



Faculty Senate 2023-2024

MINUTES: January 17, 2024

Location: Zoom Meeting

Time: 6:00-8:00 pm

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

Present [22]: M. Bacchiocchi, S. Badenas, A. Bosman, K. Cave, G. Chi, V. Corredera, B. Davis, S. Elkins-Bates, A. Galeniece, E. Galenieks, R. Gatón, B. Gibson, D. Gonzalez-Socoloske, S. Hatfield, B. Henry-Saturné, N. Isaac-Dennis, J. Johnson, J. Lim, M. Keller, Z. Plantak, K. Reiner, B. Sanou

Regrets/absent [8]: K. Hall, L. Hamilton, J. Kidder, B. Maguad, M. Moreno, D. Nowack, R. Orrison, L. Sabas

Guests [13]: C. Arthur, R. Bates, K. Bailey, A. Coria-Navia, D. Davis, K. Denslow, W. Hucks, D. Myers, M. Murray, W. Peprah, K. Walker-Fraser, L. Weldon, C. Woolford-Hunt.

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

[2] Minutes of Prior Faculty Senate Meeting (A. Bosman)

MOTION: VOTE passed [16 yes]. To approve the minutes as presented with corrections.

[4] Council Reports (V. Corredera)

Council reports were received as follows:

- Undergraduate Council (None).
- Graduate Council (November 1, 2023). Mainly program changes. Language of instruction better documented. Discussion of satisfactory academic progress.
- Faculty Policy and Development Council (None)
- Academic Operations and Policy Council (None)

VOTE to accept the council reports passed [17 yes].

Senate Discussion & Announcements

[1] Worship & Prayer (G. Chi). The short clip, [Ticket Without a Seat](#) was shown and connected to our Andrews University Value of Compassion; and caring for the needs of others. Ephesians 4:32.

[3] ETLAC Announcements (A. Coria-Navia). Faculty and Staff Institute for Fall 2024 will focus on the 150th anniversary theme, "Founded in Faith, Forward in Mission." Information about course design opportunities from other institutions. An update on the Educational Recording policy and the ADA implications. Students' accommodations must be honored.

Students' accommodations cannot be disclosed to the rest of the class. Working with the Office of Legal Counsel to clarify the expectation.

[5] Budget Updates and Dialogue with Provost Arthur.

First a discussion of proposed changes to the Academic Year 2024-2025 Calendar. The proposal is to adjust the calendar to allow for a full week off at Thanksgiving. Proposed adjustments include starting earlier (Thursday) and having class on Labor Day. Robust discussion and feedback including: the Friday before Thanksgiving, child care challenges for Labor Day, impact to drop/add dates, adjustments to convocation, week of prayer, impact to dual enrollment students, orientation week. The Provost is collecting feedback from various stakeholders on this proposal.

Second a discussion of Academic Program Prioritization. Ongoing budget conversations. Fall semester ended with painful conversations; deans met with chairs. Some of the FTE reductions that were on the table didn't happen. Between 2018 and beginning of this school year, Andrews has reduced faculty by about 35-40 FTEs. There have been staff reductions as well. Program Prioritization is when we look at all our programs at the same time with the same data.

The purpose is:

- To help us address the question of the appropriate number of faculty to meet the needs of students and program requirements.
- To ensure that our academic programs have relevance.
- To maximize our resources.
- To help us plan.

The process is beginning with conversations with Faculty Senate and Student Councils. A Criteria Committee will be established. Buy-in from the Academic Community will be pursued for the Recommended Criteria. A Prioritization Review Committee will be established. Recommendations from the Review Committee will be reviewed/refined/adopted by the Executive Deans Council and University Administration.

An optimistic timeline is January 17 to March 30. A realistic timeline is January 17 to Negotiated.

A similar process will be followed for academic support and service areas.

Discussion included questions of whether the process will be overridden. The Provost assured Faculty Senate that he will do everything he can to prevent that. The process allows faculty and the academic community to have ownership of the process and decisions. What

is different from the last program prioritization process? Last time it was an administrative driven criteria committee; this time it is a faculty driven criteria committee. Gratitude expressed to the Provost regarding ensuring the faculty involvement. Concerns expressed about the business of April. The heavy lifting cannot be done in April. This could be part of the negotiation process. Whatever changes are recommended, it's too late to implement fall 2024; changes are mostly likely to start in fall 2025.

[6] Joint Town Hall with Staff/Faculty (V. Corredera). Watch for email regarding a joint town hall meeting. Questions will be submitted ahead of time to Faculty Senate officers to edit for length & clarity or to combine. There will be a series of questions to several administrators.

[7] Engagement Survey (J. Lim). The intention was that after the first survey, implementation and adjustments would occur, and that a post-survey would be administered. The post-survey is coming in late February. The HR director asked if Faculty Senate was open to reconsidering the wording to compare with other universities; K. Hall asked to keep the questions the same.

[8] Sesquicentennial Celebration (A. Bosman). See the announcement on the Andrews University website. Think about how you can synergize with the 150th celebration.

[9] Faculty Policy Update (A. Bosman). The committee has asked Faculty Senate to nominate a chair for FPDC. Exec officers are in the process of collecting names. The Faculty Policy and Development Committee Chair has to be tenured. They will work closely with the Provost's office. We aim to vote in February. We would like to see this person start their role soon but it could be in the fall.

[10] Discussion. Next Steps (A. Bosman). We expect to have a list of names to vote for the Race and Justice Committee in February. Let's keep working on diversity in our colleges and departments.

Important discussions of shared governance. We affirmed the [shared governance](#) document. Important to be familiar with. The process laid out tonight by the Provost for academic prioritization is a good example of shared governance. That we don't take grievances to social media but to use the processes in the university.

Third issue is related to budget cuts. Encouraged that a process is emerging. Competing visions for the future of the university; vision of a comprehensive university serving the church.

Any topics you'd like to see us engage with as a Faculty Senate?

Further discussion on the Academic Calendar. Could we start later in January? Have study tours in January. Discussion of a Winter-mester. The beauty of campus in May. Summer work implications. Financial impact. Students need the cafeteria during the week of Thanksgiving.

Further discussion on winter weather. Snow day. Some teachers taught; some were on Zoom; some classes were in person; back and forth. Frustration from different views of what to do. Review of process of decision making for snow days. Questions and feedback provided to the Provost.