellation of access: keys, ID cards, “access to services”.
 - c. Notification began too late in the process resulted in hastily completed work.
 - 5) Suggested Improvements
 - a. Create a checklist with all requirements
 - b. Create documents that describe process (and timeline).
 - i. Documents (and forms) should be easily accessible.
 - c. Open, orderly, and early communication by affected parties of both retirement and emeritus status / intent:
 - i. faculty, chair (completes forms), dean, provost.
 - ii. Emeritus status should be voted by board before retirement commences
 - d. Exit procedures should be completed at one location (including faculty office).
 - e. BEFORE faculty switches employment statuses *pro bono* / emeritus status needs to be Identified & FORMS FILLED OUT
 - f. Automated notification process to all individuals to deal with AU property (keys, computers, etc.)
 - g. Create an exit survey on faculty experiences
 - h. HR and Faculty both begin working when packet is sent to NAD – this would give 8 months to sort out complexities.

Provost: Report received today (1/21). 70% of recommendations should be easily implemented.
Need to review: The specific changes that happen upon the day of retirement.

¹ Chase, C.I., S.J. Eklund, and L.M. Pearson, “Affective responses of faculty emeriti to retirement.” *Educational Gerontology*, 2003. 29(6): p. 521.
(cited by American Council on Education in [literature review](#) to Alfred P. Sloan foundation.)

VOTE ACTION APPROVE: We affirm work and support recommendations of report on the retirement process. We request from the Provost's office a report back on implementation status by the end of the academic year. Move: R. Zdor; Second L. Weldon

4. High School College experience

4.1. Context / Andrews vision (10 min)

G. Bradfield

- HS students are taking college classes through: "online", "concurrent enrollment" (at other location), and "on campus"
- HS registration is managed manually – it is NOT on line. HS Students are being registered ~1 month before start of school.

4.2. Current status (10 min)

D. Randall

Undergraduate council is still working on this.

Concern raised: There is a flow of information problem – not getting minutes

VOTE ACTION APPROVE: "Request that UGC approve the process of limiting HS enrollment to those classes that have been approved by departments." Move: R. Williams-Smith; Second F. Cortez. Purpose/context so that the UGC does not have to review list each time.

FYI: Recommendation "add performance level on standardized tests" forwarded to UGC chair.

5. Race and Justice Update & Next Steps (12 min)

D. Weithers/N. Miller

- Social Consciousness / Justice Forum: Students struggling with response to national conversation.
- Andrews is developing a real and comprehensive plan that demonstrates that University is moving forward in a thoughtful and deliberate way that includes scholarly activity.
- Proposed to create a Standing committee of senate to encourage and reflect on intentionally improving racial equality at Andrews with proposed brief: Report (to be made public) on History of Andrews and Racism ; Working with International students

Action requested: Interested senators to let Nick know.

6. Faculty Senate Award (5 min)

N. Miller

VOTE ACTION APPROVE: Agreed that first Faculty Senate Award be given to xxxxxx xxxxxxxx and xxxxxx xxxxxxxx in recognition XXXXXX. Move K. Koudele; Second M. Pittman

7. Campus Traffic Speed management update (5 min)

L. Schalk

Students disagreed with Risk Management committee & faculty idea.

Recommend a conference committee that includes 3 faculty members to agree on a strategy. Senate affirms these names: **Tom Lowing; Randy Robertson ; George Agoki**

8. Senate Report to AU board (2 min)

N. Miller

Communicate from faculty to "faculty matters sub-committee" of board. Towards yearly presentation.

9. Reports from four key committees (20 min total)

9.1. Undergraduate Council M. Pittman [5 min] (no update)

9.2. Graduate Council F. Cortez [5 min] (flow chart from UGC on degree approval process) Discussion resulted in suggesting that Senate leadership be sure and communicate with UGC leadership about the need for minutes to be circulated to Senate officers within a week of UGC meetings..

9.3. Academic Ops Council J. Lim [5 min] (no update)

9.4. Faculty Policy and Devel. N. Miller [5 min] (no update)

10. Alternative time for Fac senate in Spring Semester (5 min) N. Miller

Consensus Move senate meeting from 6:00pm to 6:30pm on Wednesdays.

Adjourn: 8:30pm

Next Meetings February 18, 2015; March 11, 2015; April 15, 2015 6:30pm, AD 307