

Attendance:	Chris Jurgenson, Ted Fisher, Karen Bell, Shaun Kelly, Andrea Kunze, Charles Abraham, Carolyn Bailey, Brian Becker, Peter Dean, Nina Baghai-Riding, Douglas Mark, Tim Watkins, Josh Armstrong, Janie Magee, Zina Taran, John Alvarez, Victoria Peay, Janie Morgan (18 present)
1. Call to Order:	Meeting of Faculty Senate was called to order by President Jurgenson at 3:27 p.m.
Announcements:	N/A

Agenda Item	Comments / Discussion	Motions	Action
2. Approval of Minutes	Minutes of 11/30/23 – no revisions	Motion: BB Second TW	Passed Unanimous
3. President's Report	<ol style="list-style-type: none"> Enrollment numbers were reviewed; total headcount (with dual credit) increased from 2,107 to 2,188. FTE increased from 1,872 to 1,944. Graduate enrollment has increased and remained steady, so development of graduate programs is particularly important. Staffing – Dr. Ennis received an unrestricted grant from a donor and is recruiting an individual to act as DSU liaison to community colleges. This was previously funded with unrestrictive funds. Dr. Ennis recognizes how important community colleges are to DSU. He recently attended an honor society induction of >200 students, and it was reportedly the first time DSU had been represented. While DSU has recruiting activities in place, we may not be recruiting at events that need attention. MOUs may be developed to have official 2+2 programs. VP of Admissions – there are questions as to why this position was posted. CJ spoke with Dr. Ennis at the last cabinet meeting in this regard. Dr. Lovin actually wanted the position created and voiced this when he met with Dr. Ennis last year. The role is too much for one VP to handle. CJ voiced that for the most part it is a good decision, though the optics look less than desirable due to the focus on budget cuts. Dr. Ennis will hold the next town hall meeting next week, and we will have the opportunity to get clarification of how this administrative position will be paid in the existing budget. Additional VP position openings: 		

	<p>academic affairs, CFO, enrollment management. CA – what is the charge for these positions?</p> <ol style="list-style-type: none"> 4. No Confidence Vote – no update. CJ has spoken with the President and Provost; currently in data collection phase. 5. QEP – “Ask the Okra” will function like a chat bot and allow students to ask a question with canned responses. It will also be staffed, so that when students ask questions, they will get a response. A ticketing system will be used. The hope is that students can ask literally any school-related question. Ask Okra system will include open accountability. DM – Who will provide oversight? CJ – OIT is facilitating, and it may be connected to Student Services (people behind the keyboard). DM – someone will be responsible for it. 6. New regalia has been approved. Students will purchase beginning Fall 2024. Emblem – there is an idea to come up with a separate university emblem, something specific for the graduate regalia. 7. FS President / Manhattan College – CJ spoke with Faculty Senate President at Manhattan College, a small, private school in New York. Many of their problems are similar to DSU and the purpose was to get an idea of how they were reorganizing, from six colleges to three. CJ provided them with DSU website. Basically, their website says the same thing as DSU’s, but with \$12-15M cut this year. The Administration looked at how to make cuts, which are predominantly from faculty cuts. There may be layoffs, though efforts have not been made public yet. They will offer early retirement, and one dean has resigned. They are trying to figure out ways to save money without selling off assets. The problem with DSU is that many of our assets are state property, which does not permit them to be sold. One of the solutions was to have classes with a minimum enrollment of 15. There are large classes and small classes, so looking at CHP is important. Suggestions included changing some graduate courses to synchronous online to help reach a broader audience and being transparent with faculty and students. It was good to see the way our budget committee is set up, and it is unusual. The system Dr. Ennis has set up is unique. 		
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<p>4. University Entities</p> <p>5. Faculty Senate Committees</p>	<p>8. Budget: There will be a freeze on spending. Larry Wakefield sent Cabinet a memo. Basically, he will recommend no purchases after March 1. If there is an essential item you need, submit the PO now. All PCards will be suspended March 1 – July 1. Only required travel will be allowed. Question re: travel already approved. Make sure you apply for Kent/Janice Wyatt funds. Travel will be suspended for the remainder of the year. DM – Travel itself is not suspended; it is the funding of travel that is suspended. Introduced in Cabinet (meeting next week).</p> <p>9. IHL is hiring a consultant to look at universities and assess their real estate and give estimates of its worth, cost to refurbish, etc. The IRS will be leasing one of our buildings, which will assist with maintenance. There has to be some level of use for insurance. The plan is to determine the resources we have on campus, the cost to fix them up, and to rent them. There are some new restaurants in town. It would be nice if the people that want to rent here due to parking availability, police department, advantages over some locations in town. The goal is to find real estate that can be used for other purposes and generate income. Larry stated that IHL will pay this fee.</p> <p>Broom Hall is undergoing renovation (windows, HVAC). ZT – research travel, KJW funds. There was almost no budget for that with the first go-around. The research committee no longer has the funds it previously had. The provost did find some money - \$18K or \$20K.</p> <p>Staff Council – no report</p> <p>Committee on University Services – Zina Taran Committee on University Standing Committees – Karen Bell Committee on Elections – Maia Elgin-Wegmann Committee on Technology – Charlie Abraham Committee on General Academic Affairs – Nora Gough-Davis Ad Hoc Committee on Course Evaluations – Andrea Kunze</p> <p>- No report today; sending email this week. Have to meet with the student leading the charge. Should be up and going soon.</p>		
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	<p>Ad Hoc Committee on Budget Sustainability – Carolyn Bailey</p> <ul style="list-style-type: none"> - The committee continues to meet weekly, and senators were encouraged to review minutes posted on the Ad Hoc website. Recommendations made and approved by President/Cabinet were briefly reviewed. President Ennis will cover in next town hall. - CA: Has there been a review of Athletics? CJ/CB: Yes, a recommendation regarding the athletic budget has been made, but it has not been reviewed by Cabinet at this time. CA: What about contracts with an ending date before 7/1: Recommendation clarified by CJ; open positions with an end date prior to 7/1/22 were removed. CA: Clarification on positions, e.g., Professor of Practice and evidence required to demonstrate that filling the position can be justified. 		
6. Guest Speaker	None		
7. Action Items	<ol style="list-style-type: none"> 1. Collegiality – Senate needs to approve today. CJ met with Merideth Van Namen and David Hebert yesterday to review the policy. <ul style="list-style-type: none"> - The collegiality statement already in our T&P policy says about the same thing as this collegiality statement. The provost was concerned that it was the same as the collegiality policy we already have. Countless hours have been spent on this subject. Moving forward it will not be used to make T&P decisions. The last section addresses how to handle situations. - DM: What if you have a faculty member accusing and written document and take to chair/supervisor, but it doesn't pass the litmus test in the supervisor's view? What happens in this scenario? There could be unintended power for the supervisor in gray areas. - CJ: Understand/agree; there will never be a perfect policy for scenarios that you describe. There would still be a record of the supervisor's decision. There are definitely ways that it could be addressed. In an ideal world, the supervisor's best interest would be in their faculty, but that has not always been the case here. - ZT: A big concern is if something in the past, that the whole issue arises as a means of additional leverage for administration. I can't imagine a situation where one of us would have to go and initiate proceedings against another one of us. I can't build a scenario in my mind 		

	<p>where it would be a problem for one of us making an accusation against a fellow faculty member.</p> <ul style="list-style-type: none"> - CJ: Do we need to change the wording? - MW: Adding additional wording puts power in a colleague’s hands. Isn’t there language in the original statement that there must be evidence? The role of the supervisor is to discuss with faculty, and then a resolution can be prepared. - This is not a witch hunt. To safeguard this, there must be evidence. If there is an email, for example. To be honest, a lot of the stuff could be a misinterpretation. CJ: It is possible to be noncollegial and addressing it before it becomes problematic. - DM: I agree with Maia, and this gives a lot of perceived power to a colleague. It gives power to a chair. It seems like evidence is not adequate to represent non-collegiality. And then it dies on the vine. The faculty could appeal to the University Grievance Committee for recourse. - MW: Hopefully, nobody would take your grievance out on someone. There needs to be some backup to encourage chairs to take this personally. I would be hesitant to take it out of faculty hands after the chair. - DM: Does this only include faculty? Yes, it does not include staff. I’m okay with the addition of that final sentence. - <u>Motion</u>: Add final statements: “All parties involved may appeal to the Faculty Grievance Committee in the event they are not satisfied with the outcome of the process. Complaints filed under Title VII should be submitted to the Office of Human Resources under EEOC policies.” <p>2. Parental Leave Policy - resolution stating reasons for policy and statement of approval</p> <ul style="list-style-type: none"> - ZT: 12 weeks – is that too much/not enough time? What if we are denied if we ask for too much/not enough? Is the amount of leave what we have a chance to get approval on? - CJ: 12 weeks is enough time. ZT: And this is parental leave (not maternal or paternal)? DM: Should the resolution articulate the number of weeks we are asking for? Resolution to adopt this specific policy contains 12 weeks. 	<p>Motion: DM Second: ZT</p>	<p>Approved Unanimous</p>
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<p>8. Discussion Topics</p>	<ul style="list-style-type: none"> - CJ: This was given by the chair of the parental leave committee. We can change it if we want. Resolution at DSU supports it. DM: And this would be sent to the committee chair, and he will take the document and the resolution to IHL? - <u>Motion to approve:</u> <ol style="list-style-type: none"> 1. Faculty Senate Request for an Ombudsman <ul style="list-style-type: none"> - CJ: Functions as mediator with disputes; Dr. Ennis is open to having one. There was an ombudsman at Coastal Carolina; they ranged from excellent to terrible. Question re: what this would mean, given the budget. Should we pursue it? - Senators voiced approval to proceed with request for ombuds. 2. Reorganization Proposal <ul style="list-style-type: none"> - Proposal presented to AC by CJ, received as anticipated. The idea is to reorganize the Academy and to change deans to program directors. Current deans do not have a charge re: teaching and/or grants. The issue is that they do not have specific, outlined functions, so there is variability between the actions of individual deans. - The proposal does make several assumptions. Deans would have to say this is what is in my portfolio and what would be delved out to others. CJ will speak with President Ennis at the next meeting. AC is not likely to do anything with the proposal. If you want it to happen, you either tell the provost to do it or not, and it would move to the Cabinet (which no longer includes deans). <p>Announcement by Victoria Peay</p> <ul style="list-style-type: none"> - Margaret Tullos Annual Symposium “Unmasking the Delta’s Hidden World of Substance Abuse” - February 23, 2024; 8:30 a.m. – 5:00 p.m. – Jacob CC - Keynote Speaker: David Magee, Author of Dear William; - Community members may attend at no cost, but registration is required; link is on DSU Social Work Facebook page. 	<p>Motion: MW Second: VP</p>	<p>Passed Unanimous</p>
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9. Adjournment	Meeting adjourned at 5:01 p.m.	Motion: VP Second: BB	
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Next meetings

Executive Committee Meeting: February 1, 2024; Student Union Faculty Lounge

General Faculty Senate Meeting: February 8, 2024; Jacobs Conference Center