

Faculty Senate Meeting Minutes

May 1, 2025

Senators in attendance: (no particular order) T. Nupp (chair), M. Rogers (chair-elect), M. Hankins (Secretary), D. Dunnick, J. Clements, C. Austin, V. Jones, C. Capen-Housley, J. Greer, S. Tinerella, S. Escobar, P. Dykema, S. Huss, J. Grosskopf, E. Wondolowski, S. West, S. Apple, C. Brucker, E. Treadway, C. Brucker

Guests: A. Santos (P/VPAA), Amy Pennington (VP Student Affairs)

1. Call to Order (Dr. Tom Nupp)
2. Approval of March 11 and April 8, 2025 Minutes
 - Motion to approve the minutes
 - Requested amendment to correct motion in March 11th minutes (Huss)
 - Motion passes with amendment
3. Faculty Senate Chair updates
 - Updates given to Board of Trustees about senate's work over the past year. Additional discussion of ACCESS legislation.
4. P/VPAA update: Dr. Santos
 - Introduction of new VP of student affairs Amy Pennington
 - Positive preliminary enrollment numbers indicate a strong incoming class for the fall semester work is underway to effectively bring in these students and make most of scholarship funding.
 - This past semester has seen record number of referrals with students in distress and needing support. Highlights the important role of faculty and staff who have been great to offer support in these situations.
 - Discussion of ACCESS Bill which has now been enacted
 - ACCESS legislation requires compliance with post-tenure review processes by December 1st, impacting tenured faculty evaluations
 - Have had meeting with senate leadership (T. Nupp, M. Rogers, M. Hankins), S. Huss., S. Escobar, and Eric Walker (university council) to talk through some needed changes. Plan for post tenure review to be enacted as a 'trigger' mechanism that would enact by getting unsatisfactory ratings on annual reviews
 - Significant challenge with accomplishing this task because of short time window to make these changes to faculty handbook. Board of Trustees needs to be able to vote on this in the scheduled October meeting in order to have it in place by the

December timeline.

- Discussion on floor:
 - Communication with faculty will be extremely important given short time window, and we must emphasize that this is now law and it's not a matter of choice in regards to post-tenure review.
 - tentative plan is to leverage current annual evaluation and 'trigger' if unsatisfactory will lead to 'conditionally tenured status' (required by law). This is essentially a probationary period with remediation plan.
 - A group of faculty have committed to work on these changes over the summer.
 - S. Huss provided a document with relevant parts of the ACCESS law, noting we are already compliant in many ways, but discussed a few identified changes that are needed.
 - Important to inform faculty that the enacted form of ACCESS is not an ideological attack on higher ed like it was originally presented by the Governor. It has been molded into something that is much more reasonable.
- Changes to concurrent programs
 - Increased funding from state, specifically fund the lottery scholarship program.
 - Currently working on MOU with school districts to have this all squared away.
- Additional legislation to know about - curriculum legislation (HB 1696) became law.
 - Requires 3 hours US history and American government.
 - Current degree plans are 'ok' as is (grandfathered status), but it will impact future catalog years. Changes need to be done early spring 26 in order to be in place F26.
 - Brief mention of additional hires needed in political science that will likely be needed in order to fulfill the course demand created by this law.
- ATU is hiring Hanover for grants development and support
 - Other options were considered, but none were as reasonable in terms of cost.
 - Desire to have as many individuals pursuing grants as possible. Please reach out to M. Bradley and J. Wood for more information.
- Daycare services for students
 - For students with children having child care issues - Please make them aware that we have a daycare service provided for students with children. Lois Kimbriel is the contact.
- Update on assessment
 - Nearly finalized portfolio that will be sent to HLC. Will be seeking feedback on this before it is sent in.

5. Discussion of new policies and policy updates

A. Access Bill writing committee (Nupp and Huss) - See previous discussion in P/VPAA update.

- Continuation of earlier discussion:
 - Committee will work with EC over the summer to create the policy. Will create an

initial draft that will be reviewed by EC, and then the committee will have a chance to provide further edits after EC prior to the start of the fall semester.

- Near final draft should be provided to faculty in August. The fast turnaround time required is making this process a bit different from usual, and there will not be as much time for back and forth between faculty and EC to come together on this.
- A point was raised that departments will need to review their criteria for annual evaluations, and this does put more power in the hands of department heads who conduct the evaluations each year (rather than DPTC).
- Mentioned an idea to have information session about this at part of Fall professional development. Some discussion of how communications will happen with respect to this over the summer and into August.

B. Other active committee reports

- i. General Education Committee (Tinerella) – Committee is moving ahead with spring assessments (critical thinking). Also working on 5-year evaluation.
 - A point was raised about recent legislation (discussed earlier) changing general education requirements, and this having some impact on assessments. Although ADHE has not yet come out with their required courses, which has the final say in this regard.
- ii. Institutional Aid Committee (Rogers) – No Report, No Meeting
- iii. Shared Governance Committee (Huss) – Campus council proposal was approved by Dr. Jones as of last week. Should be good to go.
- iv. Campus Space and Utilization Committee: (Jones) – No Report, No Meeting
- v. Budget Advisory Committee: (Nupp) – No Report, No Meeting
- vi. Institutional Scholarship Appeals Committee (Murphy) – No Report
- vii. Professional Development Committee (Dykema) – No Report. Finished for the semester.
- viii. Technology Prioritization and Impact Committee (Apple) – No Report
- ix. Emergency Management and Safety Committee (Escobar) – No Report, No Meeting

C. Ad Hoc & Senate Committees

- i. Faculty Workload Committee (Huss) – No Report
- ii. Insurance Benefit Committee (Clements) – Preparing to send out bids to insurance companies for next fall. Waiting on Blue Cross to give us a bid first. Plan on getting bids from Blue Cross, Cigna, United, and possibly QualChoice/Etna.
- iii. Recruitment and Retention (West) – No Report, No Meeting.
- iv. Common Hour Committee (Clements) – No Report, No Meeting
- v. Merit Pay Committee (Rogers) – Had a Meeting with President Jones. He agrees with equity concerns that were raised and noted the 1.2 million raise that was recently done. For another across the board raise like this, it would take 550k, which is not currently in the budget. He noted that average salary is 90% of CUPA. But he still wants a mechanism for incentivizing faculty via merit pay. Discussed the following parameters for merit pay:
 - 50 - 60 k budget (plan is to be in the 2027 budget)
 - 1 - 3 year duration (it cannot be permanent)
 - Preference for 1 year so pool of money can come back for new awardees

- An example that could be implemented - there are 17 departments, awards would be around \$1000 per individual with 3 awards per department. This would leave a small amount of additional funding for deans to award individuals beyond the 3 per department. Alternative models were also discussed.
- A concern was raised about this being made as one-time bonuses, but President Jones mentioned that it could be added to salary and paid out over 9 months for the year.

6. Old Business

i. Faculty Senate Elections

- Ballots close at midnight tonight. Please go vote!
- Senate vice chair will have to be re-run because one of the candidates has bowed out. Results of the first round of voting will be announced tomorrow. Any runoffs and the revised vice chair election will be sent out after.

ii. Faculty Satisfaction Survey

- Survey is ready to go. Email has gone to Dr. Santos for approval. Should be good to go after that. Keep an eye out for the email. Your feedback is important.

7. Open Forum

- Special thanks to Tom for being senate chair this year!

8. Announcements and Information Items

Adjournment