

Faculty Senate Meeting Minutes

November 11, 2025: Amended February 10, 2026

Officers in attendance: M. Rogers, President; Carl Brucker, President-Elect; Virginia Jones, Secretary;

Senators in attendance: J. Aulgur, A. Black, S. Bhambhwani, C. Capen-Housley, J. Clements, D. Dunnick, P. Dykema, J. Enderlin, S. Esobar, J. Grosskopf, M. Hankins, S. Huss, M. Amjadi Kashani, T. Limeris, T. Malone, S. Meerza, L. Moody, M. Murphy, S. Reed, K. Waid-Jones, E. Treadway, S. West, X. Xiao.

Guests: Dr. Santos, (VPAA), Dr. Greg Michna (General Education Chair), Wyatt Watson (Director of Institutional Research)

1. Mike Rogers called the meeting to order
2. The October Minutes were approved (with additional amendments)

NEW BUSINESS

1. Professor Neal Harrington, ATU Art Professor, was recognized as the Faculty of the Month winner.
2. Dr. Michna updated the senate on the General Education Assessment process. Noting that there needs to be conversation on the data being submitted, and how to improve teaching and assessment, there are three areas requiring improvement:
 - Alignment between assignment and GEC rubric.
 - Low faculty submission of artifacts
 - The need for more reviewers

Dr. Michna also reminded senators that any conversation about improvements will have to take ADHE actions on general education into consideration. He also noted that Dr. Brett Stone is working with the General Education Committee on assessment.

3. Dr. Santos presented NSSE Data (2019-2024).
4. Dr. Santos also spoke about the billing issues with Inclusive Access. Although students like this option, the numbers do not support its success (this could be due to different factors). ATU is locked into IA for spring 2026; look at fall 2026 over the summer. Angela Black clarified that IA is NOT OER (Open Educational Resources).

Old Business:

Item 1: Merging course evaluations. Wyatt Watson presented two options. First, to combine all cross listed/merged courses or only do so as needed. Dr. Dykema moved to adopt the “as needed” option with a start date of summer 2026, and a revisit discussion for the 2027-2028

academic year. **The motion was seconded and passed, with Dr. Santos (VPAA) concurring with the vote.** (amended)

Item 2: ATU Faculty Sick Leave Policy. Dr. Rogers reported that he and Dr. Bruker would be meeting again with President Jones about this issue in the coming week. The major sticking point is equity. Some suggestions were made to align the staff with the faculty. However, the state determines staff leave policies. This brought up the question as to whether faculty leave would be aligned with staff leave. Dr. Rogers and Dr. Brucker were asked to get clarification on this when they met with President Jones.

Item 3: Distinguished Professor Rank Proposal. Dr. Huss reported that he was still working on the Handbook Changes and that the policy will be forwarded to Mike Rogers. Senators were encouraged to share with their constituents and gather any feedback.

Item 4: Proposed revisions to the Merit Pay Policy. A continuing issue is that in bigger departments the opportunity for merit pay will cycle through less often. Angela Black clarified that what is being offered is a bonus not a persisting pay raised. The Senate decided to revisit this policy at the December meeting. To that end, Senators were encouraged to share the policy with colleagues.

Item 5: ICE presence on the ATU campus. Sean Reed and Susan West both spoke to this concern and this is what faculty needs to know: ICE is supposed to contact Campus Security before coming on campus. Campus Security is supposed to accompany ICE agents while on campus. If ICE agents approach you without accompanying ATU Campus Security then contact campus security and President Jones' office.

Committee Updates:

Of the 15 committees three had reports:

- Academic Council: Meeting with AVPAA candidates (Rogers)
- Campus Council: The next meeting will be December 5 at 8:00 a.m. (Black)
- Professional Development Committee: There is a new system of scoring; 38K was awarded for fall 2025 with 32K for spring. (Hankins)
- Retirement Request For Procurement (RFP) Committee: ATU is seeking Fiduciary Consulting Services for our retirement plans, including TIAA. Dr. Bhambhwani stressed that this shift will not affect TIAA as our retirement plan. (Bhambhwani)

OPEN FORUM:

- The faculty handbook is due for streamlining and will be on the December agenda (Huss)
- Student excuse forms are being standardized across campus (West)

The meeting was adjourned at 5:20 p.m.

