

Faculty Senate Minutes

February 7, 2020

Ware Student Commons, Room 207

Members Present	Karen White, President Amanda Lester-Chisum, Vice President Nathan Fryml, Secretary Sarah Uselding, Parliamentarian Donald Abel Kati Alley Simone Buys Brant Davis Fiona Denge (Brandon Moore, spring 2020 substitute) Bernardino Gonzales Tammy Holmes Robert Johnson Robin Malone Bill Netherton Camille Nies Kim Pinter Dave Van Domelen Walter Webb
Members Absent	
Guests	N/A

Topics	Discussion/Information	Actions/Decisions Recommendations/Timelines
Call to Order	President Karen White called the meeting to order at 2:34pm.	
Approval of Minutes	Approval of 12/6/2019 meeting minutes.	MOTION to approve: Brant Davis

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		SECOND: Walter Webb YEA: all NAY: none
President's Report	<p>Regents' Meeting report (Don Abel): Announcement of the approval of the one-time merit stipend (1,200 / 500). Seemed to be phrased as a stop-gap between last year's merit pay (conservative estimate) and the new calculation calendar, to be starting January 2021. Joe Bill (AC Foundation) was introduced, along with a few other new staff members.</p> <p>There seems to be a gap between faculty experience/discussions and what the Board of Regents hears. Faculty need to take advantage of the open meetings (fill out comment cards, etc.) to make their voices and concerns heard.</p>	
Vice President's Report		
Secretary's Report		
Parliamentarian's Report		
Guest Report(s)	N/A	
Questions	<p>SEE QUESTIONS / ANSWERS for <u>December/January</u> in Q's Committee Report (attachment). Summary and discussion as follows:</p> <p>1. Can the college develop a class attendance policy for lecture, hybrid, online formats? Will administration support departments</p>	

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	<p>who implement a class attendance policy?</p> <p>DISCUSSION: Becky Burton notes that standardized attendance policies are within the control of each department. VPAA office would consider a proposed campus-wide attendance policy.</p> <p>Better not to stir that pot! Leave it up to each department.</p> <p>2. Why were faculty required to attend a lecture Friday morning, when the exact same lecture was given at General Assembly, which faculty were also required to attend, just an hour and a half later?</p> <p>DISCUSSION: They will scrutinize it more carefully in the future. Intention was NOT that faculty sit through the same lecture 2 or 3 times.</p>	
Elections	If you know you are about to rotate off, begin talking with your department/division about being replaced.	
Legislative	N/A	
Professor Emeritus Award	Vote on final nominations. Will now notify the winner and confirm his/her acceptance of the award.	
Faculty Committee Appointments		

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Mead Award		
Technology	Trying to get some training for / assistance in updating Senate archives pages.	
Faculty Survey	Meeting to determine the precise questions to ask faculty while COACHE is working its way out across the 3 years (currently in year 2).	
Hospitality	Sarah Uselding is taking over for remainder of the year.	
Instructional Technology		
Courtesy	Faculty member (former Mead Award winner) who had to take a medical retirement recently. Very important for department chairs to notify Faculty Senate Courtesy Committee so they can arrange a note, etc.	
New Business	<p>COACHE ongoing: At most recent meeting, discussed compensation and concerns that it is “low.” Talked about various benefits of AC employment, merit stipends, etc. Also discussed the grueling nature of the 8-wk schedule. What can we change?</p> <ul style="list-style-type: none"> - Discussed 12-hour full time load with a 3-hour release time (not release so faculty member can pick up another class...but to be used to improve current instruction) - On the other hand, limit overload hours (perhaps lower to 18 from current 21-hour limit) <i>[[NOTE: This needs to be carefully handled, as some departments are consistently overloading 21 hours to hold their major course structure together. Also, isn't the ability to overload a perk of teaching and relatively low overall compensation?]]</i> - We are on watch with SACS because of our overload 	

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	<p>situation</p> <ul style="list-style-type: none">- Great need to be able to attract qualified adjunct instructors- Administration is aware they would have to hire more faculty and raise current compensation rate to make this work- Would be almost impossible to keep up with creating a tailored system for every department- What would release time be used for? Administration may try to fill it up with committee / campus work and reports. But needs to be truly designated for working on our classes and connecting with students in the community.- Wouldn't have to be office hours <i>per se</i>.- But how would faculty be accountable? What do we tell the Board? The way they would see we are using the release time well is if the data shows students being more successful. But if we are already doing more than we can sustain, the data may not immediately register "improvement."- Numbers show we are "getting the job done" now, though we are not necessarily getting recognized for the time we are carving out of the rest of our lives to make it possible. The release time would be a recognition of this work and the anticipated results.- WE NEED A CLEARER IDEA OF THE PURPOSE BEHIND THIS RELEASE TIME. Is it to give faculty a break now (to prevent burn-out, etc.)? Or so they can expect more of us later?	
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	<ul style="list-style-type: none"> - How does it help solve the SACS overload warning issue? - All faculty/department situations are different. <p>Additional discussion about the pro-rate issue for classes.</p>	
Unfinished Business	<p>Re-examine final exam schedule. There is some (occasional) overlap between 8-wk and 16-wk exam/instructional schedules. 8-wk exams get pushed to the end of the week, typically. Some instructors try to pre-empt this by moving exams earlier in the week but are being told they really must teach through the end of the week. Room schedules are the biggest challenge. Greatest need is within the 8-wk class schedule (exam schedule favors these). There are some unusual classes (meeting at strange times, etc.). This is partly a room-scheduling issue and an individual schedule issue, most of which can be dealt with by individual faculty members with a bit of flexibility.</p> <p>Regarding academic calendar: 2020-21 is slated to start a week late again. The current year's issues were explained as a "catch-up year." But this seems to be a recurring issue. Concerns have been expressed to administration.</p>	
Updates and Announcements		
Meeting Adjournment	<p>Next meeting scheduled for: Mar. 6 Meeting adjourned at 4:05pm.</p>	<p>MOTION to adjourn: Bill Netherton SECOND: Robert Johnson YEA: all NAY: none</p>

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Recorder: Nathaniel Fryml, Instructor, Senator for Liberal Arts

December 2019/January 2020 QUESTIONS

Report for Faculty Senate Meeting on 2/7/2020

1. **Can the college develop a class attendance policy for lecture, hybrid, online formats? Will administration support departments who implement a class attendance policy?**

[Response from Becky Burton, Associate Vice President of Academic Services]

It is currently up to each department to decide if they want a standardized attendance policy. No formal approval is required, however I would recommend each department chair discuss it with their dean before implementation.

A. **Can the college develop a class attendance policy for lecture, hybrid, online formats?**
Administration would love to see a policy put forth from Senate for consideration.

B. **Will administration support departments who implement a class attendance policy?**
YES!!!

2. **Why were faculty required to attend a lecture Friday morning, when the exact same lecture was given at General Assembly, which faculty were also required to attend, just an hour and a half later?**

[Response from Becky Burton, Associate Vice President of Academic Services]

Thank you for this question. Friday morning's faculty meeting, as well as Thursday's leadership meeting, was an expanded 90 minute presentation that took a deeper dive into the ideas, concepts and data that Mr. McLees was presenting. The morning session also allowed for more interaction and questions that the keynote presentation did not. While we recognize there was a significant overlap in material we felt the morning presentation offered a more faculty focused approach. However, we do want to honor the time of our faculty and in the future we will scrutinize similar presentations with a more critical eye.

We hope this answers the question, but as always we are available for further discussion as needed.