

# **FACULTY SENATE MEETING**

**February 15, 2000**

**Cashion 303**

**MINUTES**

**Present:** Baird, Abbott-Kirk, Auld, Buddo, Carini, Cox, , Davis, Dunn, , Garland, Genrich, Gilchrest, Hair, Jensen, K. Johnson, P. Johnson, Johnston, Longfellow, Losey, C. Marsh (for Adams) McGee, Riley, Stone, Weaver, Williams, Wilson, Yelderman, Young

**Absent:** Beck, Bowery, Curtis, Farris, Supplee

**Also Present:** J. Wiley (EDU)

## **I. Call to Order & Announcements.**

The meeting began at 3: 35.

## **II. Consideration of Agenda**

The printed agenda was distributed. Baird asked for some flexibility in rearranging the order of items on the agenda, given various constraints. This was approved by consent

## **III. Consideration of January Minutes**

The minutes from the January meeting (distributed electronically prior to the meeting) were approved by consent.

## **IV. Grievance Policy**

Baird briefly recounted the history of this policy, which began with the formation of a committee in June of 1996. On behalf of the committee, J. Wiley presented the revision

dated 2/9/00 (see Appendix A). Johnston moved that the proposal being accepted, seconded by Gilchrest.

During discussion, several concerns were raised. First of all, the document has been reviewed extensively by attorneys representing the University, but none representing the faculty. Also, Senators expressed concern that despite our repeated requests, the President is effectively exempted from the grievance process. After lengthy discussion, the motion passed with 2 dissenting votes. Longfellow moved that Baird draft a cover letter stating that the Senate continues to regret the exclusion of the President from the grievance process. This was seconded by Stone, and approved (with one dissenting vote).

On behalf of the Senate, Baird expressed appreciation to Wiley and the other members of the committee for their extensive work.

## **V. Committee/Liaison Reports**

A. Faculty Committee on Academic Freedom, Responsibility, and Environment (J. Losey, Chair). Losey reported on the committee's discussion of the memo sent to the Senate by J.T. Rose, asking that we review the policy of allowing exceptional students to register early.

Losey presented the motion on behalf of the FCAFRE.

*In response to Dr. J. T. Rose's memo to the Faculty Senate regarding, in*

*particular, the impact early student registration may have on faculty receiving*

*positive evaluations, the Academic Freedom, Responsibility and Environment*

*Committee makes the following recommendation:*

*The committee encourages academic units and schools to conduct annual peer*

*evaluations for full-time faculty if they are not doing so already. Such*

*peer evaluations will enable individual faculty members and chairs to establish a*

*context for interpreting student evaluations and for determining merit pay*

*recommendations.*

Motion was defeated, with one dissent.

B. Faculty Committee on Enrollment Management (D. Johnston, Chair). No Report.

C. Faculty Committee on Physical Facilities (J. Yelderman, Chair). No Report.

D. Faculty Committee on Student Life and Services (R. Wilson, Chair). No Report.

Wilson reported on the progress of three surveys being conducted by Student Life. Some concern was raised as to whether these surveys had been reviewed by the necessary committee (University Committee for the Protection of Human Subjects in Research). *Information received after the Senate committee confirmed that these had been reviewed and approved.*

Student Life is also reviewing current policies regarding Dead Week, and also reviewing the situation involving housing over the Thanksgiving holiday break.

Finally, Wilson reported that Student Life reviewed the memo from J. T. Rose, but recommended no action be taken.

E. Athletic Council (M. Dunn, Liaison). No Report.

F. Staff Council (J. Abbott-Kirk, Liaison). No Report.

G. Benefits and Personnel Committee (F. Curtis, Liaison). No Report.

## **VI. Old Business.**

A. Dismissal Procedures. (See Appendix B).

The Dismissal Policy was distributed prior to the meeting, and Losey moved its acceptance by the Senate, seconded by Gilchrest. Extensive discussion ensued on the following topics:

- Section I, Part B 8. The policy now reads "the accused...should have the right to hear and see [evidence]..." without specifying any time frame in which the review will take place. Jensen moved that the phrase "prior to the hearing" be added, so the phrase would be "the accused...should have the right to hear and see [evidence] prior to the hearing." ...This was seconded by Supplee, but the motion failed
- In the same section, Auld moved that the phrase "the right" should be replaced with "a fair opportunity, " reading "the accused...should have a fair opportunity to hear and see [evidence]..." Motion was seconded by Wilson, and passed.
- In Section 11, paragraph 3, the document reads,  
*The Dismissal Committee may make findings with substitutions that conform the findings to the evidence presented, if necessary.*

The meaning of the phrase "to conform the findings to the evidence presented," is unclear. After discussion, Yelderman moved that the Senate tentatively approve the document pending clarification by Baird. If any substantive concern remains, Baird was instructed to bring the document back to the Senate with a report. Motion passed, with 3 dissenting votes.

B. Promotion Policy. Discussion deferred

C. Report on Senators meeting with the President. Discussion deferred

D. Tenure Decision Letter. Discussion deferred.

E. Description of Senate in Faculty Handbook. Discussion deferred.

## **VII. New Business**

A. Executive Committee nominations for chairs of Faculty Committees on Academic Freedom and Responsibility, Enrollment Management, Physical Facilities, and Student Life and Services.

The Executive Committee will report in March on the Proposed Chairs for the various Faculty Committees. The Executive Committee recommended the following Senate appointments (as members, not chairs) for the following committees:

- Academic Freedom and Responsibility: R. Riley (M. Auld previously elected)
- Enrollment Management: K. Johnson (D. Johnston previously elected)
- Physical Facilities: R. Beck (J. Yelderman previously elected)
- Student Life and Services: L. Adams (R. Wilson previously elected)

B. Proposed Constitutional Amendment.

Baird introduced the following constitutional amendment:

*If an individual who has less than two years remaining on his or her first term on the Senate becomes chair-elect of the Senate, that person will automatically receive a new three-year term at the expiration of his/her term. If an individual who has less than two years remaining on his/her second term on the Senate becomes chair-elect of the Senate, that person will, at the expiration of his/her terms, become a "senator-at-large" for one or two years, depending on the time needed to complete his/her duties as chair of the Senate*

Following Constitutional procedures, this amendment will be discussed and voted on in March.

**With no further business, the meeting was adjourned at 5:00.**

Respectfully submitted,

Chuck Weaver

[Appendix A](#)

[Appendix B](#)

[Appendix C](#)