

Faculty Assembly Meeting
Minutes for September 29, 2015
3:30-5:00 pm
Blow Hall Board Room

Members Present: Tricia Vahle, Chris Petrovits, Mark Forsyth, Patty Roberts, Steve Hol, Gul Ozyegin, Courtney Harris, Chris Gareis, Chris Abelt, Liz Barnes, Rex Kincaid, Cathy Forestell, Christie Porter, Courtney Harris

Members Absent: Terry Meyers, Ron Hess, Suzanne Raitt

Others in Attendance: Michael Halleran, Kiersten Boyce

The meeting was called to order at 3:32 by Mr. Chason.

1. Approval of Minutes

The minutes of the May 7, 2015 meeting were approved.

2. Provost's report:

Provost Halleran's reported on the following:

- Recent US News and World Report
- Submission of the SACSCOC report – onsite visit March 23-25.
- Decreased gap in faculty raises
- Promise 2.0
- Disband of FUPC due to redundant membership with COPAR
- Launch of the campaign - campus wide party – 10/22
- Changes to Faculty Handbook have been sent to FA: Three large changes 1) standard of proof – preponderance, 2) timeliness of process, and 3) both parties have equal appeal rights.

3. Presentation by Kiersten Boyce:

Ms. Boyce's presentation, *Allegations of Discrimination and Harassment* included information on what is needed for changes to the handbook: prompt resolution, unbiased process, training, standard of proof, process where institution bear burden for discovering evidence, equitable process in rights for parties, inclusion of specific statements of policies and rights, right to advisors. She presented the current process and then the proposed process.

4. Standing committee reports

- a. Academic affairs: Steve Holiday

No report.

b. COPAR: Tricia Vahle

FUPCI disbanded so will change what COPAR does. COPAR will have three opportunities to interact with Provost/Sam Jones: early fall, early spring, end of year when the budget goes to BOV. The first meeting will be Oct. 2 at which time they will discuss the implications of the change and then figure out how to best contribute to the budgetary process.

c. Executive Committee: Eric Chason

Mr. Chason stated that the Executive Committee discussed the faculty proposed changes to the handbook.

d. Faculty Affairs: Chris Abelt

The faculty survey is ready to go live. One concern is that the human resources survey just came out and faculty might think it's the FA survey. Recommendations included stressing the importance and brevity of the new survey in the letter to the faculty and for Mr. Chason to stress its importance at the faculty of A & S meeting.

e. Liaison Committee: Liz Barnes

Liz Barnes, Christie Porter and Melanie Dawson presented to the Board of Visitors on 9/17 on the debate over trigger warnings and shared their positive experiences with using trigger warnings. There will be another presentation in Nov. and the Liaison committee will decide on possible topics.

5. Projects and Allocation of Work for 2015-16

Mr. Chason discussed proposed projects for the FA this year.

Action items:

- Faculty Handbook (executive committee or ad hoc committee could be established to coordinate with PPC)
- Survey (Faculty Affairs could help with processing data from survey)
- Advancement Project: Goal: 100% faculty participation in giving-600 full time continuing (COPAR)
- Diversity (Hold on assigning a committee for now until Mark reports back from the taskforce to share where they are and if FA can play a role and to get feedback on climate from the survey)
- NTE Integration and Post Docs (Academic Affairs)
- "resource allocation" (Bill Cooke's PPT about how resources are allocated in different parts of the College) (COPAR)

Tentative/on hold

- Tuition waivers (Provost stated that it is illegal/FA could try to get legislative clarity and put pressure on the administration to raise the issue with the state to change the law)
- Phased retirement
- Business efficiency

6. Old Business

None

7. New Business

Chon Glover has requested a member of FA to serve on the diversity taskforce. Mark Forsyth volunteered.

The President adjourned the meeting at 5:07.

Respectfully submitted by Denise Johnson