




The twelfth regular meeting of the 2018-2019 Faculty Senate took place on Monday, 18 March 2019, at 3:10pm in 123 Hathaway Hall.



1. Call to Order: The meeting was called to order at 3:12 pm.

2. Approval of Agenda: The agenda was approved with these changes: BASC and PCC were removed from the agenda by request of their chair. The agenda items moved to later in the meeting, below the committee reports.

3. Approval of Minutes of the 25 February 2019 Faculty Senate Meeting: The minutes were approved without change.

4. Office of University General Counsel ó Erik Carlsen-Landy, Director of Policy, Compliance, and Training:

- Faculty Senate President Joe Moffett began the conversation by noting that some Senators had raised concerns that in a meeting with members of the Faculty Handbook revision group, General Counsel Lisa Lang had stated that the Faculty Handbook is not the highest ranking authority for faculty members.

- Carlsen-Landy replied that he could not speak for Lang, but he assumed that she was referring to our legal rights as faculty members. There is not a lot of law in the Handbook. The rules that are binding on faculty are their contract of employment, their statutory rights like tenure, and their constitutional rights, like academic freedom and freedom of speech. University policy would outweigh a Handbook; the Handbook is not the highest ranking authority for faculty members.

- A Senator stated that she has worked on revising the handbook for years, and one issue is the matter of faculty appointments: the difference between ranks/positions. We still seem not to be very clear with respect to what those positions are. For example, visiting professor status is supposed to be a three-year position. Does the Handbook language cover those positions? Where is the information on those positions?

- Carlsen


- A Senator stated that we need clarification: does Human Resources define the different faculty rankings? Carlsen-Landy replied that, while HR has authority to establish rankings, a Faculty Handbook could list those rankings, but HR policy would supersede the Handbook.
- A Senator asked, how do we find out who has that authority over policy?
- Carlsen-Landy replied that he would follow up on that question; he noted that it seems many people are unclear on this issue.
- A Senator requested that, before the faculty make further revisions on the Handbook, we have the answers to all these questions so that we are not repeating this revision work over and over again. It would be a far more efficient use of valuable faculty time to know the answers to these questions before the revision process continues.
- A Senator asked, where is the list of causes for termination? We are not allowed to discuss specific personnel issues, but there have been cases of faculty contract terminations on this campus without an explanation of cause, which provokes anxiety among faculty.
- Another Senator reiterated the same question: all we know is the policies in the Handbook. It is scary not to know what one might get fired for. We want to know what the written policies are or not the oral policies someone is telling us or the policies in a non-binding Handbook. There must be written policy. Can it be put on the university web page? Give us the webpage address so that we can consult that, instead. Knowing this information would make us feel comfortable so that we can do our job, which is teaching, not worrying about whether we get fired or not.
- Carlsen-Landy replied that HR does have a policy manual, and he will email it to Moffett.
- A Senator asked how soon we would get information to address our concerns.
- Carlsen-Landy responded that it is hard to say how long it will take. He asked Senators to send Moffett a list of questions to forward to him so that he can have all the questions addressed. He stated that he would be able to respond with answers in a couple of weeks.

5. Executive Committee Action Items: Moffett explained that the Senate Executive Committee is helping APC work through some items. The following two have been developed and approved by the Executive Committee:

EC 18-19-01: Proposal for Aligning Staff and Academic Calendars: This calendar proposal makes staff and faculty holidays the same. There will be a loss of two instructional days in the fall and two in the spring. This loss will not take us too low in instructional hours to meet federal guidelines. Moffett conceded that we will lose more Monday classes, but concerned faculty can move to TR classes or hybrid courses in which some of the instruction is done online.

VOTE: unanimous yes with no abstentions

EC 18-19-02: Proposal for Updating the Faculty Handbook: Moffett explained that the problem with revisions is that there has not been a designated person responsible for updating the Handbook, so it just hasn't been getting done regularly. This item proposes that at the end of the year, the Senate President will update the Handbook for the next Senate coming in in August. If he/she is not able to complete this



revision, the job wqwf 'hcm'q'vj g'Ugetgvct {0Vj g'õtgxkukqpuö'ctg'lwuv'wr f cvkpi 'vj g'J cpf dqqnly kj 'y j cv' has passed Senate.

- A Senator stated that we must have the policies and procedures in our hands before we revise the Handbook. Otherwise, revision of the Handbook will just be busywork. No further work should go forward on the Handbook until we have the binding policies, specifically. What is the point of

- A guest asked if a friendly amendment to this effect was accepted and passed.

VOTE: unanimous yes with no abstentions

CC 18-19-29: ENV 506: Experimental Design and Applied Statistics: The College of Agriculture has been assessing the Environmental Studies program and has designed this course in experimental design and applied statistics for this purpose. This course will help students doing field work run their own statistics. The course will combine lectures on the source statistical program. Upon passing the course, students can decide what stats to run when doing their own studies.

- A Senator asked who will be teaching the course. Whittinghill replied that she and Dr. Cristan will be the instructors.

- Guest Kim Sipes, Deputy Provost, asked if these faculty are appropriately credentialed to teach these classes.



