

**Faculty Senate Meeting Agenda
Feb 18, 2020**

Minutes of the Faculty Senate, February 18, 2020
Health Sciences Education Union
3:30 5:30 pm

Two amendments proposed (to be distributed in email later):

- 1) Guidance is given for Tenured and Non-Tenure-Track faculty on what standards for promotion may apply, when there has been a change in standards since they were hired. (This is already specified for Tenure-Track faculty.) The philosophy is to apply the same procedure as for Tenure-Track: Standards which are 4 years old or older at the time of application for promotion will be followed.
- 2) Regulations are established for who is notify candidates for promotion and tenure of the results on the College level (this can be important for candidates who may wish to halt their submission, should the College and Dean recommendations be negative.). Notification at the College level is currently unregulated, sometimes resulting in notifications that breach confidentiality. The new regulation will limit such disclosures to the Dean. Also, standards of timeliness are established for notifications and responses from the candidate and the Provost.

These have been approved by the deans at CADD. A Qualtrics Survey of the faculty on these amendments will be sent out, to be completed by March 13. Open fora will be held as well in March. There will be a Senate vote in April, so that the Board of Trustees can approve them before autumn tenure and promotion cases come up.

Report from Wynne Moskop and Kathy Kienstra, Governance Committee:

The Committee, under a charge from Senate President Ruth Evans, is investigating possibilities for an Academic Senate, as opposed to the Faculty Senate we currently follow. The hallmarks of an Academic Senate are these:

- Faculty and administration collaborate in policy formation.
- Provost, University President, and deans typically attend the Senate.
- Feedback between academic and budgetary matters is enabled.
- The Senate is pro-active in University policies, not just reactive.
- Senate decisions are advisory to the Provost, University President, and Trustees.
- There is administrative/clerical support for the work of the Senate and sometimes work release for Senate officers.
- Senate has responsibility for undergraduate and graduate curricula, subsuming the work of our UAAC and GAAC.

The Committee has examined the workings of Academic Senates in, so far, three schools: Marquette, Dayton, and Case Western Reserve. Details received from these schools will be posted for information and comment on the Faculty Senate Discussion List.

Report from Chris Sebelski, Compensation and Fringe Benefits Committee:

The Administration is committed to a pool of 3% for faculty (and staff) in general raises. This is separate from another pool for promotion and tenure. Within this 3% pool, some amount (around 1%, i.e., a third of the pool) will be dedicated to equity adjustment based on race and gender, and also market. (Not all adjustments needing to be made will be met this time, but some will; the Gender Equity Committee will assist in this determination.) The

In SLU , each clinical faculty member has an individual charter on work responsibilities; there is no uniform policy. He is attempting to resolve problems with faculty doing service for the University (including Senate participation). Any problems should be brought to department chairs or the PCRC. He is supportive of the substance of the motion.

Senate adjourned 5:43.

Respectfully submitted,
Stacey Harris