



Faculty Senate 2023-2024

MINUTES: September 20, 2023

Location: Zoom Meeting and Seminary
S120

Time: 6:00-8:00 pm

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

Present [20]: S. Badenas, A. Bosman, K. Cave, G. Chi, V. Corredera, S. Elkins-Bates, A. Galeniece, E. Galenieks, B. Gibson, Daniel Gonzalez-Socoloske, K. Hall, L. Hamilton, S. Hatfield, Bordes Henry-Saturné, N. Isaac-Dennis, M. Keller, B. Maguad, M. Moreno, D. Nowack, R. Orrison, K. Reiner, L. Sabas, Z. Plantak

Regrets/absent [9]: M. Bacchiocchi, B. Davis, R. Gatton, J. Kidder, J. Lim, B. Sanou

Guests [8]: K. Bailey, A. Coria-Navia, K. Denslow, C. Flores, K. Harris, W. Hucks, D. Murray, L. Weldon

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

[2] Minutes of Prior Faculty Senate Meeting (K. Hall)

MOTION: VOTE passed [13 yes]. To approve the minutes as presented (V. Corredera)

[4] Council Reports (V. Corredera)

No reports

Senate Discussion & Announcements

[1] Worship & Prayer. K. Hall shared a devotional on praying in the heart of God, seeing all as God's children.

[3] ETLAC & CTL Updates (A. Coria-Navia). Highlighted the Higher Education Adventist Society Inaugural conference (June 1) -- 126 participants from across the North American Division. We have 25 new faculty and need more peer mentors. The undergraduate exit survey has been sent to faculty for feedback. Course feedback survey has been sent to faculty for feedback. Both surveys the next step is voting. Faculty Institute: special thanks to faculty and staff who presented. Happy to have it driven by faculty proposals and interests. There is still time to join the book club on *Distracted*. Formative dialogues are needed for advancement. Training is available for colleagues who want to be peer coaches.

[5] Open position: Senate Representative on Social Committee. S. Badenas may be interested and will get back with availability.

[6] Dean's Council Recommendations. K. Hall presented two recommendations from the President's Council via the Dean's Council.

I. *Travel moratorium during the faculty institute -- no reimbursements for conferences.*
Discussion. What about those who teach during the summer? Does Faculty Institute have to happen every year? What about people who go on vacation? Are they penalized? Conference dates are outside faculty control. There could be a special conference faculty want to attend. Why a penalty instead of encouragement? Moratorium a step in the wrong direction. Worry that this would extend to the Employee Institute -- creep into the summer schedule. Don't penalize all faculty for a small disengaged subset. This moratorium may negatively affect the faculty morale which is not high to start with. Consideration of those who teach year round. During Christmas Break, many have "break" but are preparing for the following term. Attendance is not low. So what is the problem being solved? Straw Poll: Unanimous faculty opposition.

II. *Going to a five-year course schedule/plan. This would go along with a five-year budget.* Goal: Students can plan further out in advance.
Discussion: Hard to budget five years in advance. How do we account for faculty turn over or program changes? Classes run depending on enrollment. If they don't run, it throws a program off schedule for the next year. This would lead to independent studies, which are not counted on load. How rigid will this plan be? Can we make changes easily? Lack of flexibility would be to the detriment of students. Study tours often cannot be planned 5 years in advance. Some schools/departments already have a 4 or 5 year plan (as many courses are offered every other year). Built into this, there is flexibility for electives. The Bulletin already indicates expected offerings -- eg. Every Odd Fall. Many degrees are changed within a 5 year period. Perhaps a provisional budget and schedule. May stifle creativity -- program updates. Could you then project out faculty salaries for 5 years if you had a 5 year budget? 2-3 may make sense. Hard to estimate budgets for promotion 5 years in the future. A 5-year schedule that would still have changes would end up frustrating students more since they would think it was a commitment that was broken. Changes in schedule regularly happen to help serve students.

[7] Faculty Remuneration Update. A Bosman reported on the meeting that Faculty Senate Executive Officers had with President Taylor in July. In another meeting with the Provost and VP Of HR, points addressed included the number of pay scales, benchmarking, the importance of cost of living adjustments, and request for a review.

In the State of the University Address, President Taylor asked for a comprehensive review of benchmarks and pay scales. Faculty Senate will follow up with the President (between now and next meeting), asking specifically on the role of faculty feedback regarding our philosophy of remuneration (forward looking).

Senate Executive Officers would like to look backwards to pay freezes during COVID, especially to the freezing of steps. We see this as two different issues.

Discussion: Clarification on the role of faculty feedback. What does this mean? Some philosophical perspective. We don't need to be in the details. We can also report on the impact of financial decisions on us. Deeply offended regarding the step freezes. Steps were agreed upon, with the understanding that they would receive the step increases yearly. Considered wage theft while presenting a balanced budget to the board. Unethical processes. Does the President understand the differences between the two grievances?

[8] Rank and Tenure Discussion. V. Corredera summarized how after the Rank & Tenure presentation at Faculty Institute, several faculty expressed concerns about requirements for rank and tenure, the complexity of the process, the amount of documentation and scope of it required, lack of flexibility to accommodate the various disciplines, and a lack of clarity about the process.

Discussion: Concern: Service is required to be in the discipline (not within the church, etc.). Not clear in the rubric. The service is split into three communities: University, Scholarly, Church/Community. Need to indicate how these are weighted. The need to document limits what kinds of service faculty feel they can engage in. Lack of resources to help faculty to gather the resources. Isn't a list enough? The documentation required at Andrews is more complicated than at peer (Adventist and non-Adventist) universities, including research institutions. There are two sets of standards: (i) achievement and (ii) documentation. The rubric does not state that publication should be in Scopus journal, but it states peer review journal. This creates some confusion that needs to be addressed.

Recency of research requirement -- this is not appropriate (at least at the level currently required) for everyone—like chairs who may end up having to pause research to adequately serve the dept. In particular, the “3 publications in the last 4 years” requirement is problematic. If we are going to maintain the research requirement, need to review Sabbatical policy -- allow them earlier and give them more regularly. Discussion about how FAR categories do not fully align with advancement criteria -- may need to realign. Conflict of interest: Requiring letters of support from students. Lack of meaningful feedback for why faculty were denied -- desire for line item feedback. Complications/ambiguity from white paper.

Recommendation: We recommend to FPDC to review the Rank and Tenure requirements — both achievement and documentation — including feedback from a survey of faculty concerns.

[9] National Rankings - First Look. A. Bosman shared a summary of our national rankings. Only SDA school categorized as a National University. Tied for 1st for diversity. Highest graduation rate among SDA universities. We have the highest retention rate of first year students and both Pell Grant and non-Pell Grant students. Second lowest (\$26,000) media federal loan debt. Strongest incoming students in terms of incoming ACT scores. We keep up with regional private, Christian universities (maybe could improve graduation and retention rate). We do better with Niche (because it surveys students and not just administrators, etc.). Many of our programs were highlighted by Niche. We are the only SDA

university on the WSJ/College Pulse ranks (rates the top 400 out of 1500): 382 out of 400;
About \$25,000 more per year; On top of student experience in MI.

Next Senate Meetings (generally 3rd Wed, 6–8 pm, except Christmas & spring breaks)

September 20	October 25*	November 15	December 13	
January 17	February 21	March 13	April 17	May 15

*Moved back a week due to the Kingman Lectureship Presentation on AI