

## **MINUTES FOR MONDAY MARCH 31, 2025, FACULTY SENATE EXECUTIVE COMMITTEE MEETING AT 4:00 P.M. IN CAMPUS COMMONS 2200**

**Present:** Brown, DeKrey, Doerner, Fischer, Fleming, Kyle, Landry, Newman, Schuttler, Senbet

**Absent:** Almquist, Feinstein

**Call to Order:** 4:03pm

**Approval of the Agenda:** approved without objection

**Approval of the Minutes from March 10, 2025:** approved without objection

### **Announcements**

Chair's Report (Kyle) – Officer nominations for Senate Chair, Vice Chair, and Secretary will be held next week, with voting to follow the week after. The All-Faculty Meeting is scheduled for April 17 at 3:00 PM, where Pete Lein will do a presentation on recruitment and Stephanie Torrez on retention. If you know any faculty involved in the recruitment or retention process that may be interested in sharing their experiences, please share their names with Kyle. Hanover Research has been contracted to conduct a faculty salary analysis. Kyle and Senbet will meet with them this Friday, and a follow-up meeting with the SEC is scheduled for April 28. Since Hanover is unable to meet with the full Faculty Senate, interested members can be invited to the SEC meeting or a separate session can be arranged. The Faculty Appreciation Social will be combined with the Tenure and Promotion celebrations.

- Regarding the meeting with Hanover,
  - Fleming noted that involving the full Senate in the meeting with Hanover could lead to tangents that may distract from the core purpose.
    - If faculty members feel strongly about being part of the process, a separate meeting could be arranged.
  - There was concern that holding only one meeting may limit the opportunity for broader faculty input, many may want to be involved in the salary analysis discussions.
    - One option could be to hold an FSEC meeting and invite interested faculty to attend.
  - Doerner recommended providing a summary of the topics that will be discussed to help manage and ensure a productive discussion.

### **Senate Committee Reports**

Academic Policies (Newman) – The Academic Policies Committee continues to revise the amours relationship policy. The updated version separates policies concerning student relationships and employee relationships and will be brought to the committee next Monday. The committee discussed rules of procedure, where a flowchart may be more helpful than the current format. They also reviewed the liberal arts course completion certificate and discussed revisions to the catalog template.

Codification (Schuttler) – The Codification Committee is working on Senate Actions and waiting for bylaws from the Graduate Council and Professional Education Council.

Elections (Newman) – The call for elected Boards, Councils, and Committee nominations have been sent out.

Faculty Welfare (DeKrey) – Jeri-Anne Lyons will be attending this week’s meeting. The committee will also continue to review faculty evaluations and move on to distinguished professors.

Salary Equity (Senbet) – The Salary Equity Committee discussed the proposal currently on the floor regarding years in rank. The committee has decided to work with Hanover on this and will bring feedback to the Faculty Senate, making it a priority for next year. They also discussed the faculty salary distribution model and determined a few proposals such as, (0.5% for parity, 2.5% for percentage increase), (1% for parity, 2% for percentage increase), or (0% for parity, 3% for percentage increase).

### **Standing Reports**

Board of Trustees (Fischer) –Board of Trustees held a brief four-minute meeting last week to discuss changes to the easement for the new building. As the Faculty Perceptions of Administrators Committee Chair, the results of the FPAS should be ready after tomorrow and sent to Faculty Senate.

President (Feinstein) – No report

Provost (Fleming) – Today, an email was sent out about opportunities for faculty and staff involving the climate survey.

Dean’s Representative (Doerner) – Deans are working on budget issues this week.

### **Unfinished Business**

#### **New Business**

- Adopted Rules of Procedure Update
  - The goal is to remove the expectation that a vote must occur at the same meeting where an item is first introduced.
    - This won’t eliminate the possibility of an item being pulled from the agenda.
  - Concerns were raised that the current timeframe between receiving materials and being expected to vote is too short, a preview process could help senators prepare.
    - The proposal is to codify that the Senate will receive a preview of items before voting and add flexibility to where it is needed.
  - With these changes a major motion will be the default.
  - It was suggested that as an alternative process, items could be sent to the FSEC before coming to the full Senate.
    - It’s common for items to be reviewed by the Faculty Senate twice.
  - Another suggestion was having the material on a SharePoint where members could view and provide feedback.
    - The concern with SharePoint is that it may be difficult to track feedback from many people.
  - The discussion will continue at the next meeting.

### **Comments to the Good of the Order**

Good job and thank you, Britney!

**Adjournment 5:09Pm**