

Faculty Senate Minutes

December 4, 2020

Virtual via Zoom

Members Present	Amanda Lester-Chisum, President Donald Abel, Vice President Robin Malone, Secretary Simone Buys, Parliamentarian Lavon Barrett Brant Davis Fiona Denge Bernardino (JR) Gonzales Bob Gustin Connie Haskins Sabera Muna Bill Netherton Ray Newburg Janie Lane Dave Van Domelen Walter Webb
Members Absent	Camille Nies
Guests	JESSICA MITCHELL, INSTRUCTOR, MATH SCIENCES AND ENGINEERING

Topics	Discussion/Information	Actions/Decisions Recommendations/Timelines
Call to Order	President Amanda Lester-Chisum called the meeting to order at 1:08 pm.	<i>NOTE: Meeting held virtually via Zoom</i>
Approval of Minutes	Approval of 11/6/2020 meeting minutes.	MOTION TO APPROVE: Brant Davis SECOND: Dave Van Domelen YEA: All

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		NAY: None
President's Report	<p>Discussed COACHE Taskforce and the regular ongoing meetings of the taskforce. Leadership from Academic Affairs is actively participating in taskforce discussions. Campus leadership requested that Faculty Senate list things(3-5) that the college can work on to help faculty effectively deliver education to students. The three areas discussed during President's Report:</p> <ol style="list-style-type: none"> 1. Compensation including but not limited to lab pay, paid release time for full-time faculty; overload pay for full-time faculty; increase in adjunct faculty pay; merit pay that will take into consideration cost of living adjustments 2. Shared governance including but not limited to evaluating the input of faculty in the performance review process; Faculty Senate President and Vice-President being voting member of cabinet; administration facilitating relation between faculty senate and Board of Regents 3. Leadership training including but not limited to continuing development of robust training offerings and professional development offerings and annually review of training opportunities. <p>(See New Business Below)</p>	
Vice President's Report	No Report	
Secretary's Report	No Report	
Parliamentarian's Report	No Report	
Guest Report(s)	Jessica Mitchell, faculty member, discussed various concerns	

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	related to safety and security. Questions committee will work together to formulate questions and submit to appropriate branches of administration for clarification and means of addresses concerns raised.	
Questions	Discussed questions received and responses. See Faculty Senate Questions Committee Report.	
Elections	No Report	
Legislative	No Report	
Professor Emeritus Award	No Report	
Faculty Committee Appointments	No Report	
Mead Award	No Report	
Technology	No Report	
Faculty Survey	No Report	
Hospitality	No Report	
Instructional Technology	No Report	
Courtesy	No Report	
New Business	A. Discussed COACHE Taskforce and the regular ongoing meetings of the taskforce. Leadership from Academic Affairs is actively participating in taskforce discussions. Campus leadership requested that Faculty Senate list things(3-5) that the college can work on to	MOTION TO MOVE FORWARD ON THIS LIST: Don Abel SECOND: Bob Gustin Yea: All

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	<p>help faculty effectively deliver education to students. The three areas decided upon:</p> <ol style="list-style-type: none"> 1. Compensation including but not limited to lab pay, paid release time for full-time faculty; overload pay for full-time faculty; increase in adjunct faculty pay; merit pay that will take into consideration cost of living adjustments 2. Shared governance including but not limited to evaluating the input of faculty in the performance review process; Faculty Senate President and Vice-President being voting member of cabinet; administration facilitating relation between faculty senate and Board of Regents 3. Leadership training including but not limited to continuing development of robust training offerings and professional development offerings and annually review of training opportunities. <hr/> <p>B. Discussed attendance at recent meeting of Board of Regents. Discussion regarding Faculty Senate request to be notified of Regent meetings including date and mode of meetings(virtual/in-person)</p>	<p>Nay: None</p> <hr/> <p>MOTION TO SUBMIT REQUEST: Dave Van Domelen SECOND: Robin Malone YEA: All NAY: None</p>
Unfinished Business	COVID discussions ongoing	
Updates and Announcements	(Discussion of various points, with alterations)	
Meeting Adjournment	Next meeting scheduled for: February 5, 2021.	MOTION TO ADJOURN: Symone Buys

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	Meeting adjourned at 2:58pm.	SECOND: Dave Van Domelen YEA: All NAY: None
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Recorder: Robin R. Malone, Associate Professor, Senator STEM

NOVEMBER 2020 QUESTIONS

Report for Faculty Senate Meeting on 12/4/2020

1. Is there a person(s) in HR who can advocate on behalf of faculty and staff? Someone who investigates complaints and mediates fair settlements, especially between aggrieved faculty members and staff versus administrators, or is HR to be seen as an arm of administration? If no such person exists, could a position be created for this advocate?

[Response from Cheryl Jones, Vice President Human Resources]

Tamara and I will be addressing this question by doing an article for the January 2021 faculty newsletter/magazine which would highlight the different roles in the AC HR department and how we are available to assist faculty.

2. COVID Concerns and Clarification based on the following questions posed during our November 2020 meeting.
 - #1 Can faculty ask to see a positive COVID test? **Yes**
 - #2 What are programs with clinical rotations/labs and high absenteeism due to COVID able to do since the students cannot make up clinic/lab time?
 - #3 We are seeing many absences and may need to develop COVID INCOMPLETE policy. Would this be something that could be developed?

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

Becky was very open to discussing incompletes for students related to COVID. She stated that she understands that each department/program has different needs and expectations. Some departments can make up lab/clinical time while others cannot. This is also happening on East Campus. She suggested that instead of a college wide INCOMPLETE COVID policy, **we can submit INCOMPLETES and work with students on taking the course over.'**