

**Faculty Senate Meeting  
January 23, 2014**

Gwyneth Williams, Faculty Senate President, Presiding

**Members Present:** John Aleshunas, Jef Awada, Larry Baden, Paula Hanssen, J.P. Palmer-Schuyler, Terri Reilly, Warren Rosenblum, Chris Sagovac, Joe Schuster, Jill Stulce, Roy Tamashiro, Phyllis Wilkinson

**Proposal from the Department of Behavioral and Social Sciences**

Don Conway-Long was in attendance to explain the reason behind the Department of Behavioral and Social Sciences' proposal to devolve sociology/anthropology from psychology.

Don explained that for years, BASS has been a large, complex department and they realized that under the BASS umbrella, sociology and anthropology are not easily recognized as independent majors and do not have a sufficiently prominent platform. Students typically choose sociology and anthropology as a double major. Since this double major is growing again, the faculty believes they now need more autonomy. With the reorganization of the Center for Interdisciplinary Studies, Women and Gender Studies, and Multi-Cultural Studies will be in the new Sociology/Anthropology Department. Psychology and Gerontology will be under the Psychology Department.

Sociology/Anthropology has been operating as a separate entity since the beginning of the 13-14 academic year with permission from the Dean of the College of Arts and Sciences. Therefore, there should be little additional money needed to separate the Department officially.

A motion was made and seconded to move the BASS proposal forward to the February 4 Faculty Assembly meeting with an amendment to clarify where interdisciplinary programs will be located. All were in favor; motion carried.

**Approval of Minutes**

The October 31 Faculty Senate minutes were approved by unanimous consent.

The November 14 Faculty Senate minutes were approved by unanimous consent.

The November 12 Faculty Assembly minutes were approved by unanimous consent.

**Committee Replacement**

Stacy Henning will replace Ginny Altrogge on the Multi-Cultural Studies Committee for Spring 2014.

## **Committee Participation**

It was reported that there is a problem of people being elected/appointed to committees, not showing up to committee meetings, and then listing the committee as service on their CV. There has also been a problem with some committees not being run properly and some uncertainty of who the committee members are. Compounding the problem is the new compensation model that will balance on faculty serving on a committee.

Based on the above, the following points were made:

- 1) Each time a person is replaced on a committee, that information is noted in the current academic year Faculty Committees document posted on the Faculty Senate website.
- 2) Non-participation when elected to a committee calls into question academic honesty and ethics. If someone puts committee service on his CV and has not done the work, this is dishonest.
- 3) We will send a message to the Faculty Assembly saying that if a faculty member is unable to fulfill his/her committee obligations, he/she should contact the committee chair, and then let the Faculty Senate know so that a replacement can be found.
- 4) It was also suggested that University Policy Handbook language be developed to address the consequences of committee non-participation.
- 5) Being on a committee really needs to be important especially now that it will be a part of assessment for compensation. More responsible and professional behavior needs to be encouraged.
- 6) In addition to listing the days/times each committee meets on the Faculty Committee list, a short narrative could be listed as to the work load of the committee, timelines, etc. Some committees are very labor intensive and people sign up for those committees without realizing the workload involved.

## **Agenda for the February 4th Faculty Assembly Meeting -**

- 1) Results of the Faculty Survey on Draft Performance Pay
- 2) BASS Proposal (Don Conway-Long and Mike Hulsizer)
- 3) ADP Announcement
- 4) Spring Institute

## **Redraft of Performance Pay Model**

Gwyneth went over the edits made to the draft of the Performance Pay Model:

- 1) The process has been summarized to provide clarity.
- 2) It has been made clear throughout the document that the academic dean will have approval.
- 3) New language has been added detailing the documents that can be used for the evaluation.
- 4) New section added that states Professional Development will be based on last three calendar years.
- 5) Betsy Schmutz, as well as the employment lawyer, will need to be consulted on some aspects

of the document to make sure legal issues are taken into account.

6) A comment section was added for the appropriate dean to place comments and signature.

7) Check boxes were also added in the “rating” section for clarity.

8) A paragraph will be included for deans/chairs to recuse themselves from the evaluation process.

With no further business, the meeting adjourned at 3:29 p.m.