



## Faculty Senate 2017–2018

**MINUTES: November 15, 2017**

Whirlpool Room, Chan Shun Hall

6:00-8:00 pm

**T. Newkirk, Acting Chair; K. Bailey, recording secretary**

**Present:** K. Bailey, S. Badenas, S. Bell, S. Brown-Fraser, A. Coria-Navia, D. Davis, B. Gibson, O. Glanz, K. Hall, J. Lim, G. Lovhoiden, B. Maguad, S. Moncrieff, M. Murray, T. Newkirk, N. Nosworthy, R. Perez-Schulz, D. Randall, D. Taylor, C. Arthur.

**Regrets/absent:** B. Ade-Oshifogun, A. Baltazar, H. Ferguson, D. Fortin, C. Gane, R. Siebold, J. Sigvartsen, C. Sigua, A. Solis, R. Wells, R. Zdor, A. Luxton.

**Guests:** V. Corredera, K. Reiner, M. Nixon.

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

**[2] Minutes of October 18, 2017 Senate Meeting. MOTION:** Move to approve minutes (K. Bailey). Seconded; **VOTE PASSED.**

#### [4] Committee Reports

**K. Bailey**

**Undergraduate Council.** (10/16 minutes). The Undergraduate Council began a discussion on admissions guidelines for new freshmen. Any decision will be delay until after a comparison between new proposals and current policies can be conducted by the Undergraduate Council.

**Graduate Faith and Integration.** (9/25 minutes). Discussed ways to partner with the Adventist University of the Philippines on integration of faith and learning.

(10/30 minutes). Heard reports from a number of Faith Integration conferences, reviewed AAA criteria, and discussed the planned Unified Framework of Outcomes plans for graduate programs.

**Graduate Council, Faculty Policy and Development Council, Academic Operations Council, Race and Justice, AU UFO Steering Committee.** No report.

#### [5] Recommendation: Intellectual Property Policy

**T. Newkirk/K. Bailey**

The Faculty Senate officers received concerns from the faculty about the contracts required for multimedia recording of presentations (e.g. in the classroom or for symposia like Faculty Institute). Some of these contracts require faculty to transfer ownership over the content, some of which may have been developed under WP 2:383, which gives faculty ownership over content by tradition and policy. One such contract from a church entity (Adventist Learning Community) was modified after faculty refused to sign the contract, but still appears to transfer all rights to content to the entity.

NB: The Adventist Learning Community was involved in recording session at Faculty Institute because they had available equipment for concurrent sessions that the University does not have.

NB: The Scholarly Research Council is looking into a separate issue of how to handle the ownership of scholarly research and creativity activities.

After a short discussion, the Senate voted two motions:

**MOTION:** "To REQUEST that the Effective Teaching and Learning Council examine whether current working policy adequately addresses protecting faculty intellectual property with respect to multimedia and online components of courses, presentations, symposia, and other teaching and scholarly contexts." (S. Badenas). Seconded, **VOTE PASSED.**

**MOTION:** "To REQUEST that the Senate Officers work with administration to develop guidelines and principles to guide content sharing agreements with other church and educational entities in a way that protects faculty intellectual property." (D. Randall). Seconded, **VOTE PASSED.**

#### [6] Race Relations Subcommittee

**T. Newkirk/V. Corredera/M. Nixon**

The Institutional Diversity and Inclusion Action Council (IDIAC; formerly the Diversity Council) has been expanded substantially from its former role. It is planned to have subcommittees that will develop or propose actions to the university entities that can carry out those actions (including Senate and Senate standing committees). IDIAC is holding a place for a Senator on the Race Relations Subcommittee, but currently there is no chair of that subcommittee and no senator on the subcommittee. VP Nixon would like Senate

representation as soon as possible in order to coordinate while IDIAC subcommittees are being formed. The Senate discussed a number of possible actions, including disbanding the committee, voting a new chair, and merging the existing committee with a notional IDIAC subcommittee. Until the final structure of the IDIAC is worked out, Tim Newkirk agreed to represent the Senate on IDIAC as an interim liaison.

#### **[8] Academic Program Improvement and Prioritization (APIP): Issues and Concerns**

The Provost presented a number of slides that had been presented to Department Chairs on November 14, 2017. First, he noted several points of excellence, including the Honors Program, undergraduate research, faculty research and creative scholarship, professional licensure pass rates, accreditations, and student faith development. He then noted several areas for improvement: the undergraduate student-faculty ratio, rising tuition discounts, and declining lecture class sizes. The areas for improvement were focused on a perceived imbalance in the number of faculty in the undergraduate area. Finally, the Provost presented some “points to ponder”: these focused on (1) expectations to report action to the Board and HLC, (2) expectations for good stewardship of resources, (3) expectations for following good common higher education practices, (4) the importance of not adversely impacting academics, and (5) the fact that two departments that were the result of merging departments recently were able to hire quality faculty. The Provost framed the APIP process as parallel to imagining the future.

The Senate had a number of questions about the root of the decline in enrollment that is driving the drop in undergraduate student to teacher ratio. It appears that this issue was identified in the APIP process as important, but there are no findings to be reported at this time. Finances and how costs at AU are framed were also raised as possible issues (with enrollment)—there are discussions about what to do about this in 2019.

A third issue raised by the Senate was with the concern over the abundance of lecture classes not fitting with the university policy of requiring 24 credits of load from undergraduate faculty—these requirements are at cross purposes and seem to fit with a desire to ensure that faculty are very busy, not that education is efficient and effective. The Provost agreed that “in higher education we have substituted busy for better” and proposed that a faculty working group look into the issue.

Fourth, the Senate questioned whether recruiting could be expanded outside of a 95%+ SDA student body to include other Christians. The Provost suggested that we could discuss this, but that we would need to think about the impacts carefully because we are a residential campus.

Finally, the Senate questioned whether cuts would come from administration and whether cuts were necessary if we could focus on investment and recruiting. The non-academic programs are supposed to go through program improvement and prioritization before the end of the semester, but do not seem to be targeted for cuts in this budget cycle. The Provost indicated that cuts to the faculty are necessary.

**The Provost assured the Senate that the Senate would be involved in all decisions that involve academics and that no changes to academic units would be made without input from the Senate.**

## **Senate Discussion & Announcements**

### **[1] Worship & Prayer**

**T. Newkirk**

The experience of Caleb and Joshua. God doesn't abandon us when things are difficult or even if we have moments where it is difficult to see. Caleb and Joshua were faithful, strong, and resilient despite the giants that they faced. Will we be Joshuas and Calebs in tribulation? Only if we keep our eyes on our Savior.

### **[3] ETLC/CTALE Updates**

**A. Coria-Navia**

Encouragement for Senators to sign up for Book Club in the Spring

### **[ADDITIONAL] AAA Meeting**

A supper meeting with the Faculty Senate and AAA representatives is tentatively scheduled for December 6 from 5-6 pm.

**Next Faculty Senate meeting:** December 13, 2017.