

UNIVERSITY OF LOUISIANA AT MONROE						
FACULTY SENATE (FS) MINUTES						
DATE	03/17/2022	PLACE	ZOOM	TIME	1230	
PRESIDING	President Janelle McDaniel		RECORDING	Secretary Hilary Tice		
Roll Call (taken from zoom attendance) A = Absent, P = Present, NA = Not applicable	Anderson, John	P	Johnson, Mark	P	Showers, Jo Ellen	P
	Ashworth, Burton	A	Koers, Gregory	P	Starks, Stacy	A
	Bruce, PaulRobert	P	Lacey, Susan	A	Tice, Hilary	P
	Chamcheu, JC	P	Liu, LingLin	A	Tresner, Clifford	P
	Colegrove, Donald	P	Morgan, Patrick	P	Veronee, Kenna	P
	Davis, Lacy	P	Pham, Long	P	Walker, Bruce	A
	Estis, Catherine	A	Robertson, Courtney	P	Wiggins, Sherilyn	P
	Golemon, Deborah	P	Rowley, Brendan	P	Yantis, Rebecca	P
19 members present (including FS President). There are 25 voting members of the Senate, including the officers; therefore, to reach a quorum, we need 13 senators to vote on routine business but 17 Senators (2/3rds) to vote on by-law amendments.						
Guest(s)	Provost Arant					
Call to Order	12:33 pm; Meeting called to order, President Janelle McDaniel presiding					
MINUTES	Jan. 20 th minutes were approved by a majority vote through an online poll. 2/17/22 minutes were reviewed, some adjustments were made; motion to approve minutes as amended made by Senator Veronee, seconded by Senator Chamcheu; minutes approved by a majority vote.					
Unfinished Business	<ul style="list-style-type: none"> Course load release resolution for Senate President positions: Dr. Arant to forward this to President Berry. Promotion pathway for Instructor ranks: Dr. Arant will review, make comments and send back to the FS. Later in the meeting, Senator McDaniel mentioned that the FS discussed with Dr. Arant that concern be made regarding the service and research components of these positions to make sure nothing is added to these roles that increase duties related to these components and that further clarification on the job duties of these roles may be needed. Dr. McDaniel mentioned that care needs to be taken to make sure end degree requirements for these positions are not changed in such a way that hinder hiring or would place current faculty in these roles in jeopardy. The positions of 'instructor in residence' or similarly named positions were also discussed with Dr. Arant. Dr. Arant indicated that the University does not seem to use nomenclature in similar fashions as other Universities. Senator Starks mentioned that Dr. Arant would categorize these positions under an umbrella term of 'visiting instructor/faculty' and Senator McDaniel mentioned that this is not how the University uses these positions; therefore, revising the nomenclature being used at ULM to be more in-line with other institutions may be necessary. Senator Starks mentioned that faculty in these positions should not be marginalized and they need to be included in the pathway. Dr. Arant also requested that the policy developed should include how instructors can be moved to tenure track if they complete a terminal degree and want to change. 					
New Business	<ul style="list-style-type: none"> Repeat & delete resolution: President McDaniel will try to get this resolution to Dr. Arant by the end of the month. Senator Rowley asked who the Chair of this committee is; Senator McDaniel clarifying that Senator Veronee is the Chair. Senator Veronee asked for clarification on what the purpose/outcome is of the committee and whether it is to compile a list of classes; Senator McDaniel stated that there should be development of a clear term for communicating that there is a list of classes. Maybe using the term 'performance' classes but this may not encompass all options at ULM. Senator Veronee offered to set up a meeting with Senators Rowley and Yantis as they 					

both volunteered to serve previously.

- Co-teaching resolution: no policy & procedure is currently in place. Dr. Arant has requested a resolution be submitted to him as soon as possible. Dr. Arant supports the University parceling out workload and pay for these situations. Senator McDaniel asked if the Senate wanted to form a subcommittee to put a draft statement together or have the current and future FS Presidents write the draft. Dr. McDaniel mentioned that the Honor's program does a good job in addressing co-teaching but other programs struggle. Senator Golemon shared her previous involvement in a co-teaching type of situation where two separate full courses met as one large group in an auditorium and the 2nd instructor attended the primary session to provide input but then shared the concepts with a separate section later. There had been no discussion on pay adjustments for this scenario. Senator Golemon mentioned Dr. Arant being very vocal about overloads during one of his academic affairs discussions and asked if Senator McDaniel had heard anything regarding this. Senator McDaniel confirmed that Dr. Arant does want to work on overloads and has mentioned potentially discussing the need to decrease the amount of overload being assigned with school Directors but she also shared that there are many faculty that rely on overload pay to help supplement their income. Senator Tresner interjected that there are many students that also rely on faculty offering overload courses or where faculty are involved in other student activities that are not recognized by school Directors. Senator McDaniel discussed that Dr. Arant would like to steer programs to be more cautious in offering overload classes in certain situations (ie. where they are needed out of sequence by only a few students to meet graduation requirements). He has suggested that the University look into having students wait to take courses when they are regularly offered or being more flexible with accepting substitutions from outside institutions, while maintaining quality standards. Senator Starks mentioned that advising could focus more on career planning and scheduling courses long term to decrease the probability of students needing to take courses off schedule. She also mentioned that course substitutions could come from using courses offered by other Universities to fulfill requirements. There was a discussion on the practice of faculty relying on overload for supplemental income, where multiple viewpoints were shared but there was no direct consensus achieved. Senator Golemon expressed concern over whether the overload classes with full enrollment would be eliminated from programs if not offered. Senator Tresner volunteered to participate on the committee. Senator McDaniel stated she would convene this committee soon.
- Graduate council update: the FS website does not robustly indicate that there is FS representation on the graduate council; however, Senator Pham currently sits on graduate council and has replaced Dr. Stammerjohn, the previous FS graduate council representative; therefore, the FS does have representation on the graduate council. Dr. Krishnamurthy requested that the FS be informed of changes being made to how the head of the graduate council is selected, where the chair position will be voted upon rather than appointed.
- Grievance policy update: Sherrye Carradine, University attorney, approached Senator McDaniel at the For our Future conference to have the FS work with her to generate updates to this policy. Dr. Carradine offered to generate a draft, which would be submitted to the FS for review and feedback. Dean Pratte had previously suggested that the FS define and delineate what grievances are. Senator McDaniel suggested incorporating a flow diagram into the policy and what pathway should be used if grievances deal with an immediate supervisor.
- Strategic plan: once the plan is finalized, the next step will be to form break out groups to develop implementation strategies. These groups should be formed across

	<p>multiple disciplines and across campus.</p> <ul style="list-style-type: none"> • Senator McDaniel concluded the meeting by asking the Senators to submit any items of concern that should be discussed with Dr. Arant. She also asked Senators to ask constituents what items of concern they have about the University, so that a list could be generated and sent to Dr. Arant for review. She would prefer not to send out a poll to all faculty. Senator Tresner asked if a poll would be set up related to changing payroll from biweekly to monthly and Senator McDaniel stated she would set up a poll. Senator Tice mentioned that there may be a discrepancy in the FS by-laws posted on the FS website, as there may be two different versions posted. Senator McDaniel said this will be reviewed and the FS will tweak if needed.
Committee Updates	<ol style="list-style-type: none"> 1. Faculty welfare: Senator Anderson broached the topic of the mental health course and asked how to move forward. Senator Wiggins shared supportive comments regarding the program. Senator McDaniel indicated that several Senators were concerned with the request to make the program a required part of classes, with Senator Anderson stating that the course could be provided through various means and that Drs. Berry and Arant could help identify these areas and provide support. Senator Wiggins asked if any students provided input into the course and Senator Anderson stated that he received feedback from 2 health sciences students; their feedback was positive with implementation incorporated into the course. Senator McDaniel agreed to send Dr. Arant a link to the course module and a list of the committee members.
Campus Updates/ Executive Committee Report	<ol style="list-style-type: none"> 1. Dr. Arant: Dr. Arant introduced himself to the Senators, discussing that he has previously served ULM as ultimately an Associate Professor & Associate/Interim Dean from 1994-2008. He mentioned that he will be interacting with the FS heavily once the University's strategic plan is finalized. He confirmed that he will be forwarding the course release resolution for senate President positions to President Berry and discussed that work is still being completed on the hierarchy for non-tenure track faculty. He mentioned that he would like to stripe the procedural language out of what was submitted and include a broad statement that the University needs this and that the FS would like to have a committee charged with working out the details with a targeted implementation of Fall 2023. Dr. Arant opened the floor to questions. <ul style="list-style-type: none"> ➤ Senator Anderson reviewed the progress made on the mental health imitative course. ➤ Senator Golemon asked for clarification on Dr. Arant's comment during an academic affairs talk of his interest in developing mentors for students, incorporating academic coaching, and Dr. Arant mentioned his interest in developing an academic career coach that blends academic advising with career coaching; he has discussed the issue with Dr. Fields. Senator Goleman then asked if he was also considering academic coaching to help fill voids in student learning as they come to the University; giving an example that she coaches seniors on how to learn and whether this could be done for freshman and sophomores. Dr. Arant supported the idea and mentioned that President Berry has charged him with reviewing approaches to general education and make revisions to provide a curriculum that provides what it is supposed to do. Dr. Arant talked about how today's students are chemically and biologically different than students 20 years ago and that adjustments should be made where necessary. Senator Golemon stressed the differences in environments of learning of the backgrounds of the students coming to the University. ➤ Senator Tice mentioned the discussion during the last Senate meeting about potentially going back to monthly pay periods and whether Dr. Arant was driving this change. Dr. Arant shared that he has already discussed the issue with Melissa Ducote and Bill Graves to find out the history and background. He mentioned that when the bi-weekly pay periods were instituted in ~2016, the national and personal economy was different and holding back some monies in some of the pay periods as is currently

being done may not be as attractive as it was when the change was implemented. Senator Tice mentioned that she and Senator Robertson asked their constituents in the COP Clinical Sciences department what their preference would be and all faculty stated they would want to continue with biweekly pay periods. Dr. Arant suggested that he request Bill Graves to send out a survey to garner additional input. Senator Colegrove asked what the benefit would be to switch back to monthly and Dr. Arant shared that historically the University was running 6 different payrolls per month and for simplification, everyone was moved to a two week pay period and there would be no cost differential to go back to monthly from bi-weekly. Dr. Arant mentioned that some faculty feel there would be a greater relief to personal budgets by going back to monthly. Senator McDaniel mentioned that the current bi-weekly schedule makes it harder to determine if individuals are being paid properly for overloads and whether deductions are coming out correctly. Senator McDaniel supports a system where the base pay remains the same between paychecks and there is no difference seen in the paychecks. Dr. Arant asked the FS whether he should continue pursuing the change in paychecks or hold off to allow the FS more time to discuss the issue. Senator McDaniel polled the Senators to see if they wanted Dr. Arant to hold off or continue and there was a mix of responses verbally and through the zoom chat. Senator Colegrove asked of the importance in holding off on the change to allow the Senate to discuss the issue in more depth. Dr. Arant asked that this be put on the FS agenda and come forward to him with a resolution of what he should or should not pursue. Senator Golemon asked if Dr. Arant would accept a request from the FS to have the full Faculty body polled, and he supported that this would be an avenue he would pursue if necessary.

- Senator Colegrove brought up time cards. Senator McDaniel clarified that there is a leave report and time sheet and there seems to be a disconnect in how the time sheet must be filled out for leave taken instead of having an exception report for absences. Senator Golemon mentioned that there also seems to be a disconnect in how leave requests must be submitted before time sheets are submitted. Senator McDaniel added that any adjustments needed after time sheet submission is time consuming.
 - Dr. Arant requested to have Senator McDaniel submit to him a list of what is bugging everyone for him to begin focusing on.
 - Senator Golemon asked for information regarding graduation. Dr. Arant mentioned that he is trying to adjust graduation to make it a more student-centered activity and that the commencement speaker may be eliminated to allow students to walk earlier. He will ask that faculty take a more participatory role in conference of degrees (ie. faculty may be asked to stand when Dr. Arant asks the President to confer the degrees). He plans to institute a mortar board contest where students compete for prizes. Dr. Arant shared that President Berry wants to make the graduation process more celebratory vs. punitive, so the introductory speech of graduation guidelines for students may be eliminated.
 - Dr. Arant is working with student affairs on obtaining approved stoles and help with design.
 - Senator Anderson asked if there were plans to expand recruitment areas internationally. Dr. Arant supported that this would most likely need to be implemented due to projections for future enrollment.
2. Shared Governance: Senator McDaniel spoke positively of Dr. Arant's interest in involving the FS in changes being made to University policies and procedures. Senator McDaniel shared that the FS has gained much ground in the last few years with its involvement in shared governance.
 3. Academic affairs forum: Senator McDaniel stated that the planned discussion for

	<p>March would be general topics but the one for April would revolve around strategic planning. The priority of the academic affairs portion of the strategic plan will be to address issues related to University climate and culture. Dr. Arant plans to steer the culture of the University in a direction that allows access to needed data. The Colleges will develop their own strategic plans, focused mostly on academics. There is a push to develop an official office of institutional effectiveness.</p>
Meeting Adjourned	1400
Submitted By	Hilary Tice
Convener	Janelle McDaniel