

Faculty Senate 2024/2025 Priorities and Goals

Adopted by the Executive Committee 8/28/24

1. Completing the regular work of the Faculty Senate well and on time. This consists of reviewing curriculum and academic policy as well as faculty retention and promotion portfolios and faculty sabbatical applications, while also making sure that faculty is represented and has a voice on various University-wide committees, job searches, etc. This work requires filling all 12 of our standing committees.
2. Compensation/Total Rewards/Faculty Welfare. The Faculty Senate will work with UPBAC and the compensation/total rewards subcommittee of the UPBAC to advocate for better compensation and additional cost-effective or cost-neutral benefits to enhance morale and prevent burnout. We will also advocate for more transparency around faculty salaries.
3. Faculty Workload. The Faculty Senate will continue to work with the Provost and Deans to advocate for policies and procedures that ensure a sustainable workload for all faculty. Step 1 is the normative instructional workload mapping. Step 2 will focus on service and research (and possibly Handbook Changes and then a Department Guidelines audit).
4. Academic Strategic Plan. The Faculty Senate will work with the Provost's Office on the development of and implementation of the Academic Strategic Plan.
5. Student Success Launch. The Faculty Senate will work with the student success launch team on initiatives, policies, etc. that promote student retention, completion, and post-graduate outcomes.
6. Budget. The Faculty Senate will advocate for increased funding for Academic Affairs and for programs, positions, initiatives that benefit students and/or faculty.
7. ESSJ (Ethnic Studies and Social Justice) implementation. The Faculty Senate will continue the three-year process of approving courses with the new ESSJ designation.
8. Faculty Excellence Awards. The Faculty Senate will fully integrate the FEA committee into its regular committee structure and will devise and complete the new awards and the new award processes in Fall 2024.
9. Implementation of DEI-Focused Handbook Changes. The Faculty Senate will work with the Faculty Diversity Task Force to ensure that Department Guidelines reflect the changes to the Faculty Employment Handbook (teaching, scholarly activities, and service). Guidelines are due from Departments to Deans Dec. 6 2024.
10. Advocating for Shared Governance. The Faculty Senate will continue to advocate for shared governance and will support the implementation of the recommendations of the Shared Governance Enactment Working Group. We will continue to model shared governance practices through our regular work.