

Attendance:	Chris Jurgenson, Ted Fisher, Karen Bell, Shaun Kelly, Andrea Kunze, Charles Abraham, Carolyn Bailey, Brian Becker, Peter Dean, Nina Baghai-Riding, Douglas Mark, Tim Watkins, Josh Armstrong, Janie Magee, Zina Taran, John Alvarez, Victoria, Janie Morgan (18 present)
1. Call to Order:	Meeting of Faculty Senate was called to order by President Jurgenson at 3:32 p.m.
Announcements:	N/A

Agenda Item	Comments / Discussion	Motions	Action
2. Approval of Minutes	<p>Minutes of 11/9/23 Motion by SK and seconded by BB Unanimous</p> <p>Minutes of 11/16/23 Item #3 – Per JC, change Vote of No Confidence at JSU to dean of education and provost.</p>	<p>Motion: SK Second BB</p> <p>Motion NR Second SK</p>	<p>Passed Unanimous</p> <p>Passed Unanimous</p>
3. President's Report	<ol style="list-style-type: none"> A request has been sent to IHL Commissioner Al Rankins to have representative from Faculty Senate Presidents Council invited to Board meetings. Dr. Griffin has returned from leave and assumed Provost duties, so Dr. Bingham is no longer serving in this capacity. Special meeting with AC re: SACSCOC report; much is outside of the faculty's ability. Several citations are straight forward. We were dinged on 15 items, with usual range 2-60. Of the 15, about five are easy to fix. The others are more significant and will require more work and may or may not need faculty input. <ol style="list-style-type: none"> Too many interim deans in the library Psychology faculty low IHL board does not completing self-assessment effectively Internal auditor AC is pushing CJ for a statement of collegiality. The document used at MSU has been incorporated into information from prior discussions; will be action item today. 		

	<ol style="list-style-type: none"> 5. Parental Leave – document almost ready to send to IHL. FMLA is in place and the desire is to have a policy that you would be paid as well. Many universities have moved in that direction. There is evidence to show the benefits of such a policy. The problem is the money issue for academic courses to be taught. How that would work is uncertain, e.g., adjuncts. Could present limitations with restrictions for adjuncts and/or overloads. 6. Strategic Planning Committee – The University’s strategic plan from ~10 years ago has not been updated and was noted in the SACSCOC review. A strategic planning committee is being formulated to develop a plan to address this need. Dr. Ennis attended the last ULC meeting to discuss the makeup of this committee. He would like to have 15-20 committee members representing different colleges, and a chair will be appointed. Part of the committee’s work will be looking toward the next 5-10 years. The timeline for committee selection will be January or February, with a draft ready by June 30. The meeting schedule for the committee has been set for Wednesdays at 3:00 pm. CJ suggests waiting for the President’s email for further directions but let him know if you or one of your faculty are interested in serving. interested in serving. 7. Teach-out Policy – hammered out this week. AC meets 12/14 and would like feedback. The policy is generic, while the plan is more specific. DM – program specific. CJ – the University could close a program (included on the IHL list not meeting minimum graduation numbers). 8. Article in MS Today regarding the vote of No Confidence was published. CJ was contacted by Molly Minta and a meeting conducted via Zoom. M. Minta was notified by someone at DSU and received the faculty senate document. In the future, CJ will request that questions be sent to him for response, though no response on behalf of faculty senate/DSU would have been negative. 9. Meeting with Dr. Ennis: A summary of each faculty senate meeting is provided to the President and provides an opportunity for a conversation of issues/concerns. Unlike prior administrations, Dr. Ennis responds to each area of this communication and takes the faculty more seriously than his predecessors. 		
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<p>4. University Entities</p> <p>5. Faculty Senate Committees</p>	<p>a. The most recent communication included the faculty’s fear of retaliation.</p> <p>b. Overload – interesting/unusual item to send to President, but he agreed that a policy was needed. Dr. Griffin has seen the resolution, and it will be an action item at AC on 12/14. Some departments will have to have overloads and adjuncts. CA – will this be in place for Spring 2024? Per CJ, if AC passes it, it will become policy.</p> <p>10. JC meeting with Dr. Griffin and Vicki Bingham</p> <p>a. Vote of No Confidence – Dr. Griffin is talking to chairs from CAS individually. She is approaching it very seriously and asked him for a recommendation, which was to talk to faculty.</p> <p>b. Connected Educator Award – Some background on this award is needed and how it is set up. Currently, the faculty who receives the most student votes receives the award. CA – has received this award but does not really know what it is for or how he received it. Faculty are nominated because students like them or because they learned how to use a new technology, but definitely need to know why it was received. AK – there are faculty that have asked students to nominate them. If CJ is asked for input again, think what the group would want to do – maybe the way it is awarded.</p> <p>11. Ad Hoc Committee on Budget Sustainability</p> <p>a. CJ – Minutes of committee meetings are on the Ad Hoc Committee website and are approved at each meeting. CB pointed out that the Committee’s recommendations go directly to President Ennis for his consideration and approval.</p> <p>b. DM – if something is said in Faculty Senate that it is not for public distribution, he would prefer not to be blindsided by the public at large. It would be helpful for us to have information. CJ – all ideas are on the table. Some people have approached President about golf course. Perhaps this will be revisited?</p> <p>Report from Staff Council No report.</p> <p>Ad Hoc Committee on Course Evaluations – Andrea Kunze</p> <p>a. A majority of people have been pulled together - 10 faculty and includes Faderricka Harvey, 3 student representatives</p>		
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<p>6. Guest Speaker</p> <p>7. Action Items</p>	<p>(one graduate student). One undergraduate will do an independent study with AK next semester.</p> <p>b. Two more representatives are still needed, one each from Aviation and Music. The plan is to schedule a meeting via Zoom, with hopes of a pilot in Spring 2024 and a subset of that group to pilot other evaluations. The group will plan which programs would be most useful to pilot.</p> <p>c. A good number of faculty in the group teach Gen Ed courses. We should have a balance. CJ requested notes after their meeting to share with AC on 12/14.</p> <p>None</p> <p>Collegiality Notes from Collegiality Committee (D. Hebert, M. Bailey, P. Dean) were reviewed; cites bullet points from MSU document.</p> <p>DM – if you are deemed not to be collegial and exhibited a pattern that you may/may not be aware of, what is recourse of faculty member? There are some individuals that may be completely lacking in awareness of how their actions are affecting those around them. CJ – good point; discussed in academic freedom policy.</p> <p>ZT – There are always perceptual issues.</p> <p>DM – What constitutes a pattern? CJ – may need to include wording that if non-collegiality continues to take additional measures.</p> <p>CJ – there are legitimate reasons for someone not being aware of non-collegiality.</p> <p>TF – Is there a way we can be careful; where can/should it be evaluated? ZT – would not like it in PIP, because it is subjective; need to take cautious steps.</p> <p>CJ – Non-collegiality has never been observed from faculty at DSU. Will it be included in the annual review? Tenure & Promotion requires collegiality statement.</p> <p>DM – favors divorcing collegiality from T&P. IHL mandates it as part of T&P; statement is not specific, so we (DSU) can make our policy more specific. AAUP statement is not very specific.</p>		
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<p>8. Discussion Topics</p>	<p>Agreement that if a faculty member is accused of non-collegiality, they be informed. DM – accuser is responsible to show how you are not collegial.</p> <p>The issue is if you are not non-collegial. VP – student perspective; the way we treat each other (voice). CJ – tone of voice can be weaponized, talking to students in a negative way. VP – it should never be a point in an annual evaluation before being discussed with the faculty member.</p> <p>TF – Do we have any clear evidence on how much impact this will have? How much will this be allowed to swing things? My worry is how much it will impact the three major areas. There is no percent for collegiality. ZT – need guard rails.</p> <p>CJ – If it winds up being something that leads to denial of tenure, there is an appeal process to pursue. Appeal committees will now carry weight.</p> <p>Policy cannot cover all collegiality. CA – instances where it might have happened. ZT – feels alarmed; lots of cross-cultural differences.</p> <p>CJ – Do we want to add something about a faculty member being notified? Requested CB write in that extra section about how faculty member has to have it addressed. All members approved this addition. No other discussion.</p> <ol style="list-style-type: none"> 1. Quadrennial Reviews for Administrators <ol style="list-style-type: none"> a. Deans’ reviews at present are fairly meaningless. Asked Ole Miss FS President for a copy of their review, but not received yet. May need to contact someone in faculty affairs. 2. Connected Educator – 2 awards every year <ol style="list-style-type: none"> a. Committee to look at nominations by students, looking at specific examples. DM – have someone work with OIT to create a nomination process that involves more than just voting that shows the actual use of technology. b. AK – she could do an off-shoot of technology use within her group. c. KB – award originates out of OIT. 		
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<p>9. Adjournment</p>	<p>3. Faculty Overload a. Overload policy is 24-26 CHs per academic year (> 12 CHs in a semester). Difficult with adjuncts for fall semester. ZT – adjuncts and overloads will be approved if necessary. CB - Will overall decrease will be discussed at AC meeting 12/14?</p> <p>4. Teach-out Policy a. We must have a teach-out policy. The problem is possible cost increase, e.g., if students have to live in dorm. CJ – We can advise students on other programs of study. You do the best you can, but you can't change fees. b. DM – Copies of signed teach-out agreements with other institutions? c. Juniors/Seniors would be okay if teach-out plan started. Freshmen/Sophomores could be longer. d. CJ requested that members read over documents and send comments, so he is prepared for AC on 12/14.</p> <p>5. Faculty Senate - January 2024 Meeting Next meeting is scheduled for January 11, which is prior to start of semester. Reschedule meeting to Thursday, 1/18.</p> <p>Meeting adjourned at 3:32 p.m.</p>	<p>Motion: CA Second PD</p> <p>Motion SK Second BB</p>	<p>Passed Unanimous</p> <p>Passed Unanimous</p>
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Next meetings

Executive Committee Meeting: January 11, 2024; Student Union Faculty Lounge

General Faculty Senate Meeting: January 18, 2023; Jacobs Conference Center (will confirm)