**Faculty Senate Minutes**

Wednesday, April 27, 2022

**Zoom Meeting, 4:00-6:00 pm**

**Attending Senators:** Taylor Acee, Rebecca Bell-Metereau, Stacey Bender, Dale Blasingame, Peter Dedek, Jennifer Jensen, Lynn Ledbetter, Stan McClellan, Ben Martin, Roque Mendez, Danette Myers, Andrew Ojede, Michael Supancic, Nicole Wesley

**Guests:** Sarah Angulo, Kim Belcik, Yasmine Beale-Rosano-Rivaya, Hunter Close, Valarie Fleming, Shelly Forsythe, David Gibbs, Sonya Gutierrez, Susan Holtz, Kevin Jetton, Clemens (Scott) Kruse, Karen Meaney, Michael Mileski , Karen Sigler, Kathy Ybanez-Llorente

The meeting began at 4:01 pm

**Senate Fellow Presentation** – “Building a mentoring program for nontenure line faculty – one department’s journey and where to go from here” – Sarah Angulo

The psychology department implemented a mentoring program specifically designed to support nontenure line faculty. This was developed as a ‘collaborative mentorship program’ to allow faculty to teach and learn from each other. The program was group oriented, featuring six presentations by different faculty members and two social events. Each presenter chose a topic that aligned with their teaching expertise (for example, large classes or student engagement). Surveys revealed that this mentorship program was very well received, and participation increased over the year. Faculty especially appreciated the camaraderie with their peers, sense of community, informal discussions, information on internships and opportunities, and teaching tips.

As a separate component of the project, 55 teaching faculty across multiple departments responded to a survey about mentorship needs. The survey used an externally created and validated questionnaire. The survey revealed that faculty desire a positive role model, honest feedback on performance, information, and help in locating resources. The important qualities identified for a mentor include experience in teaching, good interpersonal skills, and a respectful, honest, caring, non-judgmental attitude. Additionally, respondents indicated that serving as a mentor would contribute to personal/professional self-development, exposure to fresh ideas, renewed energy/enthusiasm, and the reward of sharing insight. Inadequate knowledge of the university rules and procedures was revealed to contribute to stress, especially for those beginning their careers. However, there were concerns that faculty do not have enough time to fulfill the role of a mentor/mentee, and it is unclear if there is enough institutional support to make this work. The most important factors to include in a mentorship program are recognition of the role through release time or other means as well as a training program for mentors.

Senators asked if such mentorship programs could work at a college or interdisciplinary level. This seems to depend on the size of the department and individual preferences. Some departments already have mentorship programs in place for faculty at all levels. Other departments assign tasks related to mentorship to associate chair level positions.

**Approval of April 20, 2022 Minutes**

* Senators approved the minutes by vote.

**Policy Reviews**

* UPPS 04.04.41 Staff Employee Mediation and Grievance, full review, due May 7 (Senator Jensen)
* AAPPS 01.02.11 Role, Evaluation, and Step-Down Salaries of Department Chairs and School Directors (Senator Bender)

**University Curriculum Committee Report** – Michael Supancic, Chair

The senate reviewed the following program additions, changes, and deletions, effective catalog 2022-2023:

* **COLLEGE OF HEALTH PROFESSIONS**
  + *School of Health Administration* - Dr. Scott Kruse and Dr. Michael Mileski
    - Add a Master of Long Term Care Administration (M.L.T.C.A.) Major in Long Term Care Administration
  + *Department of Health Information Management* - Dr. David Gibbs
    - Add an undergraduate Minor in Health Informatics
* **COLLEGE OF LIBERAL ARTS** 
  + *Department of World Languages & Literatures* - Dr. Lucy Harney 
    - Add an undergraduate Minor in Italian
* **COLLEGE OF SCIENCE & ENGINEERING** 
  + *Department of Physics* - Dr. Hunter Close 
    - Add an undergraduate Minor in Advanced Physics
* **COLLEGE OF EDUCATION** 
  + *Department of Health & Human Performance* - Dr. Karen Meaney
    - Change the Bachelor Science (B.S.) Major in Recreation Administration
    - Change the undergraduate Minor in Recreation Administration
  + *Department of Counseling, Leadership, Adult Education & School Psychology* - Dr. Kathy Ybanez-Llorente
    - Delete a graduate Minor in Counseling and Guidance
  + *Department of Curriculum & Instruction* - Dr. Shelly Forsythe
    - Add an undergraduate Minor in Education
    - Delete an undergraduate Minor in Secondary Education
* **COLLEGE OF LIBERAL ARTS** 
  + *Department of Geography* - Dr. Jennifer Jensen 
    - Add a Master of Applied Geography (M.A.Geo.) Major in Geography Resource and Environmental Studies via Distance
    - Change the Master of Applied Geography (M.A.Geo.) Major in Geography Resource and Environmental Studies
    - Add an undergraduate Minor in Geographic Information Science
    - Delete an undergraduate Certificate in Environmental Interpretation
    - Delete an undergraduate Certificate in Geographic Information Science
    - Delete an undergraduate Certificate in Water Resources Policy
    - Delete an undergraduate Certificate in Location Analysis

**Executive Session**

The senate entered executive session. The senate rules were suspended to allow the senate to vote on approving the program changes. All of the program changes presented to the senate were approved by vote.

The meeting adjourned at 6:00 pm

Minutes submitted by Ben Martin