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2020-02-07 Minutes of the Executive Committee of the Academic Senate

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Approved Minutes
Executive Committee of the Academic Senate
February 7, 2020
9:00 am – 10:30 am, SM 113B

Present: Joanna Abdallah, Anne Crecelius, Deo Eustace, Mark Jacobs, Denise James, Leslie Picca, Jason Pierce, Fran Rice, Andrea Seielstad

Excused: Paul Benson, Shannon Driskell

Absent: James Brill

Guests: Janet Bednarek (Faculty Board representative), Carolyn Phelps

Opening

- Opening prayer / meditation – Deo Eustace (prayer/meditation)
- Approval of minutes from 01/31/2020 ECAS meeting approved with revision.

Announcements—Provost Council update—Mark

Provost Council agenda included an Academic Senate update, a debrief of the Board of Trustees meeting, the announcement of a university wide site license for Qualtrics with an anticipated rollout in late spring, a presentation on the university budget alignment steering committee and working groups, and the approval of the date for Stander Symposium in 2021.

New Business

FAC report on handbook revisions—Andrea presented the findings and proposed revisions to the document Faculty Hearing Committee on Academic Freedom and Tenure Bylaws and Operating Procedures.

- Revision extends academic freedom grievance rights to part-time faculty
- There continues to be a conflict between the Equity Compliance process and the university-wide faculty dismissal policy around the requirement of due process. Changes from the Dept. of Education should address the discrepancy. The proposed revision will allow faculty members to appeal sanctions that may violate their academic freedom.
- Added section to address faculty who believe they were discriminated or retaliated against in a matter under the jurisdiction of the Faculty Hearing committee
- Clarified specific roles of officers and where committee information is posted
- Defined the triggers for dismissal
- Clarified the Provost must present any recommendations for dismissal to the Committee prior to actual dismissal
- Included timeframes for formal complaints and appeals, the review of faculty dismissals, and the hearing procedure
- Clarified the Provost and faculty member have the same rights.
- Added the AS needs to approve the bylaws and operating procedures of the Faculty Hearing Committee on Academic Freedom and Tenure.

Revisions will be presented to AS in February, anticipated vote at March meeting.

Discussion on the proposed policy – “Response to Full-time Faculty Members Who Fail to Meet Expectations or Violate Policies Related to Faculty Responsibilities.” is postponed until next meeting.

Old Business

- Communication plan for changes to P&T policy – Leslie gave an update on the communication plan and shared the following documentation to help guide discussions.
 - Open Forums--Academic Senate Univ P&T Forums (ECAS folder)
 - P&T Unit discussion PLANNING Guide (ECAS folder 1/31/2020)
 - Additional Material for Discussions (ECAS folder 1/31/2020)
 - P&T.pptx (ECAS folder 1/31/2020)

There are plans to create a video outlining the changes and make it available for faculty to view

Additional talking points include:

- Encourage people to reach out to their Senator, or directly to Leslie with comments, questions, and concerns.
- Encourage discussion around what is a “could”, what is a “should”, and what is a “must” in the UPT and in the unit/department documents. Those items that are required need to be pointed out.
- Remind everyone that this will not be a unanimous vote
- Senate composition discussion – pend for future meeting
- Mini-course approvals – pend for future meeting

Adjourned: 10:23 am

Respectfully submitted, Fran Rice