



Faculty Senate 2025–2026

MINUTES: September 17, 2025

Location: Griggs Hall Council Chamber

Time: 6:00-8:00 pm

A. Bosman, Chair; J. Lim, Executive
Secretary

Attendance (18): W. Ackley, S. Badenas, A. Bosman, K. Cave, J. Cadet, E. Gallos, J. Fraser, B. Gibson, D. Gonzalez-Socoloske, S. Hatfield, N. Isaac-Dennis, J. Johnson, K. Koudele, J. Lim, Z. Plantak, J. Skinner, K. Thompson, T. Watson

Regrets (11): B. Davis, M. Bacchiocchi, R. Choi, P. Gregor, R. Gatón, L. Hamilton, N. Hess, J. Ledesma, L. Sabas, B. Scott, B. Sheppard

Guests (2): K. Bailey, E. Semotiuk

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

[2] Minutes of Prior Faculty Senate Meeting (J. Lim)

MOTION: VOTE passed [unanimous]. To approve the minutes as presented.

[3] Council Reports (B. Gibson)

Council Reports were received as follows.

Academic Integrity Council (none)

Faculty Policy Development Council (March 6, 2025)

Graduate Council (March 5, 2025)

Undergraduate Council (March 5, May 5, 2025)

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

[5] Constitution Revision Taskforce (S. Badenas & J. Skinner). Updates are needed to the Constitution. Two changes: standing committees are changing. The Academic Operations and Policy Committee is now reporting to the Institutional Operations Council; and now Academic Integrity is now reporting to the Faculty Senate. These changes need to be updated in the Constitution. The second area is the specification for representation from each College. The desire is to create language that is more sustainable with the changes that could happen. The description of the officers could be updated; the whole constitution could also be reviewed if desired. J. Ledesma served on the original taskforce creating the

constitution and will serve on this Taskforce. Two other names were voted to join the Taskforce: J. Cadet and C. Troy with B. Gibson as an alternate.

MOTION: VOTE passed to accept these names for the Taskforce.

Senate Discussion & Announcements

[1] Devotional. (A. Bosman). The prayer of Jabez. Week of prayer speaking. Prayer for blessing, impact, protection. God honors large prayers.

[4] Strategic Plan 1.3: Curriculum. A. Bosman. A. Rosenthal and A. Bosman are co-leading this group. Goal: Reassess and update curriculum review and development processes to ensure academic excellence, competitiveness, and career readiness, balancing innovation with the enduring values of whole-person education. KPI: Revise and expand curriculum standards to include financial feasibility, career alignment, and delivery options. A. Bosman gave an overview of the action plans including: Updating curriculum policies. Creating general education certificates and embedding those certificates in the Andrews Core Experience (ACE) curriculum. Reviewing faculty teaching load and developing a teaching track.

[6] Gallup Questions for Faculty (K. Cave). In the past, Faculty Senate requested for four questions to be added to 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 insufficient to comfortably meet my needs and those of my dependents.
- In the last six months, I have seriously considered alternative employment options.

Faculty Senate has been asked to replace these questions on the Gallup survey with Gallup questions that are similar but are benchmarked. Discussion of the benchmark questions including the differing needs of faculty vs staff, the connotations of the questions, concerns about the “at work” language in the options. The discussion of the 10/12 month contract inconsistencies was tabled for a future agenda. Noted that the benchmarked questions don’t fully address our concerns, and would add continuity across the past years, and will generate internal reflection.

Benchmarked questions chosen were:

- I have too much to do at work.
- My job allows me to spend enough quality time with family and friends.
- My pay and incentives are fair in comparison to the job market for people doing similar work.
- I plan to be working at my organization one year from now.

MOTION: VOTE passed unanimously to request to keep the current four faculty supplemental questions as well as the four aligned benchmarked questions to capture differences between questions and ensure continuity of data gathered.

[9]. Wages and Remuneration: Update. (A. Bosman). Faculty Senate voted in October 2022 to request restructuring faculty pay. The pay scales were adjusted that summer to achieve a minimum base pay of at least \$50,000. To achieve that, assistant professors at different levels were collapsed; which remains. Summer 2025, another additional major investment in faculty pay, For staff, as the minimum wage goes up, there was an effort to move hourly employees above student workers by at least \$1. Associate professors were moved to a base pay of \$60,000 for associate professors, which happened again by a collapse of levels. The HR plan moving forward is to restore the differentiation within, and to prioritize moving full professors to a minimum of \$70,000. It still varies by discipline. The university cannot promise when the full professor change will occur. It is a priority for the administration.

The current strategic plan has a KPI of increasing the overall university investment in remuneration by 3% per year. This doesn't mean that each person will get 3%, but that the overall university budget for remuneration will increase.

Faculty Senate closed with prayer.

Agenda items tabled:

[7] Snow Day/Remote Learning Policy

[8] Faith Integration Visual Series: Concept

[10] Open Discussion: Priorities for the Year