

Minutes of Faculty Senate 6 February 2015

Present: Ambrose, Blanton, Branson, Byrd, Commissiong, Crandall, De'Armond, DeOtte, Diego-Medrano, Dursun-Kilic, Fiaud, Hartin, Hindman, Klaehn, Lee, Osei-Hwere, Ottoson, Pendleton, Shao, Stuntz, and Takacs

Absent: Browning

Call to Order: President Ambrose called the meeting to order at 12:16 p.m. in Room 14 (Eternal Flame) of the Jack B. Kelley Student Center.

Approval of Minutes: Stuntz made a motion seconded by De'Armond to approve as amended the minutes of the 21 November 2014 meeting of Faculty Senate. The motion passed unanimously by the Senators present.

Ambrose said he met with President O'Brien who proposed three, two-year terms for the Ombuds Officer, which also is what Faculty Senate had suggested. Ambrose agreed with Dr. O'Brien and advertised the Ombuds position. Only Harry Hueston applied. Ambrose asked Dr. O'Brien what happens if there are not three applicants from which to choose. Dr. O'Brien told Ambrose if there were no other applicants, it would be fine to accept Hueston. Dr. O'Brien also agreed the Ombuds Officer needs training the first semester in the position and that at the end of each term, Faculty Senate would receive an evaluation by all people who had consulted the Ombuds Officer. Ambrose gave Hueston an ombuds evaluation form obtained by Takacs, and Hueston agreed to use the form. DeOtte made a motion seconded by Stuntz to recommend to President O'Brien that Hueston should serve as Ombuds Officer for a second term.

Commission provided a handout summarizing the WT non-discrimination meeting he and Fiaud had on 28 January with President O'Brien. Commissiong said there are two statements on non-discrimination. The System statement was sent out in January, and WT has a statement. Classes of people discriminated against are protected because WT falls under Title IX. President O'Brien was concerned about moving statements Faculty Senate proposed but agreed to adding "sexual orientation, gender identity or gender expression" in the WT statement. DeOtte said veteran status is preferential not equal opportunity. Veteran status has been in the statement for years and is not new. It was discussed to suggest changing the wording to receives at least equal treatment. Blanton asked if any veteran had used veteran status to file a complaint. Fiaud said the President was concerned because there is no procedure for appealing. DeOtte said WT already has grievance committees for faculty, staff, and students. Commissiong asked if Faculty Senate wants him to ask the President about modifying the statement for veteran status. Stuntz said it already says "in accordance with applicable laws" that give veterans preferential status. DeOtte said veterans might belong in a separate sentence. DeOtte made a motion seconded by Stuntz to accept the statement as it is written and consider further discussion in the future. All Senators voted in favor.

Ambrose said having served six consecutive academic years at WT is required for Faculty Development Leave. It was questioned whether Andrew Reynolds was eligible to apply or be selected because he had been at WT only since 2009. DeOtte suggested Dr. Reynolds should reapply next year and not be considered this year. Stuntz said the verb "is granted", not when the leave might start. Senators voted on whether to ask Reynolds to wait to apply until next year. DeOtte suggested changing language later to specify applicants need to have tenure. Stuntz asked if an applicant could be paid as a Fulbright, by another university, and also by WT. DeOtte discussed Issa's qualifications and said his leave would benefit mechanical engineering students. He said he has helped newer faculty work and succeed in the system. Issa will not know if he will be given a Fulbright until about the first week in March. Diego-Medrano talked about Dr. Loya and said she took 13 students on a past trip to Costa Rica, helps faculty, and does administration. Fiaud said Loya did not provide a research plan in her proposal but Diego-Medrano read a related paragraph. Klaehn discussed Dr. Reynolds and his wanting to be immersed in Spanish language and culture to enhance the WT Spanish Department. His proposal was more academic-based. Ambrose suggested Faculty Senate rank the applicants by preference and tell the President and Provost the procedure is not clear as written. Stuntz said there may be slightly more money because someone turned down leave granted last year. Issa was the unanimous first choice, Reynolds second, and Loya third.

Ambrose said the revised post-tenure review policy omitted details for how to set up a development program for a tenured faculty member that peer-review committees decide needs remediation. DeOtte said an issue in the proposed remediation process is involvement of administrators, not only peers. Ambrose will meet to discuss with Shaffer and Calvi on Tuesday.

Byrd nominated and Blanton seconded the nomination of Stuntz for Faculty Senate Vice President. Diego-Medrano nominated and Lee seconded the nomination for DeOtte. Stuntz said the Faculty Senate Executive Committee needs an officer from humanities instead of just STEM. The Senators voted, and Stuntz received most votes.

Stuntz said she was asked to poll Senators to learn if Faculty Senate wants to make a statement on whether firearms should be allowed on campus. A license to carry a concealed weapon requires being 21 or older and a U.S. citizen. Senators mentioned faculty shot by students at other universities. Blanton said she is opposed to guns on campus. Fiaud said if the legislation passes, WT might not be allowed to exclude having guns at the counseling center, etc. Stuntz made a motion seconded by Fiaud that Faculty Senate will vote on whether to take a position on allowing firearms on campus. Byrd asked the status of the legislation. Fiaud thought one house passed legislation last year but the other did not. Byrd said Faculty Senate taking a position signals where faculty stand on an issue and can bind with other bodies and tell the legislature that WT is or is not in favor of allowing guns on campus. Crandall suggested Senators should poll faculty in their departments to learn the number for or against allowing firearms on campus. Fiaud made a motion to poll faculty in the departments

whether they a) want to allow Faculty Senate to take a position on the issue of allowing carrying concealed firearms on campus and b) are for or against allowing firearms on campus. The Faculty Senators present voted unanimously in favor of asking both questions of faculty in their departments.

Ambrose said he spoke with Jarvis Hampton about preparing packets with forms for faculty to evaluate WT administrators. Forms for Senators to hand to faculty should be available by 20 February. The evaluation needs to be finished and sent on before spring break, so the envelopes with completed evaluations will be opened at the 6 March meeting of Faculty Senate.

Dursun-Kilic said the supplement to instructional responsibilities in the faculty annual report is different than what it used to be and she stated her concerns about the new criteria used for instructional responsibilities and the short window of notification for application of the new criteria to the 2014 annual review of faculty performance. De'Armond said the new form is very different from the old form and what Faculty Senate approved and that implementation was supposed to be enacted at least one year in advance of faculty being evaluated. Ambrose said he sent an e-mail to Shaffer after Barbara Petty sent the e-mail with the new form on 16 January. Ambrose said each college was allowed to decide whether to use the current form or the new form this year, but all faculty must use the new form for 2015. Branson said it was never conveyed to faculty when to start using the new form. Crandall questioned how supplemental items to evaluate instructional responsibilities could be agreed on with the direct supervisor when the e-mail with the new evaluation was sent to faculty only on 16 January. Faculty might file a grievance about using the new form to report 2014 instructional responsibilities. Dursun-Kilic stated that faculty should be given the option of using the old version or the new version. Stuntz made a motion seconded by De'Armond that Faculty Senate resolves that the supplement to the annual review of faculty performance was not the version Faculty Senate approved nor was the process for rolling out the new form followed. All Faculty Senators present voted unanimously in favor of the resolution.

Branson said everyone will use Blackboard starting in the fall and departments need to decide when they want to be trained.

The meeting of Faculty Senate adjourned at 1:51 p.m.

Respectfully submitted,



Bonnie B. Pendleton, Secretary

These minutes were approved at the 20 February 2015 meeting of Faculty Senate.