



## Faculty Senate 2022–2023

MINUTES: February 15, 2023

Location: Zoom Meeting

Time: 6:00-8:00 pm

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

**Present [23]:** M. Bacchiocchi, S. Badenas, A. Bosman, G. Chi, V. Corredera, C. Creighton, A. Galeniece, E. Galenieks, B. Gibson, D. Gonzalez, B. Henry-Saturné, K. Hall, M. Keller, J. Lim, B. Maguad, D. Myers, D. Nowack, K. Reiner, L. Sabas, B. Sanou, T. Smith, C. Troy, A. von Maur

**Regrets/absent [7]:** G. Woodruff, H. Ferguson, R. Gatón, M. Jones-Gray, J. Kidder, S. Elkins-Bates, R. Orrison

**Guests [6]:** R. Bates, S. Hatfield, R. Root, S. Trecartin, W. Hucks, K. Bailey

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

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

**MOTION:** VOTE passed [17 yes]. To approve the minutes as presented (J. Lim)

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

#### Faculty Policy & Development Council

- [01/23/23]: Research update. Edits to the working policy regarding search committees, updating college/school language and current position titles; and changes to the language regarding a search committee member from another college, the chair of the committee, and 51% shall be faculty from the department/school.

Note that the search committee language is on the agenda later.

#### Academic Operations Council:

- [11/7/23]. Discussion of bookstore; policy subcommittee is working on a leave of absence policy for students; discussion of co-curricular activities; draft copy of changes to the international education structure.

Discussion of the bookstore. The need for more staffing; one faculty senator has volunteered there; staff shouldn't have to work when they are on medical leave. Two positions are posted and we hear that another person has been hired.

- [12/5/23]. Discussion of the bookstore; discussion of relationship between councils and Faculty Senate, TB testing and registration implications, discussion of inter-semesters such as winter break, attendance, group

working on belonging, involvement with first year students, LearningHub upgrade, ACE outcome faculty reporting.

Discussion of the relationship between the councils and Faculty Senate. The Faculty Senate Parliamentarian is reviewing the Faculty Senate Constitution and Faculty Senate Exec will further review the Terms of Reference of the Councils.

Undergraduate Council: Up to date because the February meeting was canceled.

Graduate Council: No reports.

**MOTION:** VOTE to accept the minutes as presented. Motion passed. [17 yes].

**[6] Proposed Questions to Add to Employee Engagement Survey (K. Hall)**

Background information. Faculty Senate voted in December to “charitably communicate that this is not the survey that needs to take plan and that a different kind of work is needed which is underway with the Faculty Morale Taskforce”. K. Hall met with the HR Director and shared our concerns. Hall asked the HR Director to have a meeting with The Faculty Senate Faculty Morale Taskforce Committee. The HR Director met with Heather, agreeing that we were not measuring the same thing. The HR Director plans to move forward. K. Hall met with the HR Director and the Provost again. Plans are to move forward, it will start at the beginning of March; results to be shared in April. Faculty Senate has the opportunity to add up to three questions to the survey for faculty.

Also, K. Hall said the Provost will come to our March meeting to address the overwork and underpay concerns.

Discussion. Concerns that the results and the three year plan efforts will be directed at chairs (next level supervisors) who have very little power to change the issues that affect faculty engagement and morale. Note that the questions seem to be about the immediate working environment. Will results be shared with top administrators? Discussion of whether any faculty or faculty representatives will have access to the faculty results to validate the results. Discussion of the pay cap over the last four years. No adjustment for inflation and no rank increases except when rank changes.

Motion to negotiate to add these four questions [since we were allotted three questions] and to empower the Executive Officers to frame them positively to match the rest of the Gallup survey.

- I often feel emotionally or physically exhausted from my workload.
- My work responsibilities regularly infringe on my time for family, social, and recreational activities.
- My salary is sufficient to comfortably meet my needs and those of my dependents.
- In the last six months, I have seriously considered an alternative employment option.

**MOTION:** VOTE to submit these questions to the HR Director. Motion passed: [20 yes; 2 abstain]

Additional discussion regarding the pay statement after the vote. Comment that an individual's ability to meet their financial obligations is not the right data to collect. Checking for feelings from not getting raises for so many years may be more impactful. Have faculty been paid what we were told we would be paid? Discussion to affirm the statement that was expressed to the Provost and HR Director.

For reference, the December vote was: 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.

**MOTION:** To reiterate our December statement and add the concerns of the CAS chairs. Request for several faculty to have access to the raw data for faculty. Request to be word-smithed by executive officers. Motion passed: [18 yes; 4 abstain]

**[7] FPDC Follow Up: Faculty Search Committee (K. Hall)**

The Faculty Policy and Development Council in the January 23, 2023 meeting voted changes to the working policy regarding the chair of faculty search committees [2:142:5:1].

For context, the wording in Working Policy currently states:

When a faculty vacancy occurs, the dean of the relevant school/Director of the James White Library shall call the department together to choose a search committee. One member of the search committee must be from another school of the university appointed by the dean of the school where the search committee is to function. If the position involves graduate faculty responsibilities, the school's graduate program director or the graduate dean must be included. Departments should include one (1) student on the search committee. See also policy # 2:225:2 regarding search committee organization for departments which employ faculty of other faiths.

The wording voted by FPDC regarding the search committee chair on 1/23/2023 was:

The chair of the department/school shall usually serve as the chair for the faculty search committee.

**MOTION:** To recommend to FPDC to modify the wording as follows to retain the concept of election and preservation of democracy: "The search committee elects a chair and secretary at their first organizational meeting. The chair of the department/school commonly serves as the chair of the faculty search committee." Motion passed: [16 yes; 6 abstain]

**[8] CAS Statement on Tenure (V. Corredera)**

The College of Arts and Sciences submitted a statement to Faculty Senate on tenure:

The faculty of the College of Arts and Sciences recognizes tenure as "an indefinite appointment that can be terminated only for cause or under extraordinary circumstances such as financial exigency and program discontinuation" (AAUP).

Such protections are essential for the preservation of academic freedom and fundamental to the truth-seeking mission of the university.

Given various threats to tenure across the nation, we invite the Faculty Senate to consider the following recommendations:

1. For administrative review of the maintenance and accessibility of faculty employment records such as hiring letters, records of promotions in rank, and granting of tenure,
2. For a tenured faculty member to be appointed chair of the Faculty Development and Policy Council and the committee's Terms of Reference as well as the university's Working Policy to be updated to make this the standing practice,
3. For the addition to the Working Policy of an unambiguous definition of tenure and its protections that has been evaluated and agreed upon by the Faculty Senate and the General Faculty in session,
4. For any further consideration of a post-tenure review policy to be paused until the above actions have been taken.

Discussion. What does "cause" mean? Concern about implications with adjusting wording regarding tenure and possible consequences or administrative reactions.

**MOTION:** To join the College of Arts and Sciences in making these recommendations to Administration. Motion passed: [17 yes; 5 abstain]

## **Senate Discussion & Announcements**

**[1] Worship & Prayer** (J. Lim) A reflection based on *The Hidden Life of Trees* chapter 13 regarding self-denial and adapting to our circumstances. *Christ's Object Lessons* p. 403.2.

**[3] ETLAC & CTL Updates** (C. Troy) Reminder of support. Reminder to update your websites to include adjunct faculty in your departments. Upcoming events: LearningHub and Learning 2/21/2023; Kingman Lecture 2/21/2023; Lunch and Learn 3/2/2023; Higher Ed Adventist Society Conference 6/1/2023; Innovation in Teaching and Learning Grant deadline 3/15/2023.

**[5] Faculty Morale Taskforce Report** (K. Hall) Update on membership. Heather Ferguson, chair. Current membership is Stacie Hatfield, Carmelita Troy, Michael Milmine, and Heather Ferguson. Appeal from K. Hall for additional representation, particularly from the seminary.

**[9] University Membership Update** (J. Lim)

The final list of 19 names will be emailed to Faculty Senators by the Executive Secretary when received.