

Faculty Senate  
Wed, December 4th at 3:15, Cabe Room, Garrison Center

Senators Present: Eunice Akoto, Jessica Allen, Steve Becraft, Ivan Birch, Alan Blaylock, Shannon Clardy, Jim Duke, Maryjane Dunn, Torri Ellison, Darrel Farmer, Matt Gross, Catherine Leach, Michael Loos, Bryon Martin, Lisa Massey, David Sesser, David Stoddard, Lacy Wolfe, Fred Worth

Also Present: Lim Tchoi

1. Call to Order 3:15pm
2. Approval of minutes - The November minutes were approved
3. President's Report -
  - Faculty Senate President Worth met with President Kneebone . He reports that the financial aid situation is almost fixed; 95% of accounts are straightened out.
  - There will be a walk-around held to assess campus safety. If you would like to be included, let Fred Worth know.

End of the year report -

The Faculty Senate has done a good job facilitating communication between administration, faculty, and staff. We have worked more closely with the staff senate president. The Faculty Senate should continue to work closely with the new Staff Senate President, Ricki Rebollar, in the coming year.

Pres. Worth recommends ensuring that the improvement in communication continues. For the coming year, the Academics Committee is working on recommendations for faculty evaluations, Dr. Patterson would like to visit on the "community standards", and Rita Flemming (new VPFA) would be happy to visit with the senate.

Pres. Worth reported that although two members of our board of trustees recommended considering changing the name of the institution, now that the agreement is signed, it is harder to change the name.

4. Report of committees
  - a. Executive Committee

The Executive Committee Requests that chairs of committees please touch base with the new committees or someone who will return to help with continuity

The Executive Committee put forward the following resolution:

Whereas: Elaine Kneebone became Acting President of Henderson State University in July 2019, demonstrating "relentless positivity" in difficult times, and

Whereas: Acting President Kneebone has promoted an atmosphere of open communication and transparency through regular campus forums, email, and live streaming, and

Whereas: Acting President Kneebone has provided many years of dedicated and devoted service to Henderson State University,

Be it resolved: The Henderson State University Faculty Senate would like to express its recognition and gratitude for the unwavering service Elaine Kneebone has provided up to and through 2019.

The resolution passed unanimously.

b. Academics Committee

The Academics Committee finalized the survey of faculty on items important in student evaluations. Five items got a 70 or above. There were also about 5 that were recommended to be thrown out. This was not discussed yet as a committee. It is recommended to be picked up again in the spring with some data behind the conversation.

Pres. Worth mentioned that there is overwhelming evidence that faculty evaluations in general are inherently biased against women and minority faculty and asked the committee to please keep this in mind moving forward.

c. Buildings and Grounds Committee

The Buildings and Grounds Committee is evaluating parking lots that are not well lit. Once the walk-through is held, a list will be compiled and passed along to the new committee.

d. Finance Committee

The Finance Committee is still working on the promotion/pay raises proposal wording. They are presently waiting on information from Dr. Adkison. It will be passed to AJ Agarwal since he will be the next committee chair.

e. Operations and Handbook Committee

No report

f. Procedures Committee

The constitutional amendment from the previous meeting passed 64 to 6. The At-large election is still going on.

g. Shared Governance Review Committee

The committee mentioned a flow chart for forming new committees and a revision to the policy on speech and expression that was necessary to comply with legislation.

h. Representative to the Board of Trustees

The University Board has now signed an agreement with ASU. ASU's board meets on Friday. It is expected that the agreement will be approved there as well.

i. Representative of the Graduate Council - Not Present

j. Staff senate rep - not present

5. Unfinished Business - There was no old business.

6. New Business -

A request was made to consider clarifying the steps in the tenure process. Caution was also expressed about over-defining the process. If this business is brought forward, it will likely be in the purview of the Operations committee.

Concern is expressed about the tenure pause policy. If the third year review of a faculty member happens and is approved, but with changes needed, who evaluates said faculty member at the end of the fourth year? What happens if the tenure packet is withdrawn because the faculty member thinks there will be negative feedback? Can the packet be submitted at a later date to apply for tenure? What are the steps in the process? And what criteria are faculty being evaluated on?

Senator Maryjane Dunn asked to be on record for her statement that the decision to postpone her sabbatical for the coming semester was her own and that she was not pressured to postpone.

Very few applications for sabbatical were submitted. A second call for sabbatical applications will be made very soon.

7. Adjournment - 3:51pm

Respectfully Submitted,  
Shannon Clardy  
Faculty Senate Interim Secretary