Faculty Senate 2016–2017

MINUTES: November 16, 2016

Whirlpool Room, Chan Shun Hall

6:00-8:00 pm

K. Hall, Acting Chair; K. Bailey, recording secretary

Present: K. Bailey, A. Baltazar, S. Bell, D. Davis, B. Gibson, K. Hall, K. Koudele, J. Ledesma, J. Lim, G. Lovhoiden, S. Moncrieff, T. Newkirk, N. Nosworthy, L. Ruhupatty, B. Sedlacek, C. Sigua, A. Solis, D. Village, L. Weldon, R. Zdor
Regrets/absent: S. Badenas, S. Brown-Fraser, A. Coria-Navia, F. Cortez, D. Fortin, C. Gane, R. Perez-Schulz, G. Russell, J. Sigvartsen, M. Ullom,

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

[2] Minutes of 26 October 2016 Senate Meeting. **MOTION**: Move to approve minutes as presented (K. Bailey). Seconded; **VOTE PASSED**.

[3ab] Undergraduate/Graduate Council report (minutes of October 5, 2016)　　　　　　　　**K. Koudele**

　　Report: Decisions from the Senate Executive Committee to engage in intentional communication about senate procedures and to request that subcommittees in reporting lines ending with Senate have faculty representation in leadership we approved by consensus.

[3c] Faculty Policy and Development Council report (minutes of September 19, 2016)　　　　**K. Bailey**

　　Report: A proposal concerning the Search Committee Procedure was returned to the Senate with a recommendation to place the phrase "Unless proscribed by policy" prior to all statements about the majority makeup of faculty search committees in order to account for the needs of the Seminary in forming committees.

　　Discussion: Senators were concerned about how broadly the policy exemption could be interpreted, and if faculty rights to have a majority say in the makeup of their departments could be compromised. Given that Senate discussion of this policy was initiated by a case in which faculty voices were over-ruled, Senators raised the following questions: (1) Could weighting of faculty votes solve issues with the different voices needed on some search committees? (2) Are there any other schools/department that are at variance with the majority faculty policy? (3) What is the exact faculty search committee makeup policy in the Theological Seminary? (4) Could a faculty majority vote be required for any department or school policy that over-rides the faculty search committee policy?

　　MOTION: "To table discussion of 2:142, pending identifying the policy in the seminary, the history of the policy, and the existence of similar policies in other schools." (S. Moncreiff). Seconded; **VOTE PASSED.**

[3c] Strategic Planning Task Force report (minutes of September 19, 2016)　　　　　　　　**L. Weldon**

　　Report: L. Weldon presented the key recommendations from the Senate Strategic Planning Task Force to the Strategic Planning Council. Senators briefly discussed whether to retain elements that have been included in past strategic plans but have shown little to no progress. The Senate decided to retain all of the elements of the Strategic Planning Task Force with a minor change in wording.

　　MOTION: "To approve the Faculty Strategic Planning Task Force Report as written with the following revisions: place 'materials' with 'resources' in item 3d." (T. Newkirk). Seconded; **VOTE PASSED.**

[4] Constitution change: Adjustment in senate seat composition due to Visual Arts, Communication, and Design moving to CAS/SOCSCI Division (second reading)　　　　　　　　　　　　　　　　**K. Bailey**

　　MOTION: "To recommend to the General Faculty a change in the constitution of the Faculty Senate that places the full Visual Arts, Communication, and Design Department within the Social Sciences Division of the College of Arts and Sciences, removing the seat for Visual Arts and Design from the Senate, retaining the number of seated Social Sciences Senators at four, and reducing the total number of Senators from thirty-one to thirty. This recommendation is in keeping with changes in Departmental affiliation and staffing levels that occurred during the 2015-2016 school year." (J. Ledesma). Seconded; **VOTE PASSED UNANIMOUSLY (2/3 vote required).**

[5] Faculty Use of the E-Wellness Platform   **K. Koudele**

Report: K. Koudele reported on faculty participation in the E-Wellness platform (FitThumb) purchased as a benefit for university employees. She noted that this worked towards the item in the faculty strategic planning recommendations (2c) that proposed increasing faculty benefits to attract and maintain faculty. However, only about 10% of people who have created accounts are regular users. The E-Wellness platform vendor notes that if employees in high risk categories were moved to lower risk, health savings for the university could be substantial. Senators were asked to consider whether anything could be done to increase participation, and whether Senate endorsement might help. Senators had questions about (1) the cost of the platform, (2) whether different incentives might help, (3) whether a more target approach (toward at-risk employees) might help, (4) whether a different system that rewarded already active employees who are not using the platform would be more equitable, (5) whether it would be possible to invest in giving all employees access to university health facilities, (6) whether a system could be found or developed that didn't feel intrusive or interfere with daily life, and (7) how to leverage the organic communities that motivate healthy behavior but that don't translate to the E-Wellness platform well.

MOTION "The Faculty Senate affirms the University's focus on health and wellness, and affirms the continued search for ways for faculty to engage in health habits." (S. Bell). Seconded; **VOTE PASSED.**

Senate Discussion & Announcements

[1] Welcome & Prayer by Tim Newkirk—How comfort (especially students) in troubled times. Ps. 62. "My soul finds rest in God alone…" Last two verses: God is strong and God is loving. We need to tell this to students and display in how work with each other.

Announcement: The call for papers for the 2017 AU Teaching and Learning Conference was distributed.

[3dfgh] Academic Operations Council, Graduate Faith & Integration, Race Relations Subcommittee, UFO Steering Committee reports – no reports at this time.

[6] Blue Oceans Debriefing   **J. Ledesma/K. Bailey/T. Newkirk**

Report: Senate Officers who were invited to attend the Blue Oceans presentations on November 1 and 2 reported on the purpose and experience of attending the sessions. Senators noted the importance of networking to solve problems across the university, and the importance of thinking creatively and identifying new revenue streams, as well as the importance of understanding the though process of prospective students and their families. The Faculty Senate looks forward to moving forward on this initiative in partnership with the university administration.

[7] Reminder: December Celebration of Faculty Senate with President Luxton   **J. Ledesma**

Report: Senators were reminded that we will celebrate the successful development of a Faculty Senate with President Luxton and the faculty members who were involved in crafting the Senate Constitution and in implementing the Senate in its first years.

[8] Review of Senate History   **K. Bailey**

Report: In order to remind Senators who have served in previous years, and to educate new Senators, K. Bailey shared two key documents that were developed during the first two years of the Senate. The Shared Governance Document (available from the Senate website) was developed with the Administration during the 2014-2015 and 2015-2016 school years, and guides the process of decision making at Andrews University. Along with the Constitution, it is one of the core documents that guides the Senate's work and gives the Senate authority to act.

The 2015-2016 revision of the Workload Policy (2:375, 2:376, Appendix 2-D/2:803) began with a request from the Senate for a more substantial policy during the 2014-2015 school year when a revision of the faculty responsibilities and expectations was passed to the Senate from the Faculty Policy and Development Council. Over the course of several meetings, the administration, the FPDC, and the Senate negotiated a workable policy. In addition, the then Graduate Dean and current Provost committed to a practice of revisiting the policy every two years to ensure that the workload policy remains a relevant and important method for

setting faculty workload each year. The development of this policy is an excellent example of how Faculty Senate can shape policy in ways that should meaningfully impact faculty and students.

Next faculty senate meeting: December 7, 2016 at 6:00 pm in the Whirlpool Room, Chan Shun Hall.