

UNIVERSITY OF LOUISIANA AT MONROE							
FACULTY SENATE MINUTES							
DATE	9/16/2021	PLACE	ZOOM			TIME	1230
PRESIDING	President Janelle McDaniel			RECORDING	Secretary Hilary Tice		
Roll Call (taken from zoom attendance) A = Absent, P = Present	Anderson, John	P	Koers, Gregory	P	Starks, Stacy	P	
	Ashworth, Burton	P	Lacey, Susan	P	Tice, Hilary	P	
	Bruce, PaulRobert	A	Liu, LingLin	P	Tresner, Clifford	A	
	Chamceau, JC	P	Morgan, Patrick	P	VanHoose, Lisa	A	
	Colegrove, Donald	P	Pham, Long	P	Veronee, Kenna	P	
	Estis, Catherine	A	Robertson, Courtney	P	Walker, Bruce	A	
	Golemon, Deborah	A	Rowley, Brendan	A	Wiggins, Sherilyn	P	
	Johnson, Mark	P	Showers, Jo Ellen	P	Yantis, Rebecca	P	
Call to Order	12:35 Meeting called to order, President Janelle McDaniel presiding						
MINUTES	Not applicable						
Unfinished Business	<ul style="list-style-type: none"> Not applicable 						
New Business	<p>1. Senate Charge for the Year</p> <ol style="list-style-type: none"> Welcome to new members Introduction of officers: Current officers and past President introduced, open positions of president elect and secretary elect will be voted on at a later time to allow members to determine whether they want to participate in an officer position. FS is trying to move towards officers being tenured. Especially the President elect to be tenured or going up for tenure within a year. Discussions of expectations and duties: with the installment of the new President things are changing rapidly which may lead to various changes in communication and special projects for staff and faculty senators. Hopefully changes can be mitigated to contain workload. The main duties of the senate are: watching out for the faculty handbook and making sure policy and procedures are administered fairly and equitably, being a watchdog for academic freedom and shared governance, investigate various academic freedom and shared governance issues. Investigations may include the policy involved, application of the policy and opinions of whether policy can be improved. Dr. Anderson discussed his work over the summer to find the best external definition of academic freedom and supports one developed by Union of Academic Professors, sponsored by Higher Ed. He discussed two different documents. Defining academic freedom (https://www.insidehighered.com/views/2010/12/21/defining-academic-freedom) and an AAUP shared governance document. The academic freedom document may have 1-2 potential problems related to application to student learning outcomes (SLO). These are items #10 & 11. Dr. McDaniel supported the faculty senate supporting discussions of academic freedom and informing the faculty. Dr. Anderson requested to have a forum posted for senators to share their views on the issue. Dr. McDaniel questioned the scale of the problem on ULMs campus. Some programs only have 1 person develop SLOs and not multiple individuals. <p>2. Discussion of Subcommittee Missions and Assignments: Dr. McDaniel requested that all senators sign up to participate on at least one subcommittee and a poll has been placed on Moodle for senators to select their committee preferences. New members were asked to limit their selection to 1 subcommittee while returning senators can select more than 1.</p> <ol style="list-style-type: none"> Academic Standards: Dr. Anderson chairs this committee; should address intense investigations of academic issues and are usually done as needed 						

b. Faculty Welfare: the activity of this committee varies between years and will try to address issues more proactively since historically it tends to be a reactive entity; President Berry has indicated that the great places to work survey from last year indicates this is an area needing more attention; the faculty senate is looking at increasing the awards to be more in line with the size of the campus, so FS may start participating

c. Fiscal Affairs: there has been improvement; Bill Graves has discussed how the budget is formed during professional development activities; Don Colegrove has been involved in looking at overload pay; ULM's overload pay is much lower compared to other Universities

d. Elections: helps with senate elections and will hopefully be more active this year

e. Diversity, Equity, Inclusion: has a strange history as it is not the former University diversity committee; FS may be asked to take on the role of that previous committee, we want faculty presence in the DEI initiatives on campus;

i. Mental Health: faculty want to be more informed on neurodiversity issues, mental health is being proposed to being pulled out of DEI and be its own subcommittee but currently it is not separate from the DEI subcommittee.

f. Communication: just started last year as communication has not been optimal

3. Mr. Hall and Mr. Bruscato to join at 1pm; Mr. Hall is the Chief strategic officer; Mr. Bruscato is the Director of recreational services;

a. Strategic Planning

b. Campus Walking and Running Trials: Mr. Bruscato is attempting to utilize various recreational services to help with faculty wellness and hopefully get faculty/staff/students and community members together for fellowship; these events should happen once a month from Sep. thru Nov. He discussed numerous initiatives that are being initiated. One event is happening 9/28 at 5:30 pm starting at the activity center which involves stretching and then a run/walk/bike around various loops across campus; he is working to try to get distance and educational signage up across campus to showcase the University on the routes for these loops; recreational services has partnered with FleetFeet to move one of their weekly Tuesday runs to campus for these events; therefore, recreational services would like a large presence by the University community; Mr. Bruscato is looking for ideas, ie. is timing right?, Faculty senate members can reach out to Claudia Williams and Asia Jordan, a Graduate Assistant, who both sit on the committee

4. Campus Updates/Executive Committee Report

a. Investiture Week: community service event where ULM themed books are given to 3rd graders; the book is finished and printed; softcovers will be handed to children while hardcovers to be sold at bookstore; 2500 3rd graders are slated to receive the books with students from City schools coming to campus to pick up the books while the rest will be taken the book; the main investiture ceremony is Friday but plans are still underway for this

b. Faculty Handbook: current handbook is almost unsalvageable; Dr. Berry has put the Deans to work on developing a faculty handbook; no initial product has been put out yet. The Deans are moving towards making the FH include list of links, but want to build these links on a better comprehensive pool of policies than what currently exists. No date for when this will be revealed.

For the 1st time the FS has a budget, \$10,000/yr, staff senate also received a budget.

Disbursement of these funds has not been decided. Dr. McDaniel would like to allocate the travel and participation in the state association of faculty senate presidents meeting from this budget. Monies may be used for letterhead of the senate. Awards may come from this budget as well. Faculty senate is allowed to spend it however it works for the committee.

May use for stipends; Dr. McDaniel is open to suggestions on how to spend the money, may submit them to her. The committee will develop a plan for disbursing these funds. VPAA position is currently vacant with an active search being performed. Dr. McDaniel talked with Dean Simpson who stated that applications are being submitted. Assumption is that this position will be filled by an external person.

c. Academic Innovation Center (AIC): committee has been disbanded, but it is being replaced by something like the teaching, learning and service innovation center, to include all things that were in AIC, but also to incorporate more diverse activities geared towards both faculty and staff, it will attempt to make University week more meaningful to faculty & staff, with more meaningful professional development, service and service learning projects; innovation center will have a director and funding has been identified and is already available. Not sure what level of person will be placed in this position. President Berry has offered to help with policies and defining what service learning is.

d. Budget updates: from staff senate meeting Dr. Berry discussed several things including renegotiation of dorm debt for significant savings, a company has been found that will monetize our physical plant for significant savings; enrollment was down 200 students vs last Fall which equals several million dollars, so this will be addressed; ULM to hire a lobbying firm at the state and federal government level. This should help us get earmarked money. ULM field house debt will be retired and should be resolved next week. Process with the raises could be considered as fair as it could be, the state money was not there for ULM which highlights the difference in inequities of funding between the different state programs. The legislature mandated that faculty get a 2% raise but only allotted \$300K for raises which is insufficient to cover all faculty, Dr. Berry attempted to renegotiate and was able to obtain some additional funds but overall funds were still insufficient; classified staff got a civil service raise but this would leave the unclassified staff left out; unclassified staff got a 2% raise. Two percent faculty raises incorporate an equity pool within programs which allows higher ranked individuals making less than lower ranking professors would be brought up to the same pay.

e. Mark Johnson: used to be ULM Associate Chief of Police but has transitioned to a faculty position and is serving as a faculty senator; Dr. Johnson discussed his involvement in starting a community/campus emergency response team which was halted due to COVID; in essence this program is where volunteers come together in times of emergency; it is run by Volunteers of America, Federal government funds are available to cover the cost of these programs and the Lieutenant Governors' office is championing this; training and equipment is covered by these funds since the first 72 is on you. This training is projected to happen 12/13 & 12/14 during working hours which will hopefully increase faculty involvement; free training, equipment and food are being offered; staff seem to be good with these dates. More will be shared later.

f. Random COVID testing: may not happen, University is purchasing software that will allow faculty and staff to upload vaccination status which will mitigate the need for testing; students should already be using a system; there will be mandatory testing for unvaccinated students. The University has posted a COVID communication officer position to help address communication issues related to COVID.

g. Final exam schedule in the academic calendar; the last final ends at 1450 on Tu 12/7 and grades are due 9 am 12/8. This will be very difficult to meet and prohibits some types of finals. Dr. Susie Cox from Calendar Committee has been contacted and verified that this is the correct finals schedule; we will need to ask/write the Deans and ask for advice. Dr. Berry indicated that this causes the academic calendar to be a 10-month calendar rather than 9-months; administration is aware of this and trying to get 9-month academic year back to 9-months. This may be looked at by the academic standards subcommittee. Should be getting software to integrate Banner being able to cover graduation checkout.

	<p>h. COVID money; COVID money will be handed out for students; the Fall money is ~\$5 million while Spring money is ~\$3 million but for the University the monies are projected to be 15 million but earmarked for expenses related to COVID such as supplies; masks, wipes and hand sanitizer.</p> <p>i. Miscellaneous business: Higher turnover on FS mainly due to retirements.</p>
Guest Speaker	<p>Melissa Rhodes, Staff Senate President:</p> <ul style="list-style-type: none"> • Shared her service history with ULM & the staff senate, resides in Sandal Hall, requested that senators contact her for any questions on financial aid or staff issues <p>Seth Hall, Chief Strategy Officer</p> <p>Michael Bruscato, Recreation Services: Director of recreational services</p>
Meeting Adjourned	1351
Submitted By	Hilary Tice
Convener	Janelle McDaniel