

FACULTY SENATE MINUTES

January 13, 2005

Senators Present: Christopher Baldwin; Jim Carter; Jim DeShaw; Stacey Edmondson; Mark Frank; Mary Gutermuth; Marsha Harman; Deborah Hatton; Lady Jane Hickey; Joan Hudson; Gerald Kohers; Paul Loeffler; Bill Lutterschmidt; Holly Miller; Philip Morris; Debra Price; Gary Smith; Patricia Williams.

Senators Absent: David Bailey (professional conflict); Steven Cuvelier (professional conflict); Peggy DeMers (professional conflict); Joe Kirk (illness); Tom Kordinak (professional conflict); Valerie Muehsam (professional conflict); Chris White (professional conflict).

Chair Harman called the meeting to order at 3:30 p.m.

Committee Reports:

Academic Affairs Committee reported the results of a survey of Departmental Chairs addressing whether there is a problem on campus with students receiving grading feedback from the faculty on a timely basis.

The Academic Affairs Committee report notes that questions 10, 11, and 15 on the student evaluation form administered at the end of each semester for the past several years suggests that students are satisfied with the timeliness of grading feedback.

The survey of Departmental Chairs strongly suggests as well that faculty are timely in terms of offering grading feedback to students.

The report was accepted by the Faculty with a recommendation of no action to be taken.

An Academic Affairs Committee report addressing the revision of the Faculty Evaluation System Policy was tabled for further work over the next two meetings of the Faculty Senate in preparation for final passage of recommendations by the Faculty Senate for the final draft of the new FES policy.

After months of extensive work by the Academic Affairs Committee and the Faculty Senate as a whole, final recommendations were made for revisions of the Faculty Grievance Policy.

The most recent recommendations attempt to provide more definitive and consistent language and to explicitly define actions and responsible parties for taking those actions as summarized in a tabular form.

The Academic Affairs Committee recommends that grievance procedures encourage communication and resolution through preliminary, informal steps as much as possible.

Senator Hickey offered a motion that the Library representation on the Faculty Grievance Committee be increased from one member to two and consequently increasing the total membership of the Faculty Grievance Committee from 16 members to 17. The Grievance Hearing Committees would continue to have five members. The motion was seconded by Tom Kordinak and passed by the Senate with mixed vote.

Senator Gutermuth offered a motion that a minimum of 80% of the Faculty Grievance Committee and of Faculty Grievance Hearing Committees be composed of tenured faculty members.

This motion would allow as many as two non-tenured faculty members to serve on the Faculty Grievance Committee and one non-tenured Faculty member to serve on a Faculty Grievance Hearing Committee. The Faculty Senate was also concerned that there not be the perception nor the fact of possible undue pressure on non-tenured faculty members serving on either of these committees. The motion would not require that either of those Committees contain non-tenured Faculty members. The motion passed by a vote of 13 in favor 6 against and 1 abstention.

Following discussion and vote on these two items, the Faculty Senate accepted and passed the final recommendations for revision of the Faculty Grievance Procedures as amended with one Senator abstaining.

The next order of business was how to proceed with the work on revisions of the FES Policy within the time remaining before the Academic Policy Council meets for final passage of a revised FES policy.

Chair Harman appointed several special Senate Committees to address the remaining issues on FES including weighting of performance activities and Faculty Development. The Senate determined that each of the special committees should work with Dean Brown and Vice President Muehsam over the last two weeks of January to attempt to resolve any remaining questions and to make it possible for the Faculty Senate to complete its work on the revisions of the FES policy in time for action by the Academic Policy Council.

This course of action was agreed upon and Chair Harman accepted the responsibility of contacting Dean Brown and Vice President Muehsam to schedule meetings for the various special committees.

The Faculty Senate adjourned at 4:30 p.m.

Respectfully submitted

Jim Carter