**Faculty Senate Minutes**Wednesday, December 2, 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:** Augustine Agwuele, Gene Bourgeois (Provost), Kiana Burks (University Star), Tina Marie Cade (Senate Fellow), Nicholas Carter, Joni S J Charles, William Chittenden, Geneva Gano, Dwonna Naomi Goldstone, Vanessa Higgins Joyce, Ruby P. Kishan, Cristian Lieneck, Gloria Martinez, David Nolan, Judy Oskam, Scott Pope (Library), Douglas Ray, Aimee Roundtree, Chris Russian, Christine Sellers, Karen Sigler, Vedaraman Sriraman, Ruth Taylor, Debbie Thorne, Erik Timmerman, Denise Trauth (President), Dana Willett, Nancy Wilson

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

**Presidents Academic Advisory Group  
COVID-Related Issues**Dr. Trauth explained that the Fall 2021 semester will look a lot like the Fall 2019 semester since there is a vaccine that should be widely available in the future. The administration will still monitor positive tests, hospitalizations and hospital capacity, fatalities, geographic concentration, mitigation methods, testing capacity, contact tracing capacity, and vaccine availability in their final decision about all future semesters. Dr. Bourgeois added that the main concerns expressed by faculty, staff, and students about campus-based transmission have not been realized on either campus and that because of the absence of transmission, the Spring 2021 semester will be handled similarly to the Fall 2020 semester. He reiterated that if Phase 2 distribution of the vaccine included higher education institutions and enough people are voluntarily vaccinated, then Fall 2021 will be similar to the Fall 2019 semester.

Dr. Trauth explained that workgroups are continuing to meet as necessary including the Continuity of Education; Vaccine; Health, Wellness, and Safety; COVID-19 Communications Response; Continuity of Research; and Commencement workgroups. They will activate other workgroups as needed.

The Provost explained that summer camp and study abroad decisions will be postponed until a later date.

**Accurate reflection of faculty workload and workload credit**The senate brought concerns to PAAG about the increased faculty workload not being accurately reflected by their workload credit allocations. Dr. Bourgeois explained that for situations where faculty think they have worked more than they are credited for they should bring that issue to their chair or personnel committee. Dr. Bourgeois agreed to discuss this issue at CAD and COC so that deans and chairs receive the same information explained to the senate.

A senator asked if additional workload could be documented in Digital Measures for archival purposes. Dr. Bourgeois thought it was a good idea to document additional workload in Digital Measures and Dr. Thorne said she would meet with people to determine the best place to add that information.

Dr. Thorne also explained that Digital Measures allows the user to discuss and document their responsibilities and accomplishments in the personal narrative section.

**Faculty concerns about online exam proctoring**The senate inquired about the university’s capacity for online exam proctoring and options moving forward given relevant concerns expressed by faculty about student dishonesty. Additionally, the senate asked for confirmation that resources for faculty related to alternative assessment approaches would be created and requested a timeline for availability.

Dr. Sriraman acknowledged problems with online proctoring and emphasized ongoing collaboration between Faculty Development, ODEL, etc. to help move forward with alternate assessment strategies. Mr. Dana Willett explained that in addition to the two existing proctoring solutions, there are other options that range from ID checks to live proctoring. He explained they are looking for stronger integration with our LMS and the ability to select from a variety or range of proctoring options to find solution that works for a variety of faculty. Mr. Willet communicated his office hears complaints from students when faculty require a new proctoring requirement mid/late semester. He encouraged faculty to let students know early and to set up low-stakes assignments for students to test proctoring services.

A senator asked if departments/colleges must cover proctoring costs. Mr. Willett explained there is not a cost if the course is listed as INT or HYB. He encouraged faculty to not hesitate to list courses as such if that is how their course will be delivered. When a course is listed as INT or HYB, ODEL absorbs the cost of online proctoring services, not departments or colleges. A senator asked if faculty were aware of this condition. The Provost explained that the information is in the Continuity of Education document but that he will circulate that information to the CAD so it can be distributed to departments.

Dr. Thorne announced that several workshops related to distance learning will be available in January 2021 and that currently, the most attended workshop, Their Cheating Hearts, was geared toward alternative assessment and resources students use to cheat. She encouraged faculty to view the workshop.

**Emergency pass grades**  
The senate asked whether emergency pass (EP) grades were going to be implemented this current semester. Dr. Bourgeois explained that EP grades for Spring 2020 was an emergency measure and that this Fall semester is different because for the most part, learning modalities have not changed suddenly. Students have the option of petitioning for an administrative W grade, however, those are granted on an individual, case-by-case basis and not intended to be assigned as a blanket option by faculty.

**Miscellaneous**A senator asked what we can do to prepare/ensure that our campus is as safe as possible moving forward and considering the transition back to on-campus learning. President Trauth expressed that we need a multifaceted campaign to educate people about the vaccine and to do our best to find out why some people do not want the vaccine.

A senator asked if the university is considering expanding online course offerings in future semesters since many students seem to prefer that modality. Both the President and Provost expressed that the university is interested in maintaining online course offerings in the future but that it is up to the departments to make those determinations. At present, the university has not looked at the demographics of students who prefer online course delivery.

**Report from Academic Governance Committee**Dr. Agwuele provided a report from the AGC with suggestions for the senate to include in their draft PC policy. The suggestions included, a) allow units to include tenure-track and NLF to participate in some PC meetings/functions, b) elect a Chair of the PC who would conduct all PC meetings, and c) appoint formal “PC representatives” to represent non-tenure line faculty and tenure-line faculty during reviews.   
The AGC did not recommend adding an external observer to PC meetings.

Dr. Agwuele also raised a concern about APPS 04.01.25: Academic Program Coordination. As written, the policy may overburden tenured faculty and there are concerns that the policy is not implemented consistently across academic units. Senator Bezner will follow up with Dr. Thorne and possibly schedule a meeting in the spring to discuss the policy.

**Adoption of minutes**  
Senators approved the minutes of the November 18, 2020 meeting.

**Assignment of Policies**  
UPPS 06.02.01 Communication with Government Agencies. Due December 14 – Senator Ojede  
UPPS 01.04.41 Reporting Abuse of Minors and Training Policy. Due December 14 – Senator Bender

**Executive Session  
Research Enhancement Program Report**   
Dr. Agwuele, provided an overview of how the REP is funded.   
Senators voted to adopt the recommendations from the REP committee.   
  
**Nontenure Line Faculty Committee Report on Workload Release Applicants**  
Senator Ledbetter provided a report from NLF committee. Senators voted to adopt the recommendations for Workload Release recommended by the NLF committee.

**Discussion of Bulletin**   
Senator Luizzi provided an overview of activities by the Academic Freedom Committee and their idea to include an Academic Freedom Corner in the Faculty Senate Bulletin.

Meeting adjourned at 5:48 p.m.

Minutes submitted by Jennifer Jensen