



Faculty Senate 2022–2023

MINUTES: December 14, 2022

Location: Zoom Meeting

Time: 6:00-8:00 pm

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

Present [24]: M. Bacchiocchi, S. Badenas, A. Bosman, G. Chi, V. Corredera, S. Elkins-Bates, H. Ferguson, A. Galeniece, E. Galeniaks, R. Gatón, B. Gibson, D. Nowack, K. Hall, M. Jones-Gray, M. Keller, J. Lim, A. von Maur, D. Myers, R. Orrison, K. Reiner, L. Sabas, B. Sanou, T. Smith, G. Woodruff

Regrets/absent [4]: D. Gonzalez, J. Kidder, B. Henry-Saturné, B. Maguad

Guests [7]: K. Bailey, A. Coria-Navia, Williams Peprah, R. Root, R. Staples, J. Sigvartsen, C. Troy

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] Changes to Audit Policy and Incomplete Policy

Discussion: Questions about the implementation of the changes to the audit policy and the incomplete policy voted by Academic Operations and Policy Council in October. Discussion of how the changes would be communicated to faculty to give opportunity for announcing the changes and allowing for discussion and clarification. V. Corredera will follow up for clarification around the wording. *Should the wording be “audit is a registration action and should be only allowed until the drop/add deadline?”*

MOTION: To refer the actions on changing the audit and incomplete policy to General Faculty Meeting. VOTE passed (22 votes YES, 0 votes NO).

[8] Faculty Engagement Survey

Administration is planning this survey for March, followed by focus groups.

Significant discussion of concerns expressed by faculty to Faculty Senators. Discussion of the psychological measures and related issues. Does this survey address the morale issues that the Faculty Senate has been discussing. Could other questions be added? Desire to participate and support administration yet to also express grave concerns of the danger of measuring engagement, and regarding the relationship between engagement, basic needs,

burn-out, and commitment to the institution. Discussion of the possible involvement of the Faculty Morale Taskforce.

MOTION: To charitably communicate that this is not the survey that needs to take place and that a different kind of work is needed which is underway with the Faculty Morale Taskforce. VOTE passed (21 votes YES, 0 votes NO, 1 abstain).

Senate Discussion & Announcements

[1] Worship & Prayer (A. Bosman). Psalm 127:2. God gives His beloved sleep.

[3] ETLC & CTL Updates (A. Coria-Navia). Reminder of consultations on ACE and all aspects of teaching). Reminder of LearningHub Upgrade coming December 22. Reminder of Innovation in Teaching and Learning Grant - proposals are due March 15. Reminder of Higher Ed Adventist Society, which will be having a virtual conference May/June. Visit the [Adventist Learning Community](#) and choose Higher Ed Professionals at the top of the page. Reminder of on demand support and formative dialogues.

[4] Council Reports (V. Corredera)

- a. Undergraduate Council (10/3/22). Accepted minutes from Honors Council and ACE Committee, reviewed the UGC Terms of Reference, discussed areas of focus of the Academic Policy Subcommittee for the school year: Courses that are barriers to graduation, Academic probation and other academic sanctions, Academic report and midterm reports, Program tracking: course numbering guidelines and audits, Time to completion/age of credits, Governing bulletin, Implications to international students.
- b. Graduate Council (10/5/2022). Voted program updates from PDRC, voted updates to the dissertation policy.
- c. Faculty Policy and Development Council (none)
- d. Academic Operations and Policy Council (5/23/22). Voted changes to the audit policy, voted changes to the incomplete policy, voted to shift the withdrawal deadline to 65% of the academic term to meet compliance of satisfactory academic progress, voted to approve the change in total credits to 120 credits for baccalaureate degrees; shared recommendations for the use of Academ courses.

[5] Wellness Center Benefit (K. Hall). A faculty member had asked about the status of the wellness center benefit. K. Hall followed up with administration. The Provost intends to continue to support it and has taken it to the President. This is an example of the Faculty Senate following up on a faculty concern.

[6] Adjunct Faculty Connectedness (A. von Maur). The perspectives of an adjunct faculty member were shared, regarding the Andrews culture not including adjuncts in communication at the university level and the school level, lacking opportunities for feedback and engagement. Discussion and share of other scenarios where adjuncts are overlooked or disregarded. Comment on how so many of our adjuncts have been teaching

for Andrews University over 5 years, are PhDs, experts in their fields, and committed to Andrews over time. Data shared of a survey implemented by E. Galeniaks as the Faculty Senate adjunct representative spring 2022. Discussion of payroll issues. Discussion of the pros and cons of invitations or expectations to participate in departmental meetings. Recognition that faculty morale includes all of our adjunct faculty. Discussion of university and department level responsibilities.

Actions in progress or completed were shared. The genfac listserv now includes adjuncts as of August 2022. The ETLAC is working on a recommendation for an Excellence in Teaching Award for adjunct faculty starting in 2023. The Center for Teaching and Learning is working on the onboarding process for adjunct faculty, however notifications only go to CTL for new fully time faculty but not adjuncts.

Possible actions. Refer the survey to the deans. Provide office space for adjuncts. List adjuncts on department websites. Recommendation to invite adjunct faculty to participate in graduation. For the Faculty Senate to consider the data further.

[7] Tenure Track and Clinical Track (K. Hall).

Discussion of the Faculty Policy and Development Committee's (4.18.22) work on the tenure track and clinical track language in Working Policy 2:136.6. Some departments in disciplines other than healthcare also have a similar concept to "clinical", i.e. architecture has the professor of practice; VCAD has professors with the BFA which is a professional degree; faculty have impressive industry experience vital for students. Music has a performer track. Some fields have certifications that are equivalent to a Masters; others don't have PhDs in the field. Would this apply to those areas as well? Comment that our institution is too small to have two tracks. Discussion of the difficulty of chairs and support staff understanding a faculty member's status and its implications such as representation on university committees. What is the process for a clinical professor to advance? Note that some discipline specific accreditation bodies dictate how this is handled and may conflict with university expectation (i.e. MLS). This language is common at universities that have medical professional programs; typically a certain percentage is allowed for this type of faculty.

Follow up. Questions and concerns will be shared with FPDC.

Next Faculty Senate meeting: January 18, 2023