



## Faculty Senate 2022–2023

MINUTES: October 19, 2022

Location: Zoom Meeting

Time: 6:00-8:00 pm

K. Hall, Chair; J. Lim, Recording Secretary

**Present [17]:** A. Bosman, G. Chi, V. Corredera, S. Elkins-Bates, H. Ferguson, B. Gibson, K. Hall, B. Henry-Saturné, M. Jones-Gray, M. Keller, J. Lim, B. Maguad, R. Orrison, A. von Maur, K. Reiner, L. Sabas, G. Woodruff

**Regrets/absent [11]:** A. Galeniece, E. Galenieks, M. Bacchiocchi, S. Badenas, R. Gatón, D. Gonzalez, J. Kidder, D. Myers, D. Nowack, B. Sanou, T. Smith

**Guests [9]:** S. Aka, K. Bailey, S. Canales, K. Cave, A. Coria-Navia, S. Hatfield, W. Hucks, M. Mattingly, D. Weber

**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 (J. Lim).

**[4] MOTION:** VOTE passed. To accept the UGC Minutes from May 2022.

**[5] Recommendations from the Rankings Taskforce** (A. Bosman)

**MOTION:** VOTE passed. To Support and promote three recommendations from the Rankings Taskforce. Votes: 16 (passed).

The Executive Officers presented three recommendations for the Faculty Senate to support and promote. Discussion was supportive. Minor edits were made. The final voted recommendations are as follows:

1. Compensation/Workload: Restructure faculty pay (target: 50th percentile, CUPA) and include annual cost of living adjustments. Immediately achieve minimum base pay of at least \$50,000 for all (current and new) assistant professors to help recruit and retain quality faculty. Set a clear schedule for adjusting pay for associate and full professors. Expedite filling open faculty positions to maintain sustainable departmental workloads.
2. Reputation: For the Provost's office to engage Marketing & Enrollment Management, the Office of Research & Creative Scholarship, and other relevant offices/individuals to further strategize how we can raise awareness of the distinctive strengths of Andrews University's undergraduate education among administrators at national universities.

3. Publications: Provide additional research resources for faculty, such as professional editing, increased grant writing services, Sabbaticals for research endeavors, and funding for research assistants or methodologists. Create the part-time position of Director of Undergraduate Research to manage URS grants, organize poster sessions, grow summer research, and facilitate both longer and more expansive undergraduate research. This shared responsibility frees the office of research to spend more time assisting faculty in writing grants and publishing. More extensive publications at the faculty and undergraduate level also support reputation.

#### **[6] Faculty Morale (K. Hall)**

Proposal from Faculty Senate Executive Officers to develop a quality quantitative survey to understand the situation, followed by a taskforce to address the results and data.

Discussion. A wellbeing survey is being developed by another group consisting of representatives from the Center for Teaching and Learning, Human Resources, Center for Faith Engagement, Wellness, and the Center for Trauma Education and Care. Question whether the data collected by that group would be available for faculty analysis as well. Could the instrument collect data on retention of faculty? Is there an exit interview? Could data from faculty who have left from the last three years help us understand the issues further? What is the timeline? What could be done to identify overarching threads vs. anecdotal stories? An employee satisfaction survey was done recently by HR; but not for faculty. Discussion of a possible qualitative approach with focus groups with different groups. Desire to highlight sources of meaning and joy we find in our work.

Proposal to create a taskforce. Initial members to include Heather Ferguson, chair; Karl Bailey and Stacie Hatfield. Initial members to recruit additional representation across the colleges, aiming for a maximum of seven members.

**MOTION:** VOTE passed (15 votes). To establish a Faculty Morale Taskforce with 5-7 members with representation across the university. The Taskforce should research the issue, create recommendations, and follow up.

#### **Senate Discussion & Announcements**

**[1] Worship & Prayer (A. von Maur).** Joshua 13:1-5. Sometimes God makes promises that we don't claim and so they aren't fulfilled.

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

The Assessment Committee has joined with the Effective Teaching and Learning Committee to create the Effective Teaching, Learning, and Assessment Committee (ETLAC). Reminder of Research Week and events on October 20 and 21. New workshops featured in Monday emails: New Qualitative Research Group, Notre Dame workshop on assessing student participation, Credit for Prior Learning workshop. Reminder of on-demand support, mentoring, and formative

dialogues. Higher Education Adventist Society to be presented at the November Faculty Senate meeting.

**[4] Committee Reports** (V. Corredera)

Undergraduate Council May 2022. Reviewed terms of reference. Voted new certificates.

**Next Faculty Senate meeting:** November 16, 2022