**Faculty Senate Minutes**

Wednesday, September 9, 2020

Zoom Meeting, 4:00 p.m. – 6:00 p.m.

**Attending Senators:** Gwynne Ellen Ash, Stacey Bender, Janet Bezner, Dale Blasingame, Rachel Davenport, Peter Dedek, Jennifer Jensen, Lynn Ledbetter, Vincent Luizzi, Benjamin Martin, Stan McClellan, Roque Mendez, Andrew Ojede, Michael Supancic, Nicole Wesley

**Guests:** Eugene Bourgeois (Provost), De De Gardner, Ricardo Delgado Ahumada, Shannon Duffy, Geneva Gano, Laura Kennedy, Cristian Lieneck, Tina Marie Cade (Senate Fellow), Judy Oskam, Scott Pope (Library), Aimee Roundtree, Chris Russian, Joni S J Charles, Christine Sellers, Karen Sigler, Stephanie Towery (Library), Denise Trauth (President), Margaret Vaverek, Daniel Weeks (University Star)

Meeting called to order at 4:01 p.m. by Senate Chair Bezner

**Statement by President Trauth**

President Trauth addressed comments she made about Coach Kaspar at the September 02, 2020 senate meeting. She recalled directly that she was correct about the statement she made about there being a press release about Kaspar, but she erred in her statement that there was information about Kaspar being suspended with pay. Some senators disagreed about the adequacy of the President’s response to the Kaspar matter.

**2019-2020 Faculty Senate Fellow Report**

Dr. Shannon Duffy gave a presentation of her research while serving as Senate Fellow. Her report on academic freedom will be made publicly available on the Faculty Senate website.

**Discussion of Faculty Senate 2020-2021 Focus/Theme**

Senators discussed and approved the objectives of the senate theme of Advocating for Justice and Transformation.

**Partnering with Institutional Inclusive Excellence to sponsor Dr. Laura Rendon presentation on September 15, 2020, 3:00-5:00 PM for Hispanic Heritage Month**

Senator Martin suggested providing additional information for faculty on upcoming activities related to Hispanic Heritage Month by possibly including highlights of activities in the next senate newsletter. Senator Martin also provided dates for upcoming presentations and workshops that faculty may attend including Having Difficult Classroom Conversations (September 17), Justice, Equality, Diversity, Inclusion (JEDI) program, and Equality University (November 2). Senators agreed to promote all events.

Senator Martin provided a brief update about committee work on the Council for Inclusive Excellence.

**Review of AAPPS 04.02.20 Tenure and Promotion Policy revisions**

Senators discussed specific concerns about:

* Inclusion of PC members for voting on tenure and promotion. A senator pointed out that the senate has not conducted a formal vote to establish a senate position of who should be eligible for inclusion on personnel committees.
* Senators want the definition of administrative appointments to be clarified.
* Section 04.03 - Voting and remote participation in PC meetings. Some senators were concerned that allowing individual units to determine policy would be a Pandora’s box and possibly introduce a patchwork of approaches from one year to the next. A senator suggested that members must be present in some form during a PC meeting to cast a vote. Additionally, many senators would prefer a standard statement on PC meeting conduct included in the policy.
* Suggested revisions to section 04.03c and that as revised, an assistant professor with tenure would be left out of PC meetings based on the proposed policy.
* Section 01.04, which pertains to research faculty appointments. Senators expressed concern about its inclusion in the Tenure and Promotion Policy instead of related policies.
* Section 02.01, which requires a faculty member to have taught eight sections of courses before being allowed to vote on PC matters. Senators suggested the one-year waiting period should be sufficient and eligibility not be tied to teaching a fixed number of sections.

A senator expressed serious concerns about the policy in that it places too much reliance on chairs or directors to ensure meetings are handled fairly and equitably. The senator suggested the inclusion of an external observer at PC meetings where promotion and tenure decisions are discussed and voted on. Several senators agreed with this suggestion and had a conversation about the logistics and potential guidelines for including an external observer at specific PC meetings.

Senator Bezner will solicit comments from the Academic Governance Committee and include the Tenure and Promotion Policy revisions in the next senate agenda.

**Agenda items for Joint meeting with Council of Academic Deans and Council of Chairs**

Senators brainstormed ideas for the upcoming meeting on September 24, 2020. Ideas included having an observer for PC meetings, chair development training, university bullying policy, and establishing a policy on academic freedom.

**Executive session**

Senators discussed candidates to appoint to various committees.

**Approval of minutes**Senators approved the minutes for the September 2, 2020 meeting.

Meeting adjourned 6:27 pm

Minutes submitted by Jennifer Jensen