

Faculty Senate Minutes

5 October 2012

Senators Present: Alex, Ambrose, Anwar, Dalton, Drumheller, Jafar, Johnson, Landram, Loftin, Pendleton, Pjesky, Rausch, Riney, Severn, Takacs, Vick, Vizzini, and Ward

Senators Absent: Atchison, Bartlett, Crandall, Kuennen

Guest: Gary Byrd

Call to Order: President Ambrose called the meeting to order at 12:17 p.m. in Room 14 (Eternal Flame) of the JBK.

Approval of Minutes: Vizzini made a motion seconded by Rausch to accept as amended by Provost Wade Shaffer the minutes of the Faculty Senate meeting of 21 September 2012. The motion passed unanimously by those present.

Announcements:

Ambrose announced that President O'Brien will speak to Faculty Senate on 16 November and Provost Shaffer will return to Faculty Senate later in the semester. Ambrose said to let him know if Faculty Senators want others to visit Senate and discuss issues.

Ambrose said when he recently met with Dr. O'Brien that they discussed post-tenure review. Dr. O'Brien wants Faculty Senate to update the Faculty Handbook because many changes have been made in the tenure and promotion process. Ambrose said Dr. O'Brien also wants Faculty Senate to review the teaching load information in the Faculty Handbook. Dr. O'Brien said the problem was mostly with not having enough faculty to be able to use the WT teaching policy. Takacs suggested compiling data to show Dr. O'Brien how many faculty members are teaching overloads. A Faculty Senate committee is needed to review teaching loads. Ambrose said he is scheduled to meet again with Dr. O'Brien on 16 October.

Ambrose said Shaffer had not yet given him the document on ways to supplement the CIEQ in annual evaluations of faculty instructional responsibilities. Ambrose will remind Shaffer when they meet next week. Ambrose also will obtain from Shaffer the list of when department heads are scheduled for their three-year reviews.

Faculty Development Leave: Ambrose said WT administration is to send Faculty Senate information on if and how many faculty members may receive Faculty Development Leave this year. Faculty Development Leave is not a sabbatical. The faculty member can stay at WT and write a book, if desired. Ambrose will e-mail information to Faculty Senators. Landram suggested Faculty Senators should learn if faculty in their departments are interested in such a leave. Anwar asked if the requirement for the person on leave to serve at least 3 years after returning might be changed to 1 year. Potential problems such as double dipping salaries were discussed. Anwar said often faculty members do not want to leave because they are the only one

available to teach some courses. Applications for Faculty Development Leave are due by 1 December for Faculty Senate to vote on at the first Senate meeting in January. Ambrose will check with Shaffer to learn if money and how many positions might be available this year.

Old Business:

Parking issues: Anwar said he will meet with the Parking Committee at 3:30 on 5 October. Ambrose said he spoke with Dr. O'Brien about parking issues and Dr. O'Brien said the policy might need to be modified somewhat for next year.

Piper Professor nominations: Dr. Shaffer asked Faculty Senate to solicit nominations and select finalists with completed forms to send to him by 2 November. The application form is complicated. Ambrose suggested obtaining nominations and voting on the top applicants, then asking faculty members if they want to fill out the form. Faculty Senators nominated Bruce Brasington, Jim Calvi, Jennifer Kunz, Andy Reynolds, and Gary Bryd (who declined). Severn made a motion seconded by Vizzini to ask all four faculty members nominated if they wanted to apply for the award. The motion passed unanimously.

Chancellor's Academy of Teacher Educators honor: Applications need to be completed by 1 November and sent to the WT Teacher Education Committee. Senators nominated Gary Bigham, Royal Brantley, Martin Jacobsen, Susan Nix, and Conn Thomas.

Ombuds Officer nominations: Ambrose reported that Dr. O'Brien wants Faculty Senate to nominate three faculty members as quickly as possible for him to select the Ombuds Officer. Faculty Senators nominated Gary Byrd, Debbie Davenport, Karyn Friske, and Keith Price. Ambrose, Anwar, Landram, and Pendleton volunteered to form a committee and meet after Faculty Senate.

Jafar asked how faculty should be nominated because he said there is no policy on what information the faculty member should submit. Drumheller said there should be an application process. Vizzini asked if Faculty Senate might conduct interviews. Rausch suggested ranking the nominees. Severn suggested canvassing names of faculty to learn who might be interested, and if interested, asking the faculty member to assemble information. Jafar charged the Ombuds committee to gather information from nominees. Severn suggested faculty members nominated should submit their qualifications, a CV, and why they want the job.

Byrd was asked to comment; he said a Faculty Senate subcommittee including himself, Chenoweth, and Landram was created and reviewed Ombuds positions at other universities. They compiled a version of what they thought WT should have, forwarded their recommendations to Faculty Senate, then to President O'Brien, and the document was negotiated back and forth. Dr. O'Brien wanted three nominees and Faculty Senate wanted two names forwarded. Both Faculty Senate and Dr. O'Brien wanted to select the Ombuds Officer.

Vick asked where the Ombuds Officer fits in the university. Ambrose said it is a new position to talk about problems at a lower level to try to avoid problems and keep them from going to a higher level. Landram said this is a channel for a faculty member to use rather than file a legal suit. Dalton said the Ombuds Officer would act as a counselor (Vick said an arbiter) and stand between faculty, administration, etc.

Ambrose said the Ombuds Officer would not be an arbiter because he has no authority. The Ombuds Officer is just a middle man and communicator, like a facilitator, between two parties. Anwar said the applicant must have been at WT a long time, be trusted by faculty, and be a middle man. Landram said someone tried and proven is needed or no one will go for counsel. Vick said the Ombuds Officer would protect faculty from being hurt. Dalton said he knows a faculty member not yet ready to retire who was asked to retire for medical reasons.

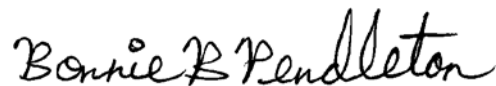
Vick asked to whom the Ombuds Officer reports and asked if it was a direct or dotted line (with some independence and creating an open line of communication). Vick said responsibility should be shared with the university President and Faculty Senate, with independence guaranteed. Vizzini said the Ombuds Officer would have independence, or a better word is autonomy. Vick said he wants to guarantee whatever process is in place that the Ombuds Officer feels autonomous and things are kept confidential with persons counseled. Anwar said all of this already was discussed previously. Byrd said in the proposal, the Ombuds Officer is to report quarterly to the Faculty Senate Executive Committee and President O'Brien. Byrd said the quarterly report would describe the kind of problem but not include names. Dalton said the Ombuds Officer would be protected by virtue of the appointment. Ambrose said this is a two-year position with the possibility of renewal for another two years.

Drumheller asked how conflict resolution skills might be measured and suggested that the applicants need to describe how they meet the criteria. Anwar suggested that the committee should look at qualifications of the applicants. Alex said the committee should decide on a selection process and Faculty Senate will later discuss the nominees. Ward moved that the committee should be charged with developing the application process with a letter of interest, statement of qualifications, and CV. Drumheller seconded the motion. All present were in favor. Severn moved that the Ombuds Officer position should be announced to all WT faculty and invite applicants to contact Faculty Senators if interested in applying. Ward seconded the motion. All present were in favor of the motion.

Ambrose asked besides teaching load and post-tenure review and updating the Faculty Handbook on what other topics Senators wanted to work. Ambrose said many topics Faculty Senators suggested were answered by Shaffer when he attended the past Senate meeting. Landram said he wants to see the minutes of the Parking Committee meeting.

Severn motioned and Vizzini seconded the motion not to bring up topics for further discussion today. The meeting adjourned at 1:29 p.m.

Respectfully submitted,



Bonnie B. Pendleton, Secretary

These minutes as written were approved by Faculty Senate on 19 October 2012.