



Faculty Senate 2023-2024

MINUTES: October 25, 2023

Location: Zoom Meeting and Seminary
S120

Time: 6:00-8:00 pm

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

Present [21]: M. Bacchioni, S. Badenas, A. Bosman, K. Cave, G. Chi, V. Corredera, B. Davis, S. Elkins-Bates, A. Galeniece, E. Galeniaks, K. Hall, L. Hamilton, S. Hatfield, N. Isaac-Dennis, J. Kidder, J. Lim, B. Maguad, M. Moreno, Z. Plantak, K. Reiner, L. Sabas

Regrets/absent [9]: B. Gibson, R. Gatton, D. Gonzalez-Socoloske, B. Henry-Saturné, J. Johnson, M. Keller, D. Nowack, R. Orrison, B. Sanou

Guests [5]: R. Hall, M. Kordas, D. Murray, C. Troy, C. Woolford-Hunt

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

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

MOTION: VOTE passed. To approve the minutes as presented.

[4] Council Reports (V. Corredera)

No reports

Senate Discussion & Announcements

[1] Worship & Prayer. K. Hall discussed Nehemiah 4. The outsiders were trying to define the story, instead of the people who are building the wall. The Israelites decided to write their own narrative. People are trying to create the narrative of what Andrews is or is not, and they are on the outside looking in. Today we will be working on defining our own narratives.

[3] ETLAC & CTL Updates (C. Troy). Work in progress on the National Survey of Student Engagement results, the undergraduate exit survey results, the undergraduate exit survey revision, and the course survey revision. Upcoming events include: Visit Your Colleague's Classroom Week, DLiT Generative AI sessions. Consultations and formative dialogues continue; the book *Distracted* is available for loan.

[5] Report on Meeting with President (K. Hall). Report on meeting with the president regarding remuneration. The President has invited Faculty Senate Executive Officers to regularly scheduled meetings. We thanked the President for beginning to act on the issues of remuneration, as you heard in the State of the University address. He said the process is too early to provide an update on the HR work on the number of pay scales. There will be a

town hall meeting with the President. He said that our pay system should be far simpler than it currently is. He acknowledged the challenges of decrease in revenue and increase in expenses that affect remuneration. Based on the meeting in July, the President has already begun working on this. The next step will be the upcoming town hall meeting. No additional details regarding the timeline. They have just begun to discuss the process.

The second issue was the concern regarding the freeze in step increases. In the past there has been a freeze in cost of living adjustments, but not freezing the step increases. The President declined to speak for or respond to what had happened with previous administration. The President is looking to the future and what can be done from here forward. Further discussion on experience this summer. Questions about step increases, pay scales changing, and cost of living increase. Acknowledgement that understanding on this is lacking. It is clear the town hall is needed to express the wide ranging concerns. Clear communication between administration and faculty is necessary.

The last issue brought up was regarding the 9 or 12 month appointment. The contract language is incorrect, faculty aren't on contracts; a letter of appointment is received by full time faculty each year. Questions about the relationship with salary as well. If there is a 9 month appointment, why are there rules about weeks of vacation. The President indicated he will look into this issue with HR. Working policy doesn't discuss 9 month appointments, only 10 and 12 appointments. Letters of appointment should include the step and the months of work. Significant lack of clarity regarding these policies.

Finally, we asked the President what would be helpful for him from Faculty Senate. He requested that we give input on the value of Andrews University.

[6] Value Proposition: Only at Andrews... A. Bosman led Faculty Senate in group activities to identify distinctive strengths of Andrews University, along with examples and suggestions to highlight those strengths. Four groups worked on the questions and statements. Big ideas resulting from the work included faith, global, and experiential learning. Executive Officers will work on a summary.

[7] Grand Marshall (K. Hall). David Nowack is stepping down from the position of Grand Marshall. He has been working on a list of qualifications for the position. They will be vetted by administration, and then Faculty Senate will be asked to nominate 2-4 individuals; and the Office of the President will select the Grand Marshall from the names. Between this meeting and next we will send out the list of qualifications.