

Approved Minutes
Faculty Senate November 18, 2016

Present: Alex, Ambrose, Bartlett, Blanton, Blodgett, Branson, Commissiong, Craig, DeButte, DeOtte, Dursun-Kilic, Hartin, Hindman, Ingrassia, King, Klaehn, Lee, Lust, Meredith, Nam, Osei-Hwere, Ottoson, Revett, Shao, Tao, Seward, Stuntz

1. Meeting was called to order by Meredith at 12:15pm
2. Minutes from last meeting – updated and approved
3. Faculty Athletics Representative, David Rausch
 - a. Dr. Rausch passed out series of handouts for athletics and explained his role with student athletes including handling welfare issues involving athletics or faculty departments. He also deals with issues involving academic integrity and ensuring student athletes are not making inappropriate academic choices.
 - b. He also maintains Institutional oversight within the athletic department. Dr. Rausch has worked with the last 3 university presidents with different approaches to how athletics runs at WT.
 - i. Student athletes who miss work as a result of university approved absences can make up work without penalty – what does this mean? Dr. Rausch explained the question should be one for faculty to address and decide the scope and reiterated that missing classes for practice during regular season for example was unacceptable. He also reminded the group that WT athletics does not advise students, academic advising for student athletes originates from faculty and the advising center. The challenge is making sure students receive correct advising based on their degree plans from faculty in those areas. Dr. Rausch reminded the senate that student athletes must be enrolled in 12 hours in order to be eligible. He plans to share the handouts he gave to senate with faculty across campus.
 - ii. Senators asked whether visiting the trainer falls under official university absence. He explained that some practice times during regional competitions constitute official university absence.
 - iii. Lust asked how faculty should deal with practice verses labs or classes? Dr. Rausch advised faculty to contact him when such issues arise and he will follow up with the faculty and the coach involved. He told the senate he keeps track of labs and classes that have unique scheduling needs for student athletes and tries to talk to department heads about scheduling classes to make them more student athlete friendly.
 - iv. He added that some class activities interfere with practice and classes/labs and is becoming a bigger issue across campus. In a small university resources are limited so it is not possible for departments to completely accommodate the needs of student athletes so all parties may need to adjust little bit to help students meet requirements. Student athletes are declaring a wider variety of majors, on the other hand a lot of them end up in general studies which is not always the right decision for student athletes.
 - v. Senate asked about the current grade progress reports. Dr. Rausch said he used to get them from all sports. Faculty expressed concerns about the inconsistency with the process and the lack of clarity for faculty. Ingrassia suggested an electronic system of submitting progress reports. Some senators agreed an electronic process where faculty can submit progress reports 3 times a semester will be more efficient, others disagreed and proposed more students accountability in submitting progress reports using information available to students in blackboard.

4. Old Business

- a. Follow up report on Freshman Convocation
 - i. Commissiong followed up with Dr. Andersen concerning convocation. She said the new QEP doesn't warrant convocation however convocation meets a number of high impact practices valuable for certain populations like convocation and common reader programs. These are programs that are beneficial to students – first year and common intellectual experiences.

- ii. Commissioning would follow-up concerning alternatives that promote high impact experiences for students and ask about how books selected as common readers?
- b. Green card and H1B process
 - i. Training session for the new process did not go well and the Provost is working to address it. The TRACKER process for the process does not provide updates and/or reminders until the first part of the process is entirely complete which could be problematic. The training was not very effective and improvements should be coming.

5. New Business

- a. Instructor promotion proposal
Ingrassia reported on behalf of the ad-hoc group. This proposal could be a way of rewarding longevity and loyalty to the university. Committee didn't discuss a salary increase but explained the proposal had room for further discussion and revision. Seward was concerned about the impact of budget cuts on instructors. President Wendler is on board proposal and talked about an example from SIU where instructors receive a one year notice from the university. For example senior instructors will not be the first to be cut if instructors had ranks and could go up for promotion. Commissioning asked if a component could be added where senior instructors could be more protected. It would only apply to full time instructors. Along those lines senate was reminded that there are temporary and permanent instructors and both groups are evaluated differently depending on whether or not they are temporary or permanent instructors. Craig's asked if senate should send the proposal forward as is or add to it. Meredith asked if the committee wanted to add language about the one year notice before cuts and credit for seniority during cuts. DeOtte reminded the senate there could be fixed term lecturers who may not be full time, it will be a good thing to accommodate that possibility and potential in the handbook especially if the handbook committee is going to make changes any way. The ad-hoc committee will review the proposal and add additional elements discussed and the senate will revisit the issue in the spring semester.
- b. Post-tenure review committee selection via Microsoft Excel
 - i. Meredith organized post tenure review committees and set up the schedule for post tenure review for all areas involved.

6. Announcements

- a. President Wendler will attend a Senate meeting this spring to discuss teaching effectiveness and ways we can become known for evaluating teaching effectiveness beyond student evaluations (e.g. teaching portfolios)
- b. Dean of the Sybil B. Harrington College of Fine Arts and Humanities rescheduled for Faculty Senate meeting on 1/20
- c. Faculty Development Leave application process open, applications due 12/1

7. Meeting adjourned at 1:39pm

Respectfully submitted,
Enyonam Osei-Hwere, Secretary