

**Faculty Senate Meeting Minutes**

December 9, 2021

3:30pm-5:30pm

UC 216 (zoom option available)

**Invitees:** Dr. Emily Cutrer, Dr. Melinda Arnold, Dr. Angie Parmentier-Sikorski, Dr. Corrine Hinton, Dr. David Allard, Dr. Rebeca Cooper, Dr. Doug Julien, Dr. Kelly Cordray, Dr. Sheila Moore, Dr. Drew Morton, Dr. Michael Perri, Dr. Sean Bailey, Dr. Vikram Bhadauria, Dr. Nelson Irizarry, Dr. Brian Matthews, Dr. Faycal Znidi

**Attendees:** Dr. Emily Cutrer, Dr. Angie Parmentier-Sikorski, Dr. Corrine Hinton, Dr. David Allard, Dr. Sean Bailey, Dr. Vikram Bhadauria, Dr. Rebeca Cooper, Dr. Nelson Irizarry, Dr. Doug Julien, Dr. Brian Matthews, Dr. Drew Morton, Dr. Michael Perri

**Absent:** Dr. Melinda Arnold, Dr. Kelly Cordray, Dr. Faycal Znidi

**Guests:** Dr. Del Doughty

- I. **Call to Order** (3:30 pm).....Dr. Angie Sikorski
- II. **President’s Report**.....Dr. Emily Cutrer
  - a. Discusses the activation of merit increases and hiring a Director of Diversity, Equity, and Inclusion (DEI). Stated that ads for the position have been widely placed and encouraged faculty to identify and recommend candidates to fill the inaugural position.
  - b. Shared that the prospective candidate is expected to be hired by Spring and explained the duties, responsibilities, and chain of command of the Director.
  - c. Shared and agreed with Hinton’s suggestion that students wanted the opportunity to be report grievances and stated that the DEI Committee decided to allow students to engage in dialogue to generate solutions to address various DEI issues.
  - d. Hinton asserted that students want to be heard and express experiences that can be used to generate solutions in safe spaces about DEI issues.
  - e. Shared the application procedure that the DEI Committee adopted to select new members.
  - f. Addressed that celebration that was cancelled at the beginning of the Fall for faculty and shared plans to host the event during Spring. Asked the faculty for input.
  - g. Morton asked about merit increases and the terminology (e.g., ongoing and one-time payment) that was used during the town hall meeting and asked for clarification; Cutrer stated that the merit increases will be ongoing and added to the base salary and stated that a letter will be sent to faculty and staff explaining what merit percentage will be awarded.

- h. Julien addressed the productive conversations about PLACE and wanted to commend the persons involved in finding solutions to reinstate the program.
  - i. Dr. Rebeca Cooper talked about attending the town hall meeting specifically related recruitment and was disappointed that the town hall meeting did not include recruitment for graduate level courses; Asked about consideration to determine viable efforts for graduate level recruitment.
  - j. Cutrer stated that Dr. Sharma is working with persons from each college to find ways to increase graduate recruitment and assured follow-up about having a town hall meeting that deeply addressed graduate recruiting.
  - k. Cooper also asked about delaying cancelling classes prior to the semester, slow registration, and financial aid for academic credentials; Cutrer deferred to Dr. Arnold for a more substantive answer and encouraged sending an email; Dr. Doughty stated that he and Arnold are attempting to find a balance to prevent the cancellation of classes with an emphasis on priority registration; Julien responded that there should be repetitive communication with students to prompt them to prioritize enrollment.
  - l. Sikorski shared her experiences in Psychology and Counseling and Dr. Moore shared her experiences in Nursing and the issues that hinder graduate students from registering timely.
- III. **Provost and VPAA's Report**.....Dr. Melinda Arnold
- a. No report given.
- IV. **Approval of Minutes from 11/11/2021**.....Dr. Angie Sikorski
- a. Irizary-motoned to approve the minutes; Julien-2<sup>nd</sup> the motion; No discussion; Minutes were unanimously approved as written; no abstentions.
- V. **Committee Reports**
- a. Faculty Welfare.....Dr. Drew Morton
    - i. Mentioned the Special Grant Proposal and the response rate; encouraged faculty to apply; Referred to the faculty moral survey and stated that no response has been provided since the data and feedback was sent.
    - ii. Sikorski stated that her and Hinton has a productive meeting with Arnold to discuss task forces and the faculty moral survey; Arnold agreed to look at the tangible items and to identify short- and long-term goals to work on; Hinton agreed that the conversation was productive.
  - b. Budget.....Dr. Corrine Hinton
    - i. Hinton reminded the Senate of two recommendations to consider from the last meeting which included (1) the President, VPAA, and HR developing clear and transparent hiring and salary determination process and (2) the CFO developing and sharing a long-term strategic plan for the University to preserve fiscal health.
    - ii. Sikorski suggested adding a recommendation asking for the last 5 years of an individual salary budget; Allard expressed concerned about the \$45

million allotment to build a new building and the ability to sustain it operationally; Hinton stated that the Budget Committee will ask about salary data and the new building.

- iii. Moore asked about ownership of the dorm; Senate unsure about the leasing/purchasing agreement; Moore asked about the accessibility of State salary data; Moore asked about what the response would be to obtaining the data requested from administration.
- iv. Hinton stated that salary trends and account usage can be evaluated and addressed.

- c. FRED.....Dr. Rebeca Cooper
  - i. Plans to meet in January to discuss rubric to reduce subjectivity when evaluating grant submissions.
- d. Rules and Procedures.....Dr. Michael Perri
  - i. Will meet early next semester to discuss rules on faculty performance review, faculty academic workload, reporting requirements, complaint and procedures, qualifications, and eligibility for members of the Senate
- e. Ed Tech.....Dr. Faycal Znidi
  - i. Nothing to report.
- f. Curriculum.....Dr. Doug Julien
  - i. Nothing to report.
- g. Academic Standards.....Dr. Kelly Cordray
  - i. Nothing to report

**VI. Ad hoc Committee Reports**

- a. Faculty Evaluation Form.....Dr. Corrine Hinton
  - i. Hinton referenced the faculty evaluation form shared by Arnold to determine affirmation of proposed recommendations or the need for revisions; Hinton stated that there are concerns about the addition of an administrative evaluation component and language pertaining to non-tenured track faculty.
  - ii. Sikorski suggested that the language pertaining to program responsibility of clinical and non-tenured track faculty and the administrative responsibility of department chairs should be revised.
  - iii. Julien recommended creating an ad hoc committee to discuss the faculty evaluation form.
  - iv. Cooper voiced concerns about implementing a new evaluation practice and procedure amidst the academic year without prior knowledge of what is being evaluated.
  - v. Sikorski asked that the Senate email thoughts and she will draft an email that conveys the collective resolve of the Senate concerning the evaluation form.

- vi. Julien-motined to move the discussion of the evaluation to the Rules and Procedures Committee; Morton-2<sup>nd</sup> the motion; Motion carried unanimously.
- b. DEI.....Dr. Julien & Dr. Matthews
  - i. Nothing to report
- c. OTAFA.....Dr. Corrine Hinton
  - i. Julien stated that the OTAFA allows faculty to drive their own professional development and a sense of what is important; Morton supports Hinton’s proposal; Sikorski supports the proposal but is conscious of the affixed expenditures.
  - ii. Morton motioned to approve Hinton’s proposal to present to the President and VPAA; Julien-2<sup>nd</sup> the motion;
- d. Scheduling.....???
- i. No one is currently scheduled to chair this committee; Will await volunteers.

**VII. Other Business**

- a. Allard asked about the Summer Pay Taskforce.
- b. Sikorski shared the Perri is please with how the task force is operating and the pay structure for full-time faculty and clinical faculty will be the same.
- c. Sikorski asked Arnold for communication between the task forces she retained and the Senate and asked her to put that process in writing; Arnold agreed.

**VIII. Next Meeting**

- a. Sikorski asked the Senate to consider Fridays at 1pm and offered suggestions on how to garner feedback from the Senate to determine the best meeting time.
- b. Julien suggested meeting during scheduled breaks or Julien/Bhadauria suggested using a Doodle Poll to determine the best time.
- c. No meeting date set.
- d. Meeting adjourned at 4:41 pm.