

Academic Assembly
April 13, 2015
2:05 – 3:35pm, STCN 130

MINUTES

Present: David Arnesen, Sarah Bee, Patricia Buchsel, Brooke Coleman, Isiaah Crawford, Lynn Deeken, Trish Henley, Mike Huggins, Arun Iyer, Michael Kinnamon, Kate Koppelman, Chuck Lawrence, Margit McGuire, David Neel, Michael Ng, Erik Olsen, Katherine Raichle, Roshanak Roshandel, Rob Rutherford, Heath Spencer, John Strait, Dan Washburn

Minutes taken by Rosa Hughes

- I. Review of Minutes 3-30-15
 - A. Proposed edit to II.D.2.a. will be sent out for review to indicate that the discussion was about the relevance and efficacy of some of the questions and the way the questions were phrased on the program proposal form
 - B. If there are suggestions for how to state it in the form, send to Chuck and Roshanak
 - C. For future minutes edits, send proposed change in writing prior to meeting so that AcA can vote at meeting
 - D. Approved with forthcoming edit and two abstentions
- II. Involuntary Leave Policy
 - A. Should shift to a time when VP Student Development can attend AcA
 - B. Policy was introduced in 2010-11 - no major changes since then, but has recently become more relevant
 - C. Motion to table the discussion of the policy until VP Student Development can attend
 1. Would be helpful to let her know what questions/concerns AcA would like to discuss
 2. Approved with no abstentions
- III. Committee Updates
 - A. Bylaws Revision
 1. Draft changes will be ready to propose to AcA at a spring quarter meeting
 2. Main areas of focus
 - a. How to handle major decisions
 - b. How to formally address concerns – perhaps don't discuss and vote on the same day
 - c. Perhaps add voting members only session that is open and recorded
 - B. Program Review Committee
 1. PRC will use spring quarter to brainstorm modifications to process
 2. Also review of five program reviews
 - C. AcA Appointed Subcommittee on Divestment Concerns
 1. Working quickly to put together a document that faculty have the option to sign
 2. Hearing no objections by tomorrow, Rob will give permission to post document to AcA Canvas site
 3. Will bring collected signatures to AcA on May 11
 4. Need to develop Canvas Module that demarcates work that is not specifically AcA but using as a vehicle – “General Matters of Interest” or something to that effect
- IV. New Program Follow-Up Process
 - A. Program Review Process

1. Programs that are externally accredited go through a review tied to the timeline of their accreditation
 2. Programs that are not externally accredited go through program review every seven years
 3. Three-year reviews of new programs are added to that cycle when requested by AcA
- B. Budget
1. Broad issue of whether AcA wants to add budget approval to the PRC review of new program proposals
 2. Previously there was a shared governance model that proposed a higher functioning PRC that has more access to budget information for program proposals
 3. The model has not moved forward but it would be good to start a few of the committees and use the empowerment gained to grow shared governance
 4. Disconnect between the PRC and AcA process – AcA needs to work to develop what kind of information is needed by AcA so that PRC can do their work accordingly
- C. Senate Model
1. 50% more membership and mandatory membership on subcommittees
 2. Happy to reintroduce as a model for discussion during spring quarter
- D. Memos need to be updated and sent to deans with three-year review requirement
- V. Faculty Handbook Draft Discussion
- A. Process
1. Ongoing review and revision since 2010 by FHRC, including some summers and sometimes weekly meetings
 2. Filter through large amount of feedback and responsibly identify and answer the areas of most concern/discussion/revision
 3. Seeking broad support or specific areas of concern
 4. Old draft had major areas of concern – unworkable, unclear, etc.
- B. Instructor in Lecture Series (NTT) IV.C.1 and 2
1. Years of service to not accumulate toward tenure if hired into a tenure track position
 - a. Quality instructors will not consider SU if they know that their work will not count toward tenure
 - b. As part of first contract on tenure track, there could be an MOU with consideration of prior years of service that overrides blanket handbook statement
 - c. Large difference between schools/colleges – some areas would not want to consider NTT time due to lack of support for research/scholarship (Albers, Law, etc.)
 - d. Also has implications on the Rank and Tenure committees that are evaluating files – extra burden and complication
 - e. Faculty in Lecturer and Instructor positions who apply for TT positions are in a position to negotiate for advanced standing/shortened probationary period at their own discretion – override the standard language in handbook
 - f. It would be helpful to insert language to the effect that “under normal circumstances” to acknowledge the possibility of exception
- C. Faculty carrying major administrative loads and seeking promotion
1. Inadequate attention given to administrative portfolio and service to university in instances where faculty work in a formal administrative role within the school/college
 2. Faculty promotion does not include administrative requirements
 - a. When an administrator begins their time, there is a conversation with the dean or academic supervisor about the duties about the work and the faculty member is provided an understanding about their responsibilities

- b. Section VI.A.5. states that significant service of academic leadership in addition to scholarship, cannot take the place of scholarship and teaching

D. Next Steps

1. Suggestion for section-by-section read and critique with FHRC – add a meeting Monday
2. Need more time for feedback from faculty to bring representation to AcA meetings
3. AcA think strategically about what is presented to BoT and when in light of major shifts in higher education
4. Document represents a shift – new draft creates a new cultural dynamic with regard to the process of amendment, regular review by FHRC to discuss proposed amendments and make annual recommendations of edits

E. Handbook Issues to Address

1. Academic freedom concerns were not fully integrated
2. Strategic plan given contractual status when it comes to financial exigency
3. Grievance policy – majority of faculty on AcA committee, specific panel membership is left open
4. Severance package in matters of financial exigency is inadequate
5. Generally accepted standards of conduct
6. Process for evaluation of administrators
7. Requirement of five office hours