



Faculty Senate 2017–2018

MINUTES: February 21, 2018

Whirlpool Room, Chan Shun Hall

6:00-8:00 pm

K. Hall, Chair; K. Bailey, recording sect'y

Present: K. Bailey, S. Badenas, A. Baltazar, S. Bell, A. Coria-Navia, D. Davis, H. Ferguson, C. Gane, B. Gibson, O. Glanz, D. Habenicht, K. Hall, G. Lovhoiden, B. Maguad, S. Moncrieff, N. Nosworthy, R. Perez-Schulz, D. Randall, A. Solis, D. Taylor, R. Wells, R. Zdor, C. Arthur.

Regrets/absent: B. Ade-Oshifogun, S. Brown-Fraser, D. Fortin, J. Lim, M. Murray, T. Newkirk, R. Siebold, J. Sigvartsen, A. Luxton.

Guests: L. Ahlberg, K. Mattingly, D. May, A. Moushon, D. Sciarabba, R. Trecartin, L. Weldon.

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

[2] Minutes of January 17, 2018 Senate Meeting. MOTION: Move to approve minutes as amended (K. Bailey).

Seconded; **VOTE PASSED.**

[4] Committee Reports

R. Wells

Undergraduate Council. (2/5 report from Senate Representative). The council voted change in minors from 20 credit to 18 credit minimum. Minutes have not yet been received by the Senate, and so the change was merely reported; no action can be taken until minutes are received.

Faculty Policy and Development Council. (9/18, 10/16, 11/20, 12/11).

FPDC September 18: The council voted Academic and Theological Freedom and Accountability in SDA

Educational Instructions revisions. The document has been referred to Gordon. Presidents and Provosts of SDA higher education institutions are meeting at Andrews University the week of March 11, and the Provost will discuss the revisions further with colleagues from other institutions at that time.

FPDC October 16: The council voted to raise the free class that faculty can take at Andrews University from four credit hours to six (WP 2:726). This is a change to faculty policy that is a compensation matter, and so must be not only voted, but also implemented by HR (this issue was reviewed by FPDC 12/11). Dean's Council has voted to support this policy change; the change itself is in the section of Working Policy under the purview of the Senate.

MOTION: To ACCEPT the change in working policy 2:276 to increase the free course benefit from four to six credits per semester for both undergraduate and graduate credits as recommended by the FPDC. (D. Taylor). Seconded, **VOTE PASSED.**

October 16: The council discussed a change to promotion and tenure practices: When appealing a decision, the appeal must be with the submitted portfolio, not a corrected portfolio. Appeal still exists, and denied applications may be resubmitted with additional material the following year. There is no change in policy, just a change in practice.

November 20 & December 11: Banner has the capacity to document the full workload for faculty, and a committee is establishing the rules for how this will be implemented. No Senate action needed yet.

AU UFO Steering Committee. (2/6, 2/13, 2/20)..

February 6: Steering Committee representatives met with Provost in December. The Provost committed to a retreat. The Steering Committee discussed a possible framework for the retreat.

February 13: The Steering Committee met with Don May on ACE redesign for timing to identified faculty who could be best positioned to support May Retreat. Retreat dates have been set on May 21 & 22 at the Stevensville SDA Church. Like last year, the Steering Committee is aiming for an 8:30 a.m. to 1:30 p.m. program with a working lunch. The Steering Committee also met with Maxine Murray from IMC to talk about ways to visually represent the AU UFO for marketing.

February 20: The Steering Committee discussed ways to cooperate with the ACE Redesign process, and how that process might impact the May Retreat planning.

Graduate Council, Academic Operations Council, Graduate Faith & Integration, Race and Justice. No report.

[5] Second Reading: Proposed Constitutional Amendment

MOTION: To RECOMMEND to the Faculty Senate two revisions to the Senate Constitution:

(1) To place the current Senator from Aviation within the School of Business Administration and to re-designate that Senator as a Senator from the School of Business Administration.

(2) To place the following language in the paragraph describing the distribution of Senators: “In the case of organizational restructuring, existing Senators may be placed within their new Academic Units without requiring a constitutional amendment. The creation of a new Senate position within any unit or contraction of any Senate position within a unit based on an updated census of the faculty will still require an amendment.” (A. Baltazar). Seconded, **VOTE PASSED**.

[6] Update: Andrews Core Experience (ACE) Revisions

K. Hall, D. May

Don May (Director of ACE) reported on the background to the ACE revisions. The process of revising ACE has been on-going for 2 years. Last year, a different (but overlapping) committee worked on an ACE program review which was sent to the Program Development and Review Committee. That process concluded at the beginning of Fall 2017. The ACE Committee was re-formed by Provost Arthur at that time with emphasis on increased representation from departments and schools that do not teach ACE courses but that have undergraduate students. There are 16 individuals on the committee. Five of those are teaching faculty who teach courses that can apply to ACE (not all of the courses are primarily designed as ACE courses). The committee met in the fall every other week and have been meeting every week in the spring. They are attempting to provide something for the University that is “marketable, meaningful, and measurable”.

Director May reported that the committee has been using a number of guiding principles to structure their work.

1. The outcomes in the AU Unified Framework of Outcomes.
2. The desire to have a program-driven approach to general education rather than a department-driven approach.
3. The University’s priorities.
4. An administrative desire to have one ACE package for both professional and liberal arts and sciences majors.
5. Portability of ACE courses rather than courses unique to Andrews University.
6. A distribution of 40 credits in ACE (reduced from 57-60 for BA/BS students currently), 40 credits in the majors, and 40 credits in minors, cognates, or general electives (“40-40-40”).
7. A first-year experience of core ACE courses.
8. A narrow curriculum; fewer options within the ACE program.
9. Reported benchmarking of IPEDS comparable schools—an average of 42 credits required in comparable general education programs (benchmarking data not provided to or reviewed by the Senate).

The Senators asked several questions about the role of the AU UFO in the process of developing the ACE curriculum, the 40-40-40 plan, development of student skills beyond the freshman/sophomore experience, and the make-up of the committee. The ACE Director noted that the ACE program is currently modified by most professional programs to add credits back in above the 39 required, and re-iterated that there is an administrative desire for one ACE program for all students. The Provost emphasized that he wants a roll-out of the new program in the 2019-2020 bulletin—some Senators expressed concern about the compressed timeline for that to be possible given that no plan has been discussed beyond the ACE Committee as of this meeting. The Director also noted that the ACE Committee has no authority over the proposed 80 credits outside of a 40-credit ACE program—majors could decide to include more than 40 credits (and most already do). In response to questions about whether a reduced number of credits would allow students to develop beyond a freshman/sophomore experience, the Director assured the Senate that the goal of the revision was to promote connections between faculty and courses through “Pathways”. The structure and content of the “pathways” was not presented at this meeting.

There were two substantial concerns raised by Senators at the end of the discussion. The first was that only 2-3 of the committee members teach specified ACE courses on a regular basis (out of 12 faculty on the committee). The Executive Secretary reminded the Senators that the issue of Religion, History, and Math

(among other ACE departments) not being represented on the reconstituted committee had been raised at the September 2017 Senate meeting, and that the Senate had been assured that these departments would be consulted during the ACE curriculum design process. (This has not occurred to date, and there are faculty concerned about representation.)

The second concern was that the relationship of the AU UFO Steering Committee established by the Senate to implement the AU UFO (including implementation of the outcomes in the ACE and Honors/SAGES programs) was not clear. The Senate was asked to consider how to encourage collaboration between the Steering Committee that needs to coordinate implementation between general education programs and majors, and the group designing the ACE curriculum and program.

MOTION: That the AU UFO Steering Committee provide an implementation feasibility report to the UGC along with the ACE proposal from the ACE committee. The AU UFO Steering Committee should work in collaboration with the ACE Committee to ensure that implementation of a revised ACE curriculum is feasible and timely through representation of AU UFO Steering Committee on the ACE Committee. (K. Bailey). Seconded, **VOTE PASSED.**

[7] Pre-AU UFO University-Level Outcomes

K. Hall, K. Bailey

Prior to the development of the Unified Framework of Outcomes as the university-level outcomes for Andrews University, the University had created a set of university-level outcomes available through WEAVE. Our vote of June 21, 2017 did not clearly state that the AU UFO was to replace the existing outcomes, and that those outcomes were no longer the university-level outcomes for the university: "To APPROVE the Skills and Arenas components of the Andrews University Unified Framework of Outcomes to the Faculty Senate for approval with affirmation of the work of the AU UFO Steering Committee and AU UFO Working Retreat participants."

This may be causing confusion about which outcomes are to be followed.

MOTION: That the Andrews University Unified Framework of Outcomes (AU UFO) be the university-level statement of academic outcomes guiding curricular and co-curricular design and implementation across the University, and replacing any and all prior university-level academic outcomes. (A. Coria-Navia). Seconded, **VOTE PASSED.**

[8] Alternatives to Reducing Faculty FTEs During Budgeting

K. Hall

The Senate Officers received a letter from a faculty member in an academic unit affected by faculty reductions arising from the budgeting process in Fall of 2017. The Officers discussed the proposed alternatives internally and with the Provost. The Senate was asked to discuss the following two proposals:

1. Major events: Could we not scale back the costs associated with major social events, including the faculty/staff Christmas party and the Board reception in late winter, for significant cost savings?
2. Donation support: Have we sought any donations by way of subscribing the amount that is thought to be needed to avoid eliminations of teaching positions?

Senators suggested that the few major events were important for morale, and that departmental morale boosters had largely been eliminated.

The Senators further noted that educational institutions thrive on endowed chairs and that we need to think about how to match interested donors to departmental needs. The Senate discussed an initiative to identify an exact number of needed endowed chairs with a date of implementation.

MOTION: TO REQUEST the Senate Officers to engage departments on campus in conversation on a vision and targets for endowed chairs on campus and return to the Senate (S. Bell). Seconded, **VOTE PASSED.**

Senate Discussion & Announcements

[1] Worship & Prayer

K. Hall, S. Badenas

Reading from “Instruction to Teachers,” January 1, 1902 by Ellen G. White. “Teachers, you must have a living faith or you will be separate from Christ. He does not ask how much favor you have with the world, and how much praise you are receiving from the world; but he does ask you to live so that he can put his seal upon you...”

[3] ETLC/CTL Updates

A. Coria-Navia

Reminder about the Teaching and Learning conference March 29, 2018. There will be multiple strands of interest to faculty. The evening keynote is from Virgel Hammonds (KnowledgeWorks), who will discuss competency-based education relevant to K-20 teachers. This keynote is in cooperation with the Berrien Springs Public Schools.

Reminder about formative dialogs—30 faculty are trained and ready to serve in formative dialogs on teaching with their peers.

[9] Senate Elections

K. Bailey

The Senators were reminded to encourage faculty to nominate and vote in the upcoming election, to note the number of officers with terms ending in 2018, and to let the current officers know early if they were willing (or able) to serve as officers next year.

Next Faculty Senate meeting: March 14, 2018.