



## Faculty Senate 2022–2023

MINUTES: January 18, 2023

Location: Zoom Meeting

Time: 6:00-8:00 pm

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

**Present [24]:** S. Badenas, A. Bosman, G. Chi, V. Corredera, S. Elkins-Bates, A. Galeniece, E. Galenieks, R. Gatón, B. Gibson, D. Gonzalez, K. Hall, B. Henry-Saturné, M. Jones-Gray, M. Keller, J. Lim, B. Maguad, D. Nowack, R. Orrison, K. Reiner, L. Sabas, B. Sanou, T. Smith, C. Troy, A. von Maur

**Regrets/absent [5]:** M. Bacchiocchi, H. Ferguson, D. Myers, G. Woodruff, J. Kidder

**Guests [10]:** S. Aka, R. Bates, A. Coria-Navia, R. Eide-Altman, P. Oliveira, D. Ortiz, W. Peprah, A. Rosenthal, J. Sigvartsen, L. Weldon

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

### **[2] Minutes of Prior Faculty Senate Meeting**

**MOTION:** VOTE passed [20:0]. To approve the minutes as presented (J. Lim)

### **[4] Council Reports** (V. Corredera)

- Joint Undergraduate Council and Graduate Council (September 14, 2022):
  - Review of the bookstore situation; key action items to allow for graduation readiness; access to Degree Works ; discussion of registration and enrollment; votes from the Academic Operations Council.
- Undergraduate Council (11/7/22).
  - Update on policy discussions, including language of instruction; what topics are upcoming: governing bulletin year, readmission, residency, leave of absence; discussion of programs offered that aren't predominantly in English; discussion of ACE; discussion of how information and minutes are disseminated on campus
- No other minutes submitted.

**MOTION:** VOTE to accept the minutes passed [20:0].

### **[6] Andrews University Membership Committee.** (K. Hall)

On March 7, 2023, at 3:00 p.m., Andrews University will have a Membership Meeting (constituency meeting) to appoint new board members and approve updates to its Bylaws. The AU Bylaws state that:

*4.1.7 (a) The general faculty of Andrews University shall elect nineteen (19) Members, each of whom shall be employed full-time as a member of the Andrews University faculty and at least ten (10) of whom shall be faculty on continuous appointment.*  
*4.7.1(b)(iii) Four (4) Members who obtained Membership under 4.1.7(a), shall be appointed to serve on the nominating committee by the general faculty of Andrews University.*

The Faculty Senate used an online process to nominate candidates, and to rank the candidates. From this list Faculty Senate Executive Officers submitted the names with alternates to the Corporation Secretary.

**MOTION:** VOTE to submit the slate of 19 names (10 of which with tenure), 5 alternates; 4 nominating committee names and 3 alternates [20:0].

## **Senate Discussion & Announcements**

**[1] Worship & Prayer** (A. Bosman) We followed the President’s invitation to pray: “I pray that God can speak to each of us individually and all of us corporately as we seek to be still and listen to the gentle, yet powerful, voice of God. I pray that He might truly show us—even and especially in the midst of the culture wars and political alignments and challenging decisions—how we can all have our eyes firmly fixed on exactly the same place and goal: the character of God that truly passes all understanding.”

**[3] ETLAC & CTL Updates** (C. Troy) Reminder of consultations. Reminder of Faculty Institute Proposals Due Jan. 31. 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. Projects on the table include: Classroom Observation Policy, Revision of Course Surveys, Syllabus Template/Resources, Revision of Professional Development and Service Reporting (FAR), Development of Learning Modules, Revision of Undergraduate Exit Survey/Creation of Graduate Exit Survey.

**[5] ACT/SAT requirement** (A. Bosman and guest A. Rosenthal) In December 2020, Undergraduate Council (UGC) decided to go test-optional for the fall of 2021 due to access issues during COVID. The vote was not clear whether it was temporary, permanent, or for fall 2021 only. No action has been taken since 2020. The bulletin still includes the requirement for test scores. UGC is preparing to make a decision on whether to renew the ACT/SAT requirement. Invitation to discussion and to voice concerns and thoughts. The process of change will start with the undergraduate admissions committee creating a proposal, followed by UGC considering the proposal at the next meeting. Overall options are: test required, test optional, or test blind (test score not received).

Over 1800 colleges and universities are not requiring testing; and 1500 have decided to permanently go test optional. Question of what our peer institutions are doing, particularly our sister institution. It would be nice if Adventist institutions moved forward in unison on

this issue. We have used the scores for math placement, success tracking, and success advising placement. The scores have helped us determine the support that students might need. It is contested in the literature whether the tests are biased against socio-economic status and underrepresented students. This is a debate that typically highly selective universities have. If we required the test, we could use it differently, such as to decide what support is needed. There are some recent cases where if we had had scores we could have served a student more effectively. We need a vigorous discussion about how to use the scores appropriately. If there is a decision to make testing optional, will that decision be accompanied by a package of detailed solutions for how to address the various challenges that exist when testing is optional? Discussion of the current processing of admissions and test scores. Are there scholarships that are awarded based on SAT/ACT scores? If a student is taking the test knowing it won't matter for admission, will the scores reflect their capability? How might professional schools, such as medical schools, look at our students who were not tested? Students who have a high GPA have done what was asked of them. If we invite a wide range of students, we need to provide a wide range of support. We may need more training for faculty. We need the inclusion part of DEI; we need to find money to help these students and include them. Perhaps there are financial consequences, and re-budgeting is needed to support first and second year students.

Faculty and Faculty Senators are invited to email A. Rosenthal if anyone has additional feedback.

**[7] Adjunct Faculty Connectedness.** (K. Hall)

Report on Faculty Senate Executive Officers follow up. The steps include a rich dialogue with A. Coria-Navia and the Center for Teaching and Learning; sharing with the Deans' Council; and sending a letter to HR regarding the onboarding process, particularly for adjunct faculty.

**[8] Faculty Engagement Survey.** (K. Hall)

Report that K. Hall shared our motion from December with our concerns with the Provost and HR Director. The HR Director agreed to pause the survey and to have a conversation with the Faculty Morale Taskforce.

**[9] Communication and Minutes System.** (K. Hall)

The Faculty Senate Executive Officers have received feedback from various faculty regarding communication on decisions made in councils and committees. The executive officers are examining potential solutions.

**[10] Announcement.** (K. Hall).

Regarding recent personnel decisions made in the architecture department, Faculty Senate is not the forum for personnel matters. However it is recognized that faculty have expressed concerns regarding working policy. The Faculty Senate Executive Officers have requested a meeting with the Provost to share questions regarding Andrews University Working Policy and how it is being followed. Faculty may share concerns with the Executive Officers.