



**FACULTY SENATE**  
**Wednesday, September 30, 2020**  
**3:20pm – 4:50pm**  
[Microsoft Teams Meeting](#)

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## **Minutes**

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**Attendees:** Allert, Avery, Bagwell, Battson, Bernhardt, Bolton, Bouwmeester, Braunschmidt, Brown, Buckley, Canges, Carnes, Castle, Cho, Clark, Conroy, Davie, De Cino, Dickerson, Dillen, DiPonio, MDrake, EchoHawk, Erickson, Evans, Fayman, Ferrell, Flores, Flynn, Frisbee, Fry, Geinitz, Goodnick, Griffin, Hernandez, Hill, Huang, Huber, Jeffers, Jia, Katz, Kendall, Kiss, Klimek, Kolb, Kolts, Komodore, Konuk, Krentz, Krueger, Lechuga, Lollar, London, Macy, Maldonado, Martin, McGuire, Merrill, Mollenhauer, Monsour, Morris, Mota, Murphy, Musimbi, Niemeyer, 'Hara, Ortiz, Padilla, Pak, Pantos, Poelman, Predki, Pytlinski, Ribble, Richard, Ritter, Russell, Sandoval, Schatz, Schelble, Schmidt, Schuenemann, Seedorf, Sell, Spitler, Svonkin, Thompson, Trentin, Trujillo, Ver Eecke, Wanberg, Williams, Wright

**Guests:** EBuckland, CHardigree, EHinde, BKelley, EParmelee, CPHare, CSanders, SSchafer, ASgoutas

- I. President Campbell called the meeting to order at 3:20 p.m.
- II. The [September 16, 2020 minutes](#) were approved by a majority vote.
- III. Announcements
  - A.) President Campbell opened the meeting by addressing meeting norms, such as monitoring airtime and comments, and acknowledging the need to balance the agenda between guests and voting items. She reminded Senators to continue to keep in touch with students, who are struggling with not being on campus, by staying engaged and answering emails.
  - B.) Met Media is running a [Roadrunner Diaries](#) project to share faculty perspective and stories with the community. Faculty may be contacted by Met Media directly, or can [submit their stories online](#).
  - C.) Senator Lechuga (Chicana/o Studies) announced the upcoming [Richard T. Castro Distinguished Visiting Professorship](#), with the theme “Reclaiming Schooling: Radically Reimagining the Work of Education.” Dr. Angela Valenzuela, Professor in the Department of Curriculum and Instruction and the

Department of Educational Leadership and Policy at the University of Texas, will provide the keynote address. Other events include a professional development session for students, student teachers and educators, and a community discussion on ethnic studies. Visit the [website](#) for more information.

- D.) Senator Katz (Earth and Atmospheric Sciences), chair of the Faculty Welfare Committee, shared the [Faculty Welfare Committee survey](#), which will be used to gather information on faculty workload and solicit ideas on how the university can support faculty. The results will be used to craft a proposal for improved support which will be brought to Faculty Senate and Senior Leadership. Please respond to the survey by October 14 and share the link with colleagues.

IV. [Faculty Employment Handbook Section II Updates \(overview of proposed changes\)](#), second reading and vote, Guest: Interim Provost Bill Henry

No changes were made since the first reading. Senator Svonkin (English) proposed an amendment to section L.4.b.1.b, recommending the language be changed to: "In preference polls for chair, Category I faculty members in the Department will participate. Separate polls of Category II faculty members, administrative staff members, and Category III faculty members will take place as well, but these polls will be conducted and tallied separately." Senator Ferrell (Biology) seconded bringing the amendment forward for discussion.

Senator Katz noted the importance of including all full-time employees in the preference poll to provide an inclusive environment, but shared a concern regarding splitting the votes, which may prevent anonymity in smaller staffed departments. President Campbell shared that the Faculty Senate Executive Committee discussed the poll in length and supports the language as presented in the document. Vice President Goodnick specified that Cat III faculty are not included in the presented language but are included in the amendment proposed by Senator Svonkin.

Senator Svonkin advocated for separating the votes to protect tenured/tenure track rights and voices; President Campbell clarified that it is a preference poll, the Dean still has the ultimate say in who is appointed as chair. Additional conversation regarding comparative numbers of Cat I, II, and III faculty.

Henry specified that if the amendments are adopted, the Faculty Employment Handbook Committee would need to vote on the two versions of the language: the original presented by the Provost, and one being presented by Faculty Senate. Senator Katz asked if departments could choose how to run the polls. Henry indicated that the language needs to be followed as written.

With no more discussion, President Campbell called for a vote. **The amendment passed by a vote of 45 in favor, 34 against, and 11 abstentions.**

Senator Schatz (Psychological Sciences) asked whether abstentions counted as votes of "no," in which case the amendment would be overruled. Conversation ensued regarding past practices and clarification of Roberts Rules of Order. Senator Evans, Chair of the Rules Committee, was asked to investigate the Rules.

Senator Svonkin proposed a second amendment regarding the tenure appeals process, moving that the language be re-drafted so that in cases where a faculty member appeals the President's no vote on tenure to the University Appeals Committee, should the Appeals Committee vote to reject the President's negative decision, then their decision will first return to the President for reconsideration. But should the president not change their vote, the faculty will then be considered by the Board of Trustees for tenure, with the BOT looking at all levels of review and making the decision based on best practices, with their decision being binding. Svonkin noted the language as presented gives the President ultimate veto power in cases in which a faculty member received a vote of yes through the Provost level. Senator Trujillo (Special Education) seconded bringing the amendment forward for discussion.

Senator Williams (Modern Languages) noted the appeal going to the Board of Trustees means some faculty would be treated differently and questioned the ability of the Board of Trustees to evaluate faculty in a thoughtful way. Senator Lechuga asked about the implications for marginalized faculty who tend not to receive tenure and promotion in as large quantities, noting the proposed amendment would add in another layer of assessment in the case there is disagreement, citing a faculty member at the University of Colorado, Boulder who was denied tenure and the decision was overturned by the Board. Senator Doe (English) supported the need for checks and balances.

Interim Provost Henry explained that the language outlines that in cases of a vote of no from the Provost, the appeal goes to the President. In cases of a vote of yes from the Provost but a vote of no from the President, the appeal goes back to the President for re-consideration. He voiced his concern regarding the Board of Trustees being empowered to ignore all previous levels of review. Svonkin specified that the appeal would only go to the Board in instances in which the President-level appeal is returned to the President and the President rejects the application a second time, against the advice of the Appeals Committee.

President Campbell called for a vote on the second proposed amendment regarding President-level tenure appeals being submitted to the Board of Trustees. **The amendment passed by a vote of 55 in favor, 23 against and 8 abstentions.**

Senator Evans clarified that "All proposed amendments require a majority vote to pass; that is more than half of the votes cast, ignoring blanks, at a legal meeting where a quorum is present. Votes count for those present *and* voting; an abstention is still counted as a vote cast, and it effectively acts as a "no" vote because the basis for a majority (quorum) is a fixed number." In light of this clarification, Senator Svonkin made a motion to re-vote on the first proposed amendment to change the language regarding the Department Chair preference poll. Senator Meloche (Biology) seconded the motion. **The amendment passed by a vote of 48 in favor, 37 against and 3 abstentions.** It was first announced as 47 but later indicated in the chat that a final vote came in as the survey was being closed.

Conversation moved to the full *Handbook* language, including the approved amendments. Senator Hill cited the Department of Psychological Sciences concern regarding the elimination of the University PTR Review Committee, a step between the Dean and Provost review for any faculty who received a "needs improvement."

Henry clarified that the proposed language stops the review at the level of the Dean, and gives faculty the option to appeal to the University Appeals Committee, with the appeal going to the Provost. Senator Hernandez (Psychological Sciences) asked if the appeal is automatic under the current *Handbook*; Henry clarified that it is not.

Senator Krueger (Music) moved to a vote with a second by Senator Niemeyer (Mathematics and Statistics). **The *Faculty Employment Handbook* language, including the proposed amendments, passed by a vote of 57 in favor, 8 against, and 1 abstention.**

V. [Catalog Rollback Policy](#), second reading and vote, Senator Russell

Senator Russell noted that the language has not changed since the first reading, highlighting the ten-year limit on rollback requests, which would also require approval by the Department. This will help decrease the number of course exceptions. On behalf of faculty in her department, Senator Trentin (Art) advocated for the limit be decided at the Department-level, as some disciplines don't move as quickly as others and shared the fear that this might cause students to take more classes than needed. Russell shared that if students have to go back that far, they may have to have degree exceptions or opt for a personalized degree anyway, this helps give departments a backstop. Senator Hill (Psychological Sciences) supported leaving it at the department, citing an example where it was beneficial for a student to roll back more than ten years. Vice President Goodnick noted the difficulty with addressing general studies. Senator Ribble advocated for cutting back on degree-exceptions but shared the concern about the change causing students to take more classes.

Vice President Goodnick moved to a vote with a second by Senator Monsour (Communication Studies). **The policy passed by a vote of 55 in favor, 16 against, and 3 abstentions.** It was first announced as 40 yes, 15 no, 1 abstention, but the final count was posted in the chat.

VI. [Faculty Senate Resolution on Election Day](#), first reading, President Campbell

Matt Jenkins, Associate Professor in Art, drafted this resolution to address increasing racism directed at BIPOC communities and the increasing efforts to obstruct the upcoming presidential election. President Campbell read the resolution, which outlines ways faculty can be supportive of students on election day. She clarified that the resolution does not mean that leadership will track faculty through Canvas on election day, rather this is a public statement noting that Faculty Senate is doing what they can do support the right to vote and the voting process.

VII. **The meeting was adjourned at 4:50 p.m.**