

Faculty Senate Minutes

Thursday, March 23, 2017 at the Alumni House, 1:30 PM

I. Attendance:

J. Aleshunas, R. Assner-Alvey, K. Corley, G. Glasgow, T. Green, M. Hulsizer, J. Palmer, T. Reilly, G. Renz, B. Rodney, S. Schroeder, Q. Shao, H. Singaravelu and J. Stulce.

II. Approval of Minutes:

Minutes of the March 2, 2017 Faculty Senate meeting were unanimously approved upon motion by R. Assner-Alvey, seconded by J. Aleshunas.

III. New Business

1. The Senate unanimously approved a motion by T. Reilly, seconded by Q. Shao, that Emily Thompson replace Lionel Cuille on Global Citizenship Program committee for the remainder of L. Cuille's term, which ends May 2018.
2. The Senate unanimously approved a motion by S. Schroder, seconded by G. Glasgow, that Nicole Miller-Struttman replace Julie Palmer on the Global Citizenship Program committee for the remainder of Julie Palmer's term, which ends May 2019.
3. Mike Hulsizer resigned his "At-Large" senator seat effective May 31, 2017. A. Geraghty-Rathert and Ryan Groeneman offered to replace him. G. Renz asked the Senate to think of other faculty members who may be interested in replacing M. Hulsizer as well. A decision will be made on the 1-year replacement for M. Hulsizer at the next Senate meeting.
4. G. Renz reported that he was told by Provost Schuster that President Stroble and the Provost could only attend the first half hour of the April 25, 2017 Faculty Assembly meeting for a question and answer session. The Senate agreed that was not enough time, so it asked G. Renz to find alternative dates at which the President and Provost could have a town-hall style meeting with Faculty Assembly.
5. The Committee to Review Faculty co-chairs Rich Dippel and Joe Schuster proposed changing the University Policy Handbook concerning scholarship criteria. With T. Green abstaining, the Senate unanimously approved a motion by G. Glasgow, seconded by K. Corley, to amend the University Policy Handbook language as proposed by adding the following language:
 - a. Add the phrase "Receiving and managing a grant for research activities" to the Sample Measures of Performance for the "Discovery" category.
 - b. Add the phrase "Receiving and managing a cross-disciplinary grant" to the Sample Measures of Performance for the "Integration" category.

The new language in context is bolded in the excerpt below: *(Version below reflects additional revisions by the Senate at the May 4, 2017 meeting.)*

Type of PD & Scholarship	Purpose	Sample Measures of Performance
Discovery	General knowledge through traditional research.	Present at professional conferences Publish articles and/or books for peer-reviewed/ professional/vetted forums Conduct scientific or technical research and disseminate the findings Produce and/or perform creative work (e.g. artistic performance, creation of original works of art, plays, poetry, literature, and electronic media) Create and disseminate theories and/or models <u>Writing a grant for research activities</u>
Integration	Interpret the use of knowledge across disciplines.	Prepare a comprehensive literature review Publish a textbook Design inter/cross-disciplinary courses Participation in professional seminars that result in contributions to the curriculum Contribute articles, essays or commentary for publication in a journal, magazine, newspaper, anthology, on-line publication, or other media Deliver an invited public lecture <u>Writing a cross disciplinary grant</u>

6. Committee to Review Faculty co-chairs Rich Dippel and Joe Schuster proposed changes to the procedures for changing continuing faculty status from Faculty Development Leave (FDL) to Tenure and vice versa. The procedures are in the University Policy Handbook section entitled “Change of Continuing Faculty Status.” The Senate unanimously approved a motion by G. Renz, seconded by R. Assner-Alvey, to amend the language as proposed by R. Dippel and J. Schuster.
 - a. Senate also unanimously agreed in this motion to delete the words “five-year” from the “FDL to TENURE” portion of the “Change of Continuing Faculty Status” section in the University Policy Handbook.

The approved University Policy Handbook language is shown below:

Proposed Changes to “Change of Continuing Faculty Status” Section
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Continuing Faculty Status Review

For those faculty members with FDL Continuing Faculty Status, reviews will be conducted at least every fifth year in addition to the annual departmental evaluations in consultation with the appropriate dean. Faculty members with FDL Status who have not been evaluated in the preceding four years will automatically be scheduled for a review of continuing status in the fifth year.

Process:

Full department reviews will be conducted for continuing status review renewals. A positive department review is defined as a recommendation for the renewal of continuing status for the faculty member by seventy-five percent (75%) or greater of the eligible departmental faculty members casting votes. Upon a positive department review, the CRF will defer to the department recommendation. The CRF shall then inform the Provost of the recommendation.

A positive department review will serve as a renewal of the rights and obligations that accompany FDL status, and the faculty member will have Continuing Faculty Status renewed for an additional five years.

A negative department review is defined as a recommendation of renewal of continuing status for the faculty member by less than seventy-five percent (75%) of the eligible departmental faculty members casting votes. Upon a negative department review, the CRF will conduct its own independent review process and the same procedure as with an initial status review will be followed. For a department with fewer than five eligible departmental faculty members, outside reviewers from other departments may be added to the department review committee to bring the number of committee participants to five.

Eligibility and quorum requirements for voting will be governed by the applicable rules of the department. However, if the department has not established any such rules at the time of the review, then only departmental faculty member with status will be eligible to vote. A quorum for voting shall be defined as the participation of a majority of the eligible faculty members in the department.

Departments are to notify CRF in writing by December 15th of the results of all Continuing Faculty Status Reviews, whether or not CRF action is required.

Change of Continuing Faculty Status

The University recognizes the right of faculty to request a change of continuing status option.

FDL to TENURE: A faculty member with FDL status can, at the time of the [deleted "five-year" language] Continuing Status Review, petition for a change of status from FDL to Tenure. The following procedures will be followed:

- I. Simultaneously, s/he must notify both the department and the Committee to Review Faculty that s/he intends to petition for a change in status from FDL to Tenure. A Continuing Faculty Status Review shall then be conducted by the faculty member's department, as described in the Handbook.
- II. If the Continuing Faculty Status departmental review is positive, the department will then vote as to whether the department recommends the faculty member should be approved for a change in status to Tenure. The eligibility and quorum requirements for the Continuing Faculty Status Review will be applied to the determination of the change in status to Tenure.
 - i. Department recommendation of the change in status from FDL to tenure requires support of such change in status by seventy-five percent (75%) or greater of the eligible departmental faculty members casting votes. Upon a department recommendation for a change in status, the Committee to Review Faculty will defer to the department's recommendation to change

status from FDL to tenure. The CRF shall then inform the Provost of the recommendation.

- ii. If the departmental vote to recommend a change in status from FDL to tenure is supported by less than seventy-five percent (75%) from the eligible departmental faculty members casting votes, the Committee to Review Faculty will conduct its own independent review and the same procedure as with an initial status review will be followed.
- iii. If a department does not recommend the faculty member for tenure under this procedure, that decision does not affect a positive Continuing Status departmental review.

TENURE TO FDL: A faculty member with tenure can petition for a change of status from tenure to FDL. Such petition can only be filed during the Fall semester with the deadline for filing to be the same as for the initial status review. The review of this petition for change of status will be based on the regular procedures for Continuing Faculty Status Review in the faculty member's department, as described in the Handbook. The following procedures will be followed:

- I. Simultaneously, s/he must notify both the department and the Committee to Review Faculty that s/he intends to petition for a change in status from Tenure to FDL. A Continuing Faculty Status departmental review will then be conducted by the faculty member's department. The eligibility and quorum requirements for the Continuing Faculty Status Review will be applied to the determination of the change in status to FDL.
 - i. Department recommendation of the change in status requires support of the change in status from tenure to FDL by seventy-five percent (75%) or greater of the eligible departmental faculty members casting votes. Upon a department recommendation for a change in status, the Committee to Review Faculty will defer to the department's recommendation to change status from tenure to FDL. The CRF shall then inform the Provost of the recommendation. Future leaves will be calculated from the time of the last leave and with respect to the status option held by the faculty member during the year of the next scheduled leave.
 - ii. If the departmental vote to recommend a change in status from tenure to FDL is supported by less than seventy-five percent (75%) of the eligible departmental faculty members casting votes, then the faculty member is not eligible for a change in status to FDL and shall continue with tenure status.

IV. Old Business

7. The Senate unanimously approved T. Reilly's request to change the date of the 2018 Spring Institute from April 20, 2018 to March 23, 2018 and changing the venue to the East Academic Building (253/262 and other rooms) from the University Center. C Guehring will cancel the reservation to use the University Center facilities previously reserved for April 20, 2018.

8. C. Guehring reported that she has reserved Pere Marquette for the 2018 Fall Faculty Institute, but we will lose \$500 if we cancel before July 26, 2018. If we cancel after July 26, 2018, we will have to pay the entire agreed upon bill.
9. The Senate agreed (without formal vote) to send out a questionnaire to the Faculty Assembly following the 2017 Fall Faculty Institute held at River City Hotel and Casino.
10. The Senate unanimously approved a motion by M. Hulsizer, seconded by G. Glasgow, to make following changes following changes to the Multicultural Studies Committee section in the University Policy Handbook upon the request of the committee chair T. Reilly. (*Version below reflects additional revisions by the Senate at the May 4, 2017 meeting.*)

I. Definition

The Multicultural Studies Committee (MULC) supports and promotes balanced interdisciplinary programming that encourages self-discovery, social awareness, and understanding of diversity in our complex communities. MULC focuses on programming that teaches social justice and equality as well as on work that provides the university community with knowledge and tools to grow as socially responsible members of our diverse and interconnected world.

II. Membership

A. Voting Members (9 members) as follows:

1. Four (4) faculty members from the Faculty Assembly shall be elected at-large.
2. Four (4) faculty members from the Faculty Assembly shall be recommended by MULC to the Faculty Senate for appointment. The Faculty Senate may also make recommendations in consultation with MULC chair(s).
3. One (1) contingent faculty member shall be recommended by MULC to the Faculty Senate for appointment.

B. Terms shall be for three years, staggered so there are three opening each year.

C. The chair(s) of the committee must be a voting member(s) and elected by the voting members on an annual basis.

D. Non-Voting Members as follows: [*Changed "B" in proposal to "D"*]

1. The Director of Multicultural Center and International Student Affairs.
2. Two (2) student members selected by the Student Government Association serving one-year terms.
3. Two (2) staff members serving two-year staggered terms to be selected by the Webster Staff Alliance.

III. Functions [*Changed proposed language by adding "III." before "Functions" to conform to current formatting.*]

- A. Identifies and publicizes courses of multicultural significance.
- B. Maintains contact with multicultural issues and serves as a resource for the university.
- C. Identifies and supports all faculty with multicultural interests.
- D. Identifies and acquires curriculum development materials and supporting library materials.
- E. Develops programming for workshops and related events.
- F. Provides a forum for discussion of multicultural issues as they emerge inside and outside the university and offers recommendations for action.

- G. The committee chair(s) shall act as a liaison between the Multicultural Center and International Student Affairs as well as Multicultural Studies and review course evaluation forms for all Multicultural Studies courses.
 - H. The committee may establish standing and/or ad-hoc sub-committees for purposes such as strategic planning, developing programming, and implementing programs, among other applicable actions. The committee may invite any member of the university community to serve on its sub-committees, but voting rights will be limited to the voting members of the committee.
11. The Senate agreed (without formal vote) to fix the stagger for the terms on the Publications Board this 2017 election. Therefore, two seats this election cycle will be special one-year terms and two seats will be the standard two-year terms to fix the stagger.
12. Senate agreed unanimously to move to a closed session, which concluded at 3:40 PM

Meeting adjourned at 3:40 p.m.