

Attendance:	Chris Jurgenson, Ted Fisher, Karen Bell, Shaun Kelly, Charles Abraham, Carolyn Bailey, Brian Becker, John Alvarez, Maia Elgin-Wegmann, Peter Dean, Nina Baghai-Riding, Douglas Mark, Lesley Mancini, Tim Watkins, Josh Armstrong, Zina Taran, Nora Gough-Davis, Lynn Byrd, Victoria Peay
1. Call to Order:	The meeting was called to order by President Jurgenson at 3:31 p.m.
Announcements:	N/A

Agenda Item	Comments / Discussion	Motions	Action
2. Approval of Minutes of Oct 19 Meeting	No revisions.	Motion: MEW Second: ZT	Approved
3. President's Report	<ol style="list-style-type: none"> 1. Enrollment Update <ol style="list-style-type: none"> a. Up 6.3% (headcount) b. Based on Power BI report, which also looks at CHs and FTEs c. Retention rate 73.6%, an all-time high d. FTE up 4.52%, including dual credit; up 2.8% not including dual credit (15th class day) e. CHs attempted up 2.67%, including dual credit; up 1.54% without dual credit f. Aggregate data – does not state where the main increases are. 2. New Regalia <ol style="list-style-type: none"> a. Samples presented in AC look very nice and are almost the same price b. Bachelor's – green trim; Master's – green panel; Doctoral – all green with black stripes on arms c. Approved by AC; has to be approved by Cabinet; fob has DSU seal on it. d. Request that they be used for Fall 2024 commencement. 3. Ashley Tanksley – cancelled 4. ULC <ol style="list-style-type: none"> a. Productive meetings with in-depth work on policies to promote passage in Cabinet. Some policies only require a record of review/approval. Some new policies, some being re-written. b. One policy (military re-enrollment) approved. c. Process of policy review is working d. ULC needs 2 weeks before Cabinet (2nd reading); process could take up to 5 weeks before it makes it 		

	<p>to ULC. If policy passes at Cabinet, it automatically becomes university policy.</p> <ol style="list-style-type: none"> 5. Collegiality <ol style="list-style-type: none"> a. Not on agenda – no notes back from collegiality meeting b. T&P points need info from Faculty Senate; Provost requested feedback; hope is to have it finalized by 2/1/24. c. Better articulation of what collegiality means is needed, especially if it is going to be included in T&P. May be added to annual review; probably will be required in the future. d. ZT – examples added to T&P, e.g., being on Faculty Senate, sitting on specific committees. Consider actions that contribute to the department. Wording at present is slightly vague (AAUP 1940), which states it should not be used in T&P decisions. e. What collegiality is and is not has been the focus of Collegiality Committee. 6. Scholastic Honors Policy <ol style="list-style-type: none"> a. This policy specifically has to do with Latin honors b. Grade forgiveness policy – students that have not been enrolled for 18 months can have up to 5 classes deleted (requires approval). c. Policy change was approved – students receiving grade forgiveness will not be eligible to receive Latin honors. 7. Email from Dr. Ennis <ol style="list-style-type: none"> a. Email reported classes not meeting after Thanksgiving <ol style="list-style-type: none"> i. CA – problem with international students leaving after Thanksgiving and not returning with requests for special permission. ii. ZT – need to follow-up with international office to address this and develop policy. iii. DM – dorms vacated during Thanksgiving week; what happens to international students if dorms are closed? There are accommodations but have to notify residence hall. iv. What about dining facilities? Reported that Statesman Shelf is used. Clarification in policy is needed for this. Estimated 100 		
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	<p>international students. There is a student rep in the Cabinet. Need to look into this matter.</p> <p>8. Teach-Out Policy Meeting</p> <ul style="list-style-type: none"> a. No longer required. b. Concerns remain re: degree plan monitoring; new programs with heavier scrutiny. c. Dr. Griffin had asked CJ to look into this; documents from SACSCOC and Univ. of W. GA reviewed. Dr. Bingham, Deans, Dr. Welsh, CJ – very specific policy re: teach-out plans. SACSCOC outlines good practices and spells out how to do go through it. d. DM – Does IHL have a teach-out guide for public institutions? CJ - No; have to comply with SACS. e. Private schools could be allowed for teach out plan, but students would have to be accepted at the same admission costs. f. We will have a university policy. <p>9. Ad Hod Budget Committee</p> <ul style="list-style-type: none"> a. The committee has been provided with data on institutions that have faced shortfalls. b. Running theme – look at programs, cut faculty, etc. c. DSU programs are down ~10 positions d. The argument is that faculty have already made budget cuts, to the point that certain departments cannot function. <ul style="list-style-type: none"> i. CJ – we are trying to look at every possible way to cut the budget outside of faculty, support staff ii. Find out where extra money is being spent iii. Travel budgets, support staff; police dept.; look at all spending. iv. NBR – faculty; some adjunct; look at full-time faculty numbers. v. Discussion re: adjuncts; justify it; rearrange courses as able. Reason behind why to have adjuncts. Move away from overloads. <p>10. Course Evaluation – CJ met with FS President Cunningham (Ole Miss); wording of questions was changed. Some questions could elicit bias and not evaluate faculty teaching.</p> <ul style="list-style-type: none"> a. Wait for report from Andrea Kunze (absent today). Maybe Fall 2024. <ul style="list-style-type: none"> i. Incentives to encourage students to complete, e.g., early enrollment or receiving grades sooner 		
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4. University Entities	<ol style="list-style-type: none"> 1. Report from Staff Council (HR): No report. 2. No representative present. 		
5. Faculty Senate Committees	<ol style="list-style-type: none"> 1. Committee on University Services (ZT): No report. 2. Committee on University Standing (KB): No report. 3. Committee on Elections (MEW): No report. 4. Committee on Technology (CA): No report. 5. Committee on General Academic Affairs (NGD): No report 		
6. Guest Speaker	<p>Ashley Tanksley (reschedule; date will be set) Let CJ know suggestions for future speakers.</p>		
7. Action Items	<ol style="list-style-type: none"> 1. Resolution on Overload Pay – Second Reading <ol style="list-style-type: none"> a. Policy is needed despite budget restraints re: overloads b. Protects faculty and will be helpful moving forward c. Take as is to AC? May go to ULC first. CJ will check with Dr. Bingham. 2. Vote of no Confidence in Dean Ellen Green – First Reading <ol style="list-style-type: none"> a. Climate of Fear – communications have been received by CJ related to fear in open communication/uncertainty. <ol style="list-style-type: none"> i. MEW – misunderstanding that a memo suggesting that cuts from colleges be made. b. Refer to document submitted anonymously to CJ <ol style="list-style-type: none"> i. ZT – what can we require or what is in our power to do? Recommendation goes to Provost, President. Has to elicit a response. ii. Would biology position be assumed (by dean)? iii. TF –Is it clear on violations: Is it appropriate action? Are items fully documented; discussed judge’s ruling; struggles with what has/has not been proven: CJ – deposition from Lisa Giger; quotes that directly. iv. MEW – might be helpful if we could include other litigation, but since talking to her faculty, they are processing. They want to be part of the decision. They want 	<p>Motion: SK</p> <p>Second: JA</p> <p>Motion: JA</p> <p>Second: KB</p>	<p>Passed w/ 1 abstention</p> <p>Passed</p>

	<p>to consider it carefully and need time. There is some confusion about what a no confidence vote is.</p> <ul style="list-style-type: none"> v. CA – could we allow her to respond? Elements of confidentiality? Non-disparagement in the settlement. vi. LM – as a dean is she doing her job? MEW – do you want to discuss with the faculty? CA – several chairs have reached out to JC; can publicly support or communicate to President. DM – in his dept. colleagues not aware MEW – maybe we need to change what we are doing. vii. CJ – clarified agenda for 1st reading today, which may be followed by 2nd reading. If vote is to move forward, discuss w/ constituents. viii. VP – Ethically; is there something in place that we don’t know about? Advocates for opportunity to speak to FS. ix. TF – if main argument not 100% true the argument is weaker. Would feel better if we were sure, it would pan out. Would like to hear more from faculty. x. VM – input from chairs from that college if they would be willing to provide input for letter. CJ – reiterated that items included are public record, with policy/procedures not followed. xi. CJ – suggestion to combine the two letters. xii. 1) Motion to approve Vote of No confidence vs Letter of Concern. xiii. 2) Proceed to 2nd reading <p>3. Collegiality – please review and send revisions or changes.</p>	<p>Motion to approve NBR Second MEW</p>	<p>Passed</p>
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8. Adjournment	1. The meeting was adjourned by President at 5:28 p.m.	Motion: MEW Second: CB	Passed
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Next meetings

Executive Committee Meeting: November 20, 2023 (Zoom)

General Faculty Senate Meeting: November 30, 2023; Jacobs Conference Center