

**FACULTY SENATE COUNCIL MEETING
THURSDAY, NOVEMBER 7, 2019
DRAFT MEETING MINUTES**

COUNCIL MEMBERS PRESENT:

Officers: Marcus Alfred, Chairperson; Sam Paschall, Acting-Secretary

At Large Members: Eric Walters (Medicine); John Tharakan (Engineering); Jacqueline Carmichael (COAS); Krishna Kumar (Pharmacy); Mario Beatty (COAS)

School/College Representatives and Alternates: Sam Paschall (Business); Jean Bailey (Education); James Jackson (Alternate-Education); Bradford Grant (Engineering); Stephen Arhin (Alternate-Engineering); George Littleton (Alternate-Medicine); Chimene Castor (Nursing & Allied Health); Priscilla Okunji (Alternate-Nursing and Allied Health)

Immediate Past Chair: Sonya Sobrian (Medicine)

CALL to ORDER. A quorum was finally established and Dr. Marcus Alfred, Chair of the Faculty Senate Council, called the meeting to order at 11:54 a.m.

APPROVAL of AGENDA

A MOTION to pass the Agenda was approved by unanimous vote.

APPROVAL of MINUTES

A MOTION to approve the Minutes from the September 11, 2019 Meeting of the Faculty Senate Council, with necessary corrections, was made, seconded, and approved by unanimous vote.

FULL SENATE VOTE on BOARD'S 2019 HANDBOOK

A discussion developed regarding the value of a Full Senate vote on the revised Faculty Handbook. Dr. Kumar noted that what was approved by the Board of Trustees was significantly different than the document that was presented to the Board for its approval. Dr. Sobrian indicated that the Council had already expressed its concerns on this issue. Mr. Paschall expressed his concerns regarding the lack of awareness and knowledge by the faculty on the significance of the changes in the revised Handbook and Dr. Tharakan suggested that a list of these changes be compiled to present to the full Senate.

Dr. Walters made an inquiry as to the impact of any vote on the matter by the Full Senate. Dr. Alfred responded that the vote would not change the action by the Board but if a sizeable number of faculty voted against the Handbook, such a result might have some impact.

In conclusion, there was NOT the support necessary to recommend a vote on the Handbook.

EVALUATION of RESEARCH and ACADEMIC SERVICES, COMPENSATION and BENEFITS, and the ADMINISTRATION and the BOARD of TRUSTEES

Dr. Jackson emphasized that that any sort of evaluation must be especially comprehensive since the faculty is operating in a suppressive academic environment where the administration is minimanaging faculty and the practice of shared governance no longer exists.

Dr. Kumar noted that we had completed a comprehensive survey in the recent past but that he was unaware of the results.

Dr. Walters added that a paper survey was completed but approval was never obtained to purchase software. He noted further that the data from the survey can be obtained but that he is concerned about the development of a comprehensive plan for the Senate to obtain what it needs and stressed the importance and need for action on issues.

Dr. Jackson emphasized the importance of obtaining annual feedback from faculty regarding their thoughts on issues.

Dr. Alfred inquired as to what we could do to start such a process.

Dr. Walters noted that we could email copies of the survey to the faculty on an annual basis but reemphasized his concern about a comprehensive plan on how to use the data. Dr. Jackson suggested that we tie this process to Middle States. Dr. Kumar agreed and added that the survey should specifically state that it is tied to Middle States.

Dr. Alfred inquired regarding the distribution of the survey next week at upcoming the full Faculty Senate meeting attended by President Frederick.

Dr. Kumar responded that the meeting would have to be well attended in order for us to accomplish our objective. Dr. Jackson thought that the timing was too soon. Dr. Tharakan agreed, noting that we should probably announce the pending distribution.

Dr. Alfred noted a couple of challenges regarding the timeliness and distribution of a survey. Firstly, the site visit by the Middle States team is in January and third party comments will be due in the immediate future! Secondly, many members of the faculty are leary of an electronic process and prefer a paper survey.

Dr. Jackson and Dr. Kumar recommended that the survey be announced at the Full Faculty Senate meeting and a deadline presented to the faculty for its completion. Dr. Walters also recommended informing the faculty of a survey on the climate of the University and that the results of the survey will be used as part of a third party complaint.

A very brief discussion developed regarding the importance of informing faculty of the third party complaint process as well as whether a complaint would be developed by the Council.

A motion was moved, seconded, and approved unanimously that:

WE, AS THE FACULTY SENATE COUNCIL, PUT FORWARD THE IDEA of FACULTY COMPLETING A SURVEY AS A MEANS TO INFORM MIDDLE STATES ABOUT THE CLIMATE AT THE UNIVERSITY

ADJOURNMENT

The Council unanimously voted to adjourn the meeting shortly before 12:30p.m.