

Faculty Senate meeting

6 November 2020

Senators in Attendance: Rex Strange, Brandon Field, Adrian Gentle, Bartell Berg, Jamie Seitz, Kenny Purcell, Laura Bernhardt, Mary Doerner, Marilyn Ostendorf, Peter Cashel-Cordo, Sang woo Heo, Mike Strezewski, Jinsuk Yang, Steve Gruenewald (until 3:30pm), Chuck Conaway.

Other Attendees: Mohammed Khayum, Shelly Blunt, Amy Chan-Hilton, Hayden Olberding, Brent Summers, Jennifer Greene.

- Held via Zoom meeting. Called to order: 2:32 pm.
- Approval of minutes from last meeting
 - Approved unanimously, with minor edits.
- Chair's Report: Rex
 - Everyone on campus should have received an email about a multi-factor authentication, and apparently this does apply to computers in the lecture halls. There is an option for using a USB fob, but apparently the cost of those key fobs will be passed from IT onto the individual departments.
 - Early in the year, there were indications that the website Chronicle.com had been hacked. If you ever have logged into Chronicle.com, you should consider the password that you used there to be compromised and never use it again.
 - Board of Trustees meeting was held yesterday; budget was approved for the remainder of the year.
 - Dr. Rochon, in the Board of Trustees meeting yesterday, asked Rex to thank the faculty for still being open.
- Provost's Report:
 - Offered an explanation for the multi-factor authentication that will be taking place to log into the instructor desks, asked us to look at the options; not all of them require us to bring our cell phones.
 - Budget: one third of the shortfall was met by what we haven't been doing, including travel. There were 64 positions that went unfilled. Thirty-one of them were in instructional positions. There have not been salary reductions, involuntary separations, nor furloughs, to account for the budget shortfalls. We have also not had to use our reserves. (Total shortfall was \$6.8 Million.) The President announced that there would be a wider committee that looks at the budget. There is a need to build raises into the budget in a permanent way. There will be a town hall next Tuesday.
 - Anything that anyone on campus would like to see, with regard to the financial status of campus, is archived on the Board of Trustees website. The financial

reports are all archived there, along with the presentations that were made at all the Board of Trustees meetings.

- Charge: Bias Response Team
 - It is not clear what mechanisms exist currently to deal with issues such as this.
 - A climate survey was taken at the early part of the year, and the results are in, including how people feel about being an inclusive campus. The results will be presented to campus in the Spring semester.
 - The campus-EDIC committee should be invited to Faculty Senate, along with the Dean of Students to hear what exists already on campus. The motion was made and approved to table this until next meeting when the wider conversation can be had.
- Charge: University Promotions Committee
 - The proposed language goes along with the language that we had been talking about previously.
 - In the Pott College, there are College Guidelines, but in LA there are departmental guidelines for at least a couple of departments. It might be a good idea to have more departments compose their own guidelines for tenure and promotion, but no motion or amendment was made.
 - Motion carried unanimously.
- Charge: Establishment of priorities during a potential Financial Exigency
 - A University-level committee to discuss the budget with a number of faculty in membership is a good idea, but the faculty should provide a clear list of priorities as a start of a broader conversation. There are many costs and revenues that can be considered before we start talking about eliminating programs or faculty lines.
 - Starting these sorts of discussions can be divisive. Developing a decision-making process that is just should be the goal. The task of prioritization is one that will bring out fears and anxieties. However, the anxiety around these discussions does not arise from the discussions themselves, but from the financial situation.
 - It would be best to get input from all the faculty. A survey of sorts could be distributed so we can all see what people think.
 - The friendly amendment was made that the entire Faculty Senate address this charge, rather than only a smaller subset.
 - The charge carried with two opposed and one abstention.
- The Provost would like to conduct a survey of the current academic programs. There are some areas that are growing, and others that are not. He believes that we can take our programs, put them on a grid, and develop clusters of programs that have: the capabilities of trending strong in society that we are strong in; the programs that are trending in society but we are not strong in, the ones that society doesn't care about

that we are strong in, and the ones that society has no interest in and we are not good at. By developing this portfolio of our programs, we can figure out which we can support and which we need to figure out how to pivot, and what new programs that might be proposed can be approved. The goal would not be to determine what to cut, but rather how to creatively move forward with the community we have. Dr. Khayum is looking into using a capstone student group from Purdue that can help us with this analysis to avoid any biases or internal pressures, and wants Faculty Senate to be a part of the process.

- Adjourned: 4:37 pm

Minutes recorded by Brandon Field, secretary.