



Faculty Senate 2021–2022

MINUTES: October 27, 2021

Location: Zoom Meeting

Time: 6:00-8:00 pm

H. Ferguson, Chair; K. Friestad, Recording Secretary

Present: H. Ferguson, K. Friestad, M. Jones Gray, A. Bosman, R. Gatton, G. Woodruff, D. Penno, A. Galeniece, G. Woodruff, S. Oliveira, A. von Maur, D. Nowack, D. Covrig, M. Bacchiocchi, B. Gibson, E. Galeniaks, Max Keller, D. Myers, K. Reiner, G. Chi, D. Habenicht

Regrets/absent: J. Lim, V. Corredera, K. Hall, T. Smith, R. Stefanovic, B. Henry-Saturne, J. Markovic, L. Sabas, D. Gonzalez, R. Orrison

Guests: C. Arthur, B. Perry, D. McBride, A. Navia, K. Pichot

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

[2] Minutes of prior Faculty Senate Meeting

MOTION: VOTE passed. To approve the minutes as presented (K. Friestad). Votes: 15 yes votes

[4] Council/Committee Reports (A. Bosman)

Voted to approve and Seconded: 15 yes votes

Undergraduate Council: (5/3/21)

Discussion regarding Bartleby and the bookstore; The bookstore had previously been advertising for Bartleby on their website (which is affiliated with Barnes & Noble). The provost had a discussion with them and the ads were removed.

Graduate Council: (none)

Academic Operations and Policy Council: (none)

Faculty Policy & Development Council: (3/15/21 and 4/19/21)

3/15: Post Tenure review--presented at tonight's meeting; Dr. Thorpe discussed how dissertation workloads were calculated, which involved present issues involving dissertation load (how are they are handled in one area on campus versus another), charges to students, the impact on faculty, advisors, and the university. Research council had a discussion about professional development policies, research funds, and books that supported faculty research.

4/19: Discussion regarding faculty load, research, compensation, and service. The Center for Teaching and Learning gave a report on updates, including the faculty mentoring program and the new reporting tool for service for faculty.

Liberal Arts Council: (7/13/2021)

Voted to confirm Karin Thompson as the new chair of LAC

Race and Justice: (none)

Senate Discussion & Announcements

[1] **Worship & Prayer:** (M. Jones-Gray)

[3] ETLC & CTL Updates (A. Coria-Navia)

Excellence Award in Teaching--due Friday. Faculty, staff, students, administrators can all nominate.

[5] Post Tenure Review (D. McBride)

Presentation of Post-Tenure Review: What is the meaning and importance of tenure? Duane is serving as part of a committee looking at post-tenure review, a peer-review process that reassesses progress after tenure is awarded. The committee has drafted a document outline potential options for post-tenure review. Tenure at Andrews is less about how we see and treat and trust each other; it has significance because of constituents. It could easily be that a person who is not tenured made a kind of statement that has theological flaws. Tenure sometimes protects faculty from not the internal constituents but external constituents. Tenure Committee (9-12 members, meets once a year); Tenure Review Committee. We had a robust discussion including the definition of tenure, potential for variation in understanding in terms of what is expected from faculty. What protections does tenure at Andrews provide? The Provost: there is a level of protection. He said he would check to see if any tenured faculty were let go in the recent financial crisis. The discussion included the idea that tenure provided a level of freedom to speak freely and speak to power. Duane stated that a five year review freed up faculty to experiment and take more risks with teaching and their research.

Current language of the tenure letter:

“This letter does not represent an employment contract, as you are a member of the faculty who has been granted tenure. As you know, tenured status is assigned to a faculty member whose working relationships, philosophy, professional performance as a scholar, researcher, and Christian, and participation in the activities and responsibilities of his/her position, carries the approval and endorsement of the University as being in harmony with its mission. Although tenure provides you with some status and security, please remember that your employment is subject to the provisions of the Andrews University Working Policy and that your appointment is subject to periodic evaluation based on professional performance criteria.”

[6] Follow-up on University Ranking (Dr. Arthur)

Anthony proposed the idea to form an ad-hoc committee to work alongside Dr. Arthur to understand more about university rankings and the data. Voted and passed.

[7] Benefits Open Enrollment (M. Jones-Gray)

Benefits is proposing moving open enrollment from April to May

Heather Ferguson: Motion to accept the change of open enrollment to May noting consideration be given to faculty summer teaching and tour schedule, with a noted preference for a longer open enrollment window (16 votes).

[8] Faculty Senate Representative for GC/UGC (H. Ferguson)

Next Faculty Senate meeting: November 17, 2021