

## The Comm

### 10/12/2023

TLDR: Spicy comments from the provost and ambiguous titles are rightfully ruffling feathers.

#### **Minutes**

Approval of 9/7 and 9/21 minutes were postponed until next meeting.

#### **Announcements**

FS President stated his request for updated information from IT was denied. Survey for IT concerns of faculty is tentatively postponed based on IT's security concerns.

#### **President's Report**

President Morgan did not join Faculty Senate's meeting today.

#### **Provost Report**

Dr. Parikh joined the meeting during the Staff Congress report. His report covered: 1) asking for an update on FS's review of the faculty handbook, 2) faculty canceling classes (recommendation was peer-to-peer discussion vs. snitching), 3) PAC 1 and 34 modifications (3.1 – two new ranks: Senior Instructor and University Professor, 3.2 – service load of instructors.) 4) Student mental health survey (national), 5) Search committee building has begun.

Senator Lennex: Lack of supporting information makes the intent of PAC 1 unclear. FS will not be involved in determining who is awarded these titles. The provost confirmed that it would be an administration decision to award this permanent title. Senator Lennex asked for clarification on the distinction between the full professor and University Professor titles. The provost stated if the faculty don't like the proposals, we do not have to do them. Lennex's last question was about the financial influences on the added service load for instructors. The provost shared that this change would cost the university more money in raises than it would save. The raise is estimated to be \$2,000 for instructor to senior instructor.

Senator Remillard: Will the three hours of service come from their current 27-hour load. Provost: No, it will be in addition to their current load to help prevent people from teaching and leaving. Remillard: Will there be a pay raise? Provost: The floor was raised from \$40 to \$43,000.

Senator Adams: Seven years ago, 5/4 load was changed to 5/5 due to no service/research. Faculty mental health survey would also be beneficial. PAC changes are unclear where the amount of 'enough' work will be. Is this really a raise? Provost: I welcome your comments in writing, but people have a choice of staying here or not staying here. If faculty are demoralized or unhappy, they should seek health care or talk with HR.

Senator Brock: Instructors would like to have more job security. Provost: That has been discussed and we are not doing that because we have tenure track lines.

#### **Faculty Regent**

Regent Stubbs has received multiple emails inquiring about the provost search not being listed even though his position was stated to be a 1-year term. President Morgan's response to Stubb's inquiry was that the Dean searches may be negatively impacted by searching for the provost and associate provost concurrently. Next meeting is the Friday afternoon before homecoming.

### **Staff Congress**

SC Chair Scott updated faculty senate on staff congress: 1) determining the number of representatives for FS standing committees, 2) representative-constituent communication improvements, and 3) Pay rate differences between FYS instructors.

### **SGA**

Butler Park is going to be converted into a parking lot. Ropes course is being sold and converted into a greenspace. Student organization funding packets are open for submissions.

### **PAC-1 and PAC-34**

Senator Lennex: Documents have a lot of unexplained content and decisions at the whim of administration. There is a lack of clarity in the distinction between a full professor and a university professor given the rigorous procedures one goes through to become full.

Senator Gibbs: Provost's response of 'if you don't like it, go somewhere else,' is shocking and appalling. The current PAC ignores the change that Senator Adams mentioned previously. This raise is more cost of living than a legitimate raise for these new duties. What is to stop the administration from applying the same workload to faculty down the road?

Senator Adams: The claim that we are striving for a culture of excellence does not seem to apply to our administration. The current drafts of PACs 1 and 34 have grammatical structures that leave too much room for variance.

Senator Kmetz: Previous revisions approved by faculty senate to PAC 1 were never responded to. Would like clarification if 'University Professor' is just a title or does it also come with a pay raise. FS President Chatham said that there was an unspecified intended pay raise.

Senator Kessinger: What is the goal or objective with these new titles? Does FS have to approve the PACs before they go to the BOR?

Senator Remillard: Would like to better understand the process and 'machinery' behind Senior Lecturers and University professors.

### **Faculty Senate Committee Reports**

#### **Executive Council**

No additional report.

#### **Academic Issues**

Working with SGA to better know students' understanding of office hours. Reviewed case of exams being offered outside of class time. Revisions to policy are not being tracked by administration, leading to redundant assignments.

#### **Evaluation**

No additional report at this time.

#### **Faculty Welfare & Concerns**

Next meeting will be 10/19. PACs 1 and 34 are drafts. Senator Brigham solicited constructive comments via email to aid with revisions to the PACs.

## **Governance**

Today is the first reading for the scholarship appeals and advisory committee. The primary change was the name of a particular office. The Governance Committee reached out to the standing and advisory committees that had not updated their information in the past five or so years to solicit updated.

## **Previous Discussion Updates**

### General Education Council.

Governance is working on an updated description for the GEC. Who will be part of the assessment has been determined and emails will be going out shortly.

### Library Updates

The provost has said to take up the discussion of librarians as faculty with the next provost. Senator Brigham asked if the pay floor were raised without keeping the word faculty, would that be a fair settling point. Senator Kmetz said it would not.

### Open Education Resources (OER)

Alison Hruby wants to promote use of Open Education Resources in classrooms. Feedback was solicited.

## **Conclusion**

We might need to reference the Ferengis' Rules of Acquisition to help us sort out the PAC issues. Back to you captain.