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Meeting Minutes

Faculty Senate

5-4-2021

May 4, 2021

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Faculty Senate Minutes– May 4, 2021
Zoom – @ 6:00 pm (details at end of Agenda)

Senators present: Aaron Joy, Alex Lopez, Alex Watson, Angela Green, Brad Jones, Brian Reithel, Carolyn Higdon, Carrie McCormick, Carrie V. Smith, Charles Stotler, Christy Nielson, Cole Stevens, Corina Petrescu, Daniel Durkin, David Golgor, Donna Buckley, Fei Lan, Hyunwoo Joung, Jenny Bucksbarg, John Lobur, Jon-Michael Wimberly, Jordan Ballou, Joseph Carlisle, Julia Bussade, Kathleen Fuller, Kenya Wolff, KoFan Lee, Kyle Fritz, Lance Yarbrough, Lauren Cardenas, Mandy Perryman, Mary Hayes, Meagen Rosenthal, Michael Repka, Phillis George, Randy Dale, Richard Gordon, Stuart Schafer, Sue Ann Skipworth, Tom Brady, Whitney Sarver, Chip Wade, Chris Mullen, Carmen Sanchis-Sinsterra, Joel Mobley, Beth Anne Fennley, Zenebe Beyene, Simone Delmare, Robert Van Ness, Jim Cizdziel, Zachary Guthrie, Darren Grem, Shari Holt.

Senators Excused:

Senators Unexcused: Brian Boutwell, Cristie Ellis, Mikaela Adams.

- **Call Meeting to Order**

- **Approve minutes from the April 13, 2020 meeting**
 - Motion – Corina Petrescu
 - Second – Joseph Carlisle
 - Vote – Minutes approved

- The Chair invited Provost Wilkin to offer updates and take questions on enrollment numbers for the fall and raises.
 - The freshman class appears to be larger than last year ‘s, but we don’t know exactly where we will land come fall.
 - There has been an increase in applications, admits, and orientation numbers, due to a number of factors: better marketing materials in conjunction and better recruiting strategies, name buys, analytics, and efforts of faculty, staff, and administrators to try to yield students.
 - We can generate interest in the university but departments are best positioned to recruit students to your fields of study.

- Q: Is the new Vice Chancellor for Enrollment position in place?

- Provost Wilkin: Yes, he’s in place and has a lot of good experience and already has some strategies for this fall.
 - Applications tend to come in February and we are now working to recruit and enroll those students.

- Pay increases: 2% increase floor set by the Chancellor, but there is no mechanism for cost of living increases.
 - It will be a merit pool but we are setting a 2% floor for everyone.
- Q: Will these apply to only full-time faculty?
- Provost Wilkin: Some will be funded from different external sources, Fund 25 or 30 accounts, for example, and we will have to build increases into those funding sources.
 - A checks and balances system is in place for approving budgets, but we have the authority and may have to work within existing funding sources.
- Q: Will the 2% floor be applied to future raises?
- Provost Wilkin: We don't know since we haven't had raises in three years. We don't know if this will be the case going forward.
- Q: Increase in tuition? No increases last year but we had built-in increases to costs, so we put forward a 3.5% out of state and 2.5% for in-state tuition, smaller than increases requested by other in-state institutions.
- Provost Wilkin: We want to balance these increases with what institutions across the SEC
 - Faculty raises will depend to some extent on on new tuition.
 - Stephen Holley VC Admin and Finance will be happy to come to senate and talk about the budget and process and some of his ideas moving forward.
 - Chair: We have already had some conversations with him about these matters.
 - Provost: Chancellor's strategic priorities, like raises, will help shape the budget as well.
- Q: The minimum wage hike is significant but how hard was this to achieve and how close are we to getting to \$15/hour.
- Provost Wilkin: \$12.50 is what we are able to do now, which helps address salary compression, but the Chancellor intends to continue working toward that goal but this is what could be accomplished at this time.
- Q: Chancellor Khayat got a similar wage increase but sometimes admin would put forward raise directions on the academic side to address salary compression. Do you have existing plans to keep these from being ad hoc from year to year?
- Provost Wilkin: It's easier to do in years of growth to increase pay but in the past what we've done is to make pots of money available to deans to make equity adjustments and inversion problems. Our focus now has been on getting

increases, period, but we recognize that these issues still exist and the Chancellor is interested in discussing ways to fix these problems going forward. The plan is not developed but conversations have definitely started and there is interest.

- In the past we haven't already empowered departments to have those conversations and fix some of those issues, but we have been encouraging that right now. There is movement with some of our colleges and departments to do this work.
- Q: Would like to have a conversation about having a guiding set of principles , policies, priorities, to help make that process more transparent and make this less ad hoc in the future. Constructive dialogue about principles that should guide that mechanism.
- Provost Wilkin : We think the tuition increase of 2.5% for in-state students, and the ~3.01% increase for the non-resident fee (not tuition), will help a lot.
- **Committee Updates**
 - Academic Instructional Affairs (chair: Corina Petrescu)
 - Resolution to support the work and recommendations of the SET Taskforce is before the Senate for a vote, but noted a minor typographical error in the report.
 - MOTION: Brad Jones moved to pass the resolution with minor edit.
 - SECONDED: Brian Reithel
 - APPROVED
 - Academic Conduct (chair: Kenya Wolff) – nothing to report
 - Finance & Benefits (chair: Joseph Carlisle) – nothing to report
 - Development & Planning (chair: Jon-Michael Wimberly) – nothing to report
 - Governance (chair: Daniel Durkin)
 - Grievance policy will be discussed with entities like HR, EORC, and others to put together a flowchart and address existing policies once new personnel are in place this summer.
 - Statement re: ORSP - we are working with the Chancellor's Committee on the Status of Women and others to address concerns with the new grants reporting language and backdated transmittal issue.
 - Statement: re: The Ombuds Office- The Governance Committee expressed a sense of real urgency concerning the Ombuds office and would like the Chancellor's assurance that the Ombuds office will still be here when we

return in the fall, preferably with Paul Caffera, who has earned the trust of faculty and staff, and certainly with a guaranty of confidentiality, as stipulated in the Charter Agreement. We welcome the Chancellor to the final Faculty Senate meeting of the academic year to update us on this urgent matter.

- Research & Creative Achievement (chair: Donna Buckley)
 - Covid study update: 217 faculty have taken the survey, which will run through this Friday. Executive Committee to determine what happens next with the survey.
- University Services (chair: Carrie McCormick) – nothing to report
- **Senate Officer Elections**
 - The Chair explained that the Chair, Vice Chair, and Secretary position are all year-long.
 - Q: Is there a risk of anyone being unwilling to serve again?
 - Chair: The Chair and Vice Chair are not running again.
 - MOTION: John Lobur nominated Dan Durkin as chair.
 - SECONDED: Alex Watson
 - MOTION: Jordan Ballou moved to close nominations and declare Dan Durkin the chair by acclamation, given no other nominations.
 - APPROVED
 - Vice Chair nominations:
 - MOTION: Phillis George nominated Carrie McCormick for Vice Chair.
 - SECONDED: Meagan Rosenthal
 - MOTION: John Lobur nominated Alex Watson for Vice Chair,
 - SECONDED: Carrie Smith.
 - Jordan Ballou moved to close nominations; Jon-Michael seconded.
 - APPROVED: by a vote of 25 to 13, the Senate elected Carrie McCormick Vice Chair
 - Secretary nominations:
 - MOTION: Carrie Smith nominated Angela Green to continue to serve as Secretary.
 - SECONDED: John Lobur
 - MOTION: Brian Reithel moved to close nominations and declare Angela the Secretary, given no other nominations.

- APPROVED

- **Old Business**
- **New Business**
- **Adjournment**

- Motion

- Second

- Vote Meeting adjourned at 6:52 PM.

NEXT MEETING: September 14, 2021 @ 6:00

Join Zoom Meeting

<https://zoom.us/j/92408305093?pwd=cW5HT0pVK09DVWF0YXI5UTA4S1VsUT09>

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