**Faculty Senate Minutes**

Wednesday, August 31, 2022

JCK 880 and Zoom Meeting, 4:00-6:00 pm

**Attending Senators:** Taylor Acee, Rebecca Bell-Metereau, Stacey Bender, Dale Blasingame, Rachel Davenport, Peter Dedek, Farzan Irani, Jennifer Jensen, Lynn Ledbetter, Ben Martin, Roque Mendez, Andrew Ojede, Adetty Pérez de Miles, Michael Supancic, Alex White

**Guests:** Augustine Agwuele, Lisa Ancelet, Angela Ausbrooks, Amy Brenton, Kelly Damphousse, Cynthia Gonzales, Stacy Hunter, David Nolan, Justin Randolph, Aimee Roundtree, Karen Sigler, Renee Wendel

The meeting began at 4:00 pm

**President Damphousse “Stop and Chat”**

The President emphasized the important role that faculty play in student success. The goal is to amplify this impact, complemented by support staff. Due to the excellent enrollment, the university is financially sound. Another round of bonuses is being considered for December based on a flat rate rather than a percentage bonus. This will be officially announced in mid-September.

The president also discussed our ‘Run to R1’. It is important to shift the culture from an ‘If’ to a ‘When’ we become R1. The R1 designation is not as clearly defined as eligibility for National Research University Funding (NRUF). The target may also be moving, by possibly softening the requirements. Some are concerned that we will lose our identity if we change so dramatically. By valuing teaching and mentorship, we should be able to retain the relationship that our faculty have with our students as we continue along our path.

Finally, the president explained our strategy for “doing more with more.” Nobody is sitting on a pot of money that hasn’t been spent. We need to grow our pie so we can distribute our money to areas of need. There is a balance to be had between teaching and research, and we need to provide research active faculty with the time that they need to do their work, but we also need to recognize the value of teaching for faculty who are less research active.

During tours to departments, many have expressed the desire to develop a Ph.D. program. We need to strategically plan to make sure that we develop programs that are valuable.

**Nontenure Line Faculty Workload Release Program**

The NLF committee determined that it was difficult to evaluate applicants using the existing rubric. The rubric also did not reward creative development. The updated rubric added this language, and it also more clearly defined the scoring criteria. A senator asked how curriculum vita are assessed, and it was explained that some applicants may not have the complete skillset needed to complete a project, but with assistance or mentoring they may do so. These applicants would be scored slightly lower on the rubric. The senate voted to approve the revised rubric.

**Subcommittee for Faculty Salary**

A subcommittee is working on analyzing salaries based on historical data. The group is first going to determine what data are available and what kind of analyses are needed. New questions may be generated based on the data. The rapidly increasing cost of living in the area will be considered as a component of the study.

Some faculty are interested in sharing their narratives regarding how salary has impacted them over the past few years. This will provide important qualitative data to compliment the analysis. In addition, it was noted that it will be valuable to review faculty who have left for other opportunities.

A senator noted that it will be helpful to try to work with the upper administration to potentially identify areas of need. This will be added to the PAAG agenda for next week.

**PAAG Questions**

The senate will review our concerns regarding salaries, as described above. In addition, we will emphasize our support for the Nontenure Line Faculty Title Series, and we will ask if its implementation may be accelerated.

There have been many complaints at the start of the year regarding faculty support. For example, ITAC has been very slow in providing computers for faculty. Custodial issues continue across campus. Acquiring keys, especially for student workers, may take more than a month. Hiring and onboarding is difficult (for example, timing of approval for parking),

A senator expressed serious concerns about OSRP post award support. Faculty are asked to take an extensive administrative role in grant management. At times there are long delays in communication and lack of follow-up. Some colleges seem to suffer from this problem more than others.

The senate decided to collect these concerns into two major issues: salary equity and faculty support.

**Revised Applied Arts Rubric for REP – Augustine Agwuele**

Dr. Agwuele emphasized the importance of REP evaluators from departments. Several department representatives did attend meetings, and this affected the outcomes.

Applied Arts rubric was revised to more explicitly define the scoring for different components. This was done to help applicants become familiar with the college’s expectations, make it easier to provide feedback to applicants, and above all to ensure consistency in the scoring of proposals.  It was approved by the University Research Enhancement Committee.

Senators questioned the budget criteria, specifically ‘lack of faculty salary’. It was explained that this was meant to ensure that faculty explain their budget choices regarding salary. The language will be revised to more clearly explain this. Another senator recommended that the rubric specifically include qualitative methods to ensure that all types of research be considered. The senate’s feedback will be shared with the committee for consideration.

**Minutes:** The senate voted to approve the August 24, 2022 minutes.

The meeting adjourned at 5:51 pm

Minutes submitted by Ben Martin