

The 13th regular meeting of the Faculty Senate (FS) Meeting occurred on April 30th, 2020 on WebEX.

Attachments to this message (and available under Meeting Documents on the MSU

Faculty Senate Blackboard (FSBB) shell) include:

- Minutes from FS Meeting April 16, 2020
- A call for volunteers- Student Success
- Resolution re: Online Teaching – 2nd Reading
- Ad Hoc Committee on Hybrid Employee Teaching - Report
- Committee appointments
- Student Life – 2nd Reading
- Resolution for University Town Hall Meeting – 1st Reading

The following announcements were made by Chair Lennex to start the meeting:

- *Call for Volunteers*—Student Success. Respond to Lesia, by noon May 1.
- *Call for Online Teaching Resources information*. Respond to Lesia by noon May 1. Please provide any resources you would like to see added to Chair Lennex.
- *Special Called Meeting: A Town Hall Meeting with Dr. Morgan for Faculty Senate* will occur on May 7, 3:35-4:45 via WebEx. Meeting invitation forwarded to each Senator and while attendance is not mandatory, Chair Lennex encouraged everyone to attend.

President's Report – no report

Provost's Report – no report

Faculty Regent's Report-Regent Adams

No report as they had not met since the last FS meeting.

Staff Congress Report-Shana Savard-Hogge

No report the next meeting of the Staff Congress will be Monday May 4th 1-2pm. Chair Lennex will be attending in place of the Communications Officer.

General Education Revision Implementation Report— Regent Adams

(Email Summary provided by Annie Adams below)

Sue Tallichet called the committee together on Wednesday, April 22nd via WebEx. We affirmed what we wanted on the front-facing web site discussed the previous meeting. Dr. Kunz asked Dr. Tallichet to follow up with AP Couch about the promised revisions. Dr. Tallichet noted she would contact AP Couch (who is in control of the General Education webpage) and reach out to VP Hornbuckle (in COMA) to see what could be done.

The committee approved the streamlined assessment plan from the original General Education reform proposal, with an updated schedule (to account for our new start date) and a simple verification form to document the common assignments in classes that will be used to assess

the given class's two General Education student learning outcomes (SLOs). Both of these documents will be available on the forward-facing website (when it is up), and the verification forms will be circulated to the affected departments and programs at the start of Fall 2020.

Important note: the form is called a "verification" form for a reason. The committee realizes that certain programs, areas, and faculty groups will merely be resubmitting the assessment measures they already use for "verification" and cataloguing purposes. Some faculty may elect to generate new assignments to work with the common rubrics, rubrics which were already circulated to affected faculty to ensure that they would be flexible enough to address what faculty are already doing in the classroom. This submission process will really just be a "final check" wherein we can document everything, and put it in order, before we begin our blissfully streamlined, and far less burdensome assessment process. (Many thanks to the members of the old GERFT committee, who crafted this streamlined process in their original proposal.)

The committee's work, as Dr. Tallichet noted, is completed for this term, **as is its** original charge. It may be called upon in the future to aid the Senate's efforts to revise the GEC and create an FYS committee, as functioning committee structures populated with the right classifications of people, are essential for effective implementation.

General Education Report – no report; committee had not met prior to this FS meeting.

FS Committee Reports

Executive Council

Chair/President Lennex lead a discussion on the following topic: Should tenure-track (TT) faculty at **any phase** of TT be allowed to delay for one-year their tenure/promotion to Associate portfolio?

After providing background information about the feedback request initiated by the Provost, senators were asked to discuss. Reminder: FS already endorsed a one-year delay for TT faculty in their last year. The discussion on this day was in reference to those TT faculty who were in earlier years of the portfolio.

Grupe provided some background by saying that this is a crucial time for TT faculty. There are some faculty who are concerned that they will miss their tenure because they will not have everything they need for their 2nd and 3rd year tenure notebook. These concerns were also discussed in Academic Issues.

Discussion:

Senator Hassan said that he was not sure what was meant by concern of TT faculty being let go in earlier years because the TT promotion follows the FEP.

Senator Jenab- commented that it would indeed depend upon the school FEP. Any concerns should be addressed in the FEP's.

Grise noted that in the departments, they only vote to reappoint at this point of the promotion. If TT faculty are considered a probationary faculty, it could be that they would not be reappointed.

Lennox stated that the move to online due to Covid-19 could be an issue for anybody on TT track, not just in COB. Family Leave Act can allow persons in certain conditions to ask for an extension for their TT. For example, in the FMLA, if a faculty member (male or female) had a baby, you could request a year delay in TT. Covid-19 could be an appropriate reason for delay.

Adams added that if you are up for TT in the fall, you may need to delay based upon presentations and other academic/scholarly work that has been cancelled. We want TT faculty to succeed and there could be someone who does not meet the standards due to faculty analog to pass/fail option.

Lennox stopped the open discussion by asking if the FS wanted to create a resolution positively supporting a delay of up to 1 year in TT portfolios for TT faculty in the earlier years of promotion. There was quite a bit of discussion regarding the drafting of a resolution. Adams suggested a draft resolution be created and brought forth for a reading at the next FS meeting. This was supported by Hare and Grupe, but both wished to move it to the fall. Lennox noted that she felt it necessary to calm faculty fears for those who were concerned. The discussion ended with further discussion expected in the fall.

Academic Issues-Chair Grupe

Resolution re Online Teaching – 2nd Reading. Grupe noted that the committee made some revisions according to the FA's received via email. He requested everyone look at those documents in the BB site and up on the screen as he led a lively discussion on the wording of the resolution related to who makes the decision regarding instruction.

The resolution was passed and will be made available on FS bb.

Grupe remarked that in their last meeting, the Academic Issues Committee also discussed online instruction and concerns regarding requesting delays for TT faculty.

Evaluation- Chair Long

Chair Long and Senator Hail gave a report from the Ad-Hoc Committee on Hybrid Employee Teaching. They presented a Powerpoint that is available in FS bb.

Hail provided the context for this presentation by defining the two types of personnel positions for standing one employees. They are: faculty and staff. There was no defined position termed as a "fractionalized" employee, however MSU has employees with this title, nor are there evaluations specifically defined for fractionalized faculty. According to the Provost, there are about 90 people in "dual" or "fractionalized" roles, defined as "Instructional Assignment", "Joint Appointment", and "Supplemental Assignment".

Hail and Long asked: How could these fractionalized faculty be evaluated? About half could be evaluated by supervisors in the field. The other (largely FYS instructors) have not been

evaluated because the staff evaluation tool does not address teaching. In response, the Ad-Hoc Committee on Hybrid Employee Teaching made the following recommendations:

- Faculty regain control of assignment of teaching categories
- Where appropriate, have qualified content and pedagogy experts assess 'hybrid' teaching in the absence of qualified supervisor
- Institute consistent evaluation protocols for teaching
 - Tenured -no regular evaluation of teaching
 - Tenure-track -evaluated regularly
 - Instructors -~50% evaluated
 - Hybrids -about 1/3 current evaluated
 - Hodge-podge (but mainly FYS folks) -little or no evaluation

Discussion:

Regent Adams inquired if the report talked about UAR 113 which speaks to the ability teach FYS and faculty credentials. In regards to faculty credentials, Adams, noted that there exists a widespread recognition that constituency bodies have a right to request information from IR and the chair of FS should be able to request information about FYS and/or fractionalized faculty.

Grupe recommended that everyone gets teaching evaluations...not just FYS instructors.

Senator Oyen asked if there was a better term than "Hybrid" instructors, since it could cause confusion with Hybrid courses.

Chair Lennex noted that evaluations for fractionalized faculty could result in some FEP revisions. Adams reminded us that evaluations could help staff persons from being exploited. Right now, fractionalized staff have multiple persons who are able to evaluate them on multiple factors.

Faculty Welfare & Concerns-Chair Sharp

No report.

Governance-Chair Graves

Graves presented FS with an updated list of committee appointments. The document is on the FS bb. The elections for Faculty Rights and Responsibilities (3 vacancies) will be held next week.

Graves then brought forth the Student Life committee description revision for a 2nd Reading. This was forwarded from the Governance committee because of a committee description change. Graves received no FA's from FS. He did want to mention that this committee was not seated last year, so the terms are going to look a bit unusual because one-half of the committee will have a 1-year term, the rest a 2-year term. Also, the committee name will change to the Student Affairs Committee.

Motion to approve the Student Life committee description revision passed.

Teacher Education Council – 1st Reading.

Chair Graves presented the Teacher Education Council draft which he stated had been in development over a number of years. Dean Miller, as chair of this committee, was not present to provide substance for this committee, although according to chair Lennex he was invited. Senator Sharp requested that Dean Miller attend the next meeting. FA's or document clarifications should be sent to Chair Graves and Dean Miller.

New Business.

Chair Lennex presented the Resolution for University Town Hall Meeting – 1st Reading. The resolution is available on FS bb. The Faculty Welfare and Concerns committee via Chair Sharp brought forth the resolution. The impetus was for the President and Provost to provide a University-wide Town Hall meeting. While it was noted that both FS and Staff Congress Town Hall meetings were occurring in the next week, the committee felt that a university-wide meeting would be of benefit. Senator Blankenship noted that in her communications with staff, they seem to have similar questions as the faculty. Having a town hall meeting where all questions could be addressed in the same venue may alleviate stress and anxiety. After discussion it was decided that the resolution would be tabled.

Next meetings:

1. **Special Called Meeting** Town Hall with Dr. Morgan is scheduled for May 7th, 3:45-4:45pm on Webex. An outlook calendar invitation was sent to Senators MSU email. Contact Chair Lennex if you did not receive the invitation.
2. **Regular FS Meeting** June 25th, Time and place TBA. Senators who teach in summer I are required to attend, all senators are encouraged to attend.

Submitted by:

Jenny Dearden, 2019-2020 Faculty Senate Communications Officer