

Faculty Senate Agenda
Monday, January 14, 2019

Present: Melissa Anderson, Deborah Brown, Enrique Chacón, Paul Condon, Brian Fedorek, Carol Ferguson, Paul French, Andrew Gay, Marianne Golding, Justin Harmon, Cynthia Hutton, Dennis Jablonski, Marc Koyack, Laurie Kurutz, Charles Lane, Jesse Longhurst, Tiffany Morey, Anna Oliveri, Aprille Phillips, Mark Siders, Chad Thatcher, Precious Yamaguchi, Kemble Yates

Absent: none

Guests: Linda Schott, Susan Walsh, Neil Woolf, Jeff Gayton, Riah Safady, Lee Ayers, Margaret Perrow, Alma Rosa Alvarez, Ed Battistella

Meeting called to order at 4:00 pm

1. Approval of Minutes from 11/26

- No corrections
- Kurutz motioned to approve minutes, Lane seconded
- Brown, Chacón, Condon, Fedorek, Golding, Harmon, Hutton, Jablonski, Koyack, Kurutz, Lane, Longhurst, Morey, Oliveri, Phillips, Siders, Thatcher, Yamaguchi, vote to approve; none oppose; Anderson, Ferguson, French, and Gay abstain.

2. President's Report: Linda Schott

- Search for VP of Enrollment Management and Student Affairs had been conducted and Neil Woolf is new VP. He has a background in higher education, policy, analytics, and a lot of relevant experience. He comes from EWU and is excited to be here. He welcomes feedback at woolfm@sou.edu; reach out to him if you have complaints, theories, suggestions, etc.
- News is not as good with the search for a Chief Diversity Officer; the candidate withdrew. Shenithia has gone back home but can do some work from a distance. The University is going to use the same search firm they used to find Neil. They should have candidates here in April, and Jody Waters will be the Title IX contact until this is done
- We will be having another Summit, this time on retention, in February--stay tuned for details
- The president is working on the PLCs; the lists are being finalized and will launch soon
- We are going to start having forums about the legislative sessions, about the financial picture, developments, etc. It is going to be rocky and it is important to stay united
- The Board of Trustees is making routine changes to bylaws; changes can be viewed in board materials
- The president is putting together a University Ceremonies Committee to work on synergy around convocation, homecoming, and graduation. She would really like a faculty member or two on the committee. It will be an ongoing committee, with the bulk

of the work in the first year but other aspects ongoing such as commencement speakers. Let the president know if you are interested by emailing Jennifer athanasi@sou.edu. Jody Waters will head the committee; this might be a good committee for a newer faculty member.

3. Provost's Report: Susan Walsh

- The provost thanks Neil Woolf for accepting the VP of Enrollment position; he is already collaborating with others and identifying things we need to prioritize. He will be a great colleague.
- There are board meetings this week on Thursday and Friday. The new Digital Cinema proposal approved by Faculty Senate will be presented by Gay at the academic and student affairs board meeting, then it will go to the Provost Council and HECC so we can start advertising it.
- Guanajuato and SOU/Ashland are celebrating their 50 year anniversary, and we will be focusing on the University part of it, working with a delegation from Guanajuato coming here. The university wants faculty to get involved--the dates will be 4/8-4/10 and we will be focusing on the institutional relationships.
- President Schott noted that Neil Woolf's new office is in her suite, the former office of Jeanne Stallman. Dr. Chad Hamill is in the office where Shenithia was previously. People have shifted around.

4. Advisory Council report: Marianne Golding

- Everything that was discussed is on the agenda. We welcome Carol Ferguson and Kemble Yates back to Senate after their sabbaticals!

5. New Undergraduate Courses Proposals: Anna Oliveri

- What the Curriculum Committee approved in Fall is in the Senate folder; now those courses just need Senate confirmation.
- Ferguson asked about SOAN 493, Program Evaluation. There is no prereq for statistics in the proposal, but the course description refers to statistics. Oliveri replied that she believed the committee did talk about statistics in relationship to the new SOAN course, and will have to check the minutes to make sure the paperwork in the Senate drive is the most current version.

6. Sexual Violence Prevention Training & Assessment Policy: Riah Safady

- Safady returned to Senate to talk about the proposed policy, to go over bullet points and answer questions now that senators have had a chance to review the documents
- We are required to have a policy, and at this point we do not, which is why this proposal has been developed
- The documents define sexual violence and other terms; these are not new
- The new material is what SOU is committed to doing: students will be required to complete the training module; right now it is voluntary and less than 10% do it
- Faculty have to do the 2 hour module every two years; there is also a commitment to curriculum development

- Clubs and organizations will be required to complete training as well
- The policy also contains a commitment to assessment
- Gay asked if any of the issues in the policy will be affected by Title IX changes; Safady answered that there are going to be talks about the Title IX changes on Thursday 1/17; the proposal is open for public comments, and there's a template from the Women's Law Center for those comments. However, the changes are about responses to incidents, not prevention, and this policy is about prevention so it's not affected. Walsh added that the University Legal Councils are making comments on the proposed Title IX changes.
- Thatcher asked for examples of curriculum development; Gay responded that he and Christopher Lucas are already doing it in the Digital Cinema Foundations class and elsewhere, talking about bystander awareness, consent, and other issues. They are presenting their work at a WSSA conference; students have responded well
- Safady stated that she has worked with GSWS, USem, and others to talk about consent, bystander issues, and more
- Ferguson asked what the deadline for this is if we're required to have a policy; Safady stated that she does not know, but that she would like to take it to Policy Council this term
- Hutton asked if the module is a requirement for full time faculty only, or all? Walsh responded that she believes it is all faculty. Hutton asked if they do it for free, and Schott responded that it is a condition of employment

7. Proposed Changes to 5.223 and 5.223c: Laurie Kurutz

- These changes started as conventional bylaw changes, but after some debate a working group headed by Ed Battistella put together a proposal that never came up for a vote in Senate. Some thought it had already passed, but it hadn't.
- Battistella added that in the fall of 2016 the provost asked a group of faculty to get together to look at how to handle people who have years in rank and want to go up early for promotion, or even others who might want to go up early. There could be some bad feelings if someone went up early and their department wasn't consulted or if someone was blocked from going up early. A first proposal was too restrictive, so the committee revised it, but added that the department personnel committee would make a note on the application so that they weren't blindsided.
- Ferguson asked if the most controversial piece was reducing amount of time people had to be here before going up. Fedorek asked what "early" means, and if going up with YIR is considered "early." Ferguson noted that it used to be less common to go up before the fifth year, and Walsh confirmed that this trend reflects the faculty we are getting with experience. Fedorek's division asked if this could be handled in the hiring letter instead of in the bylaws, and Walsh stated that it is already addressed in the hiring letter.
- Alma Rosa Alvarez stated that a change in bylaws is needed. Margaret Perrow applied to go up early but the process was not clearly articulated for the applicant, the chair, or even the division director. The submission process was not clear. The decision took two months and seems to speak to the lack of clarity. It appears that the rationale submitted wasn't sufficient, and more of a portfolio was expected, but that wasn't made clear. Language without benchmarks is problematic, and a designated timeline is needed.

Perrow added that she was attending the meeting to answer questions, and is happy to serve as a test case.

- Discussion ensued about how much specificity is possible given how different disciplines are, and whether the bar for permission to apply early should be low or high. General consensus seemed to be that new bylaw changes will not cause any harm, but will not solve the bigger problems raised in the discussion.
- Yates moved to waive two week rule to vote on proposed, limited bylaw changes. Ferguson seconded. Ferguson voted in favor. Brown, Condon, Fedorek, Golding, Harmon, Hutton, Jablonski, Lane, Longhurst, Morey, Oliveri, Phillips, Siders, and Yates oppose; Anderson, Chacón, Gay, Koyack, Kurutz, Thatcher, and Yamaguchi abstain.

8. HB2871: Jeff Gayton

- This is bill that requires us to advertise courses that have no or low cost materials; low cost is undefined; consensus is that \$50 sounds about right, and must be based on new book cost.
- Gayton is working with bookstore to find out what is needed to make this happen. There are 1200 courses listed, 546 are no cost, 156 are low cost; and there is no info from 200.
- The bookstore really needs adoption info early on; you must send back form about textbooks even if you aren't using any textbooks since that is the only way they will know. They need it a month before registration opens; for this term that is Jan 25.
- When you look in course schedule there will be a flag on no and low cost courses, you can search for no and low cost courses
- Fedorek asked if this only applied to required books, and Gayton confirmed this.
- Yates asked if it was possible to have a footnote or other notation stating when multiple courses use the same book.
- Gay noted that Jan 25 is earlier than we usually have to get info in. Gayton responded that this was due to the fact that the info needs to be sent out in order to generate the report. Y

9. Post-Tenure Review (Preparing for Directors' Visit on 01/28): Andrew Gay

- Plan if for division directors to come to next meeting to talk about the survey; their responses are in the drive
- Gay asked if there are pressing issues that we need to tackle. Siders asked if the mission was to determine if there was a problem with post-tenure review
- Gay noted that directors had highlighted several issues and questions about feedback on FPARs, colleague evaluations, etc.
- Discussion ensued about why survey was done and other questions that have also come about around post-tenure expectations. Walsh clarified that survey was to determine if there was a problem, and their responses show that there are problems that manifest in the ways they mentioned

10. Announcements/New Business

- Thatcher asked if the partial government shutdown is affecting the university directly. Walsh responded that it is not, yet, but if it goes on it will, especially with regard to financial aid and other issues. Thatcher noted parks are closed.
- Golding announced that the French Dinner will be February 28 in the SU.
- Gay noted that at 7 pm in the Art Building the new episode of The Jeffersonian would be premiering, with students on hand for a Q & A.
- Thatcher noted that an OAL grad came back from an expedition to Pakistan and he will be sending links to the former student's presentation
- Yates asked if Advisory Council meeting was cancelled, and Gay noted that it was but that agenda items etc. could be sent/discussed by email instead.

Meeting adjourned at 5:30pm.