



**Faculty Senate Meeting Minutes
August 21, 2018, 2:00PM
Grimsley Hall, Room 112**

FACULTY SENATE MEETING PARTICIPANTS LIST - 8/21/2018

Academic Unit	Type	Name of Senator	Initials	Academic Unit	Type	Name of Senator	Initials
Chair, Faculty Senate	Elected	Jack Porter	X	School of Science & Mathematics			
Provost & Administration (non-voting)				Biology	Appointed	Joel Gramling	X
Provost	Ex. Officio	Mark Bebensee		Biology	Elected	Danny Gustafson	X
Assoc Prov - Academic Affairs	Ex. Officio	David Allen	X	Chemistry	Appointed	Holly Bevsek	
Assoc Prov - Plan, Assess, & Evl	Ex. Officio	Tara Hornor	X	Chemistry	Elected	Smokey McAfee	X
Registrar	Ex. Officio	Lisa Blake	X	Health and Human Performance	Appointed	Tim Bott	X
School of Business				Health and Human Performance	Elected	Harry Davakos	X
Business	Appointed	Carl Betterton		Math/Computer Science	Appointed	Mei Chen	X
Business	Elected	Al Lovvorn	X	Math/Computer Science	Elected	Shankar Banik	X
Business	Elected	Cindy Bolt	X	Math/Computer Science	Elected	Dave Trautman	X
Business	Elected	Bob Riggle	X	Nursing	Appointed	Amy Joseph	
School of Engineering				Physics	Appointed	Russell Hilleke	X
Civil/Environmental Engr	Appointed	Jeff Davis	X	Physics	Elected	Pat Briggs	
Civil/Environmental Engr	Elected	Michael Woo	X	Physics	Elected	Scott Yost	
Electrical/Computer Engr	Appointed	Bob Barsanti	X	Zucker Family School of Education			
Electrical/Computer Engr	Elected	Jason Skinner	X	Education	Appointed	George Williams	X
Engr Ldrship/Prgm Mgmt	Appointed	Robert Rabb	X	Education	Elected	Stephenie Hewitt	X
Engr Ldrship/Prgm Mgmt	Elected	David Greenburg	X	Education	Elected	Kent Murray	X
Mechanical Engineering	Appointed	Monica Bubacz	X	Independent Academic Units			
Mechanical Engineering	Elected	Jason Howison	X	Leadership Studies	Appointed	Faith Rivers James	X
School of Humanities & Social Sciences				Leadership Studies	Elected		
Criminal Justice	Appointed	Sean Griffin	X	Library	Appointed	Elizabeth Connor	X
Criminal Justice	Elected			Library	Appointed	Elise Wallace	X
English	Appointed	Scott Lucas	X	Military Science	Appointed	John Cyrulik	
English	Elected	Katherine Pilhuj	X	Naval Science	Appointed	Neil Schuehle	
English	Elected	Tom Thompson	X	Aerospace Studies	Appointed	Clay Hall	X
History	Appointed	Joelle Neulander	X	Visitors (non-voting)			
History	Elected	Amanda Mushal	X	Steve Grenier	Krause Center		
History	Elected	Kurt Boughan		Ron Welch	School of Engineering		
Intelligence and Security Studies	Appointed	Carl Jensen	X	John Weinstein	Biology		
Intelligence and Security Studies	Elected			Mitch Barth	Baker School of Business		
Modern Languages/Lit/Culture	Appointed	Guy Toubiana	X	Kevin Bower	Assoc Provost, Academic Operations		
Modern Languages/Lit/Culture	Elected	Katya Skow	X	Darin Zimmerman	School of Science and Mathematics		
Modern Languages/Lit/Culture	Elected	Maria Hellin	X	Bo Moore	School of Humanities and Social Sciences		
Political Science	Appointed	DuBose Kapeluck	X				
Political Science	Elected	Sarah Tenney Sharma	X				
Psychology	Appointed	Steve Nida	X				
Psychology	Elected	Tim Hanchon	X				
Psychology	Elected	Kerry Lassiter	X				

Call to Order

Chair Porter called the meeting to order at 2PM.

Jack Porter

Approval of Minutes from 5-1-18

There was a motion to approve the minutes from May 1, 2018 meeting. The motion was seconded. No discussion.

Jack Porter

Senate voted: unanimously approved minutes from May.

Election of New Recording Secretary

Jack Porter

Nominated Al Lovvorn for Recording Secretary Position. He is a member of Executive Committee and has the ability to upload minutes to public website. Motion was seconded. Senate voted: unanimously approved.

Selection of Future Faculty Senate Meetings Day/Time

Tom Thompson

Need to confirm day and times for future Senate meetings due to the T/R schedule time change. Tom Thompson reviewed the proposal to the monthly meeting schedule based on possible conflicts.

Proposed to meet the second Friday of every month at 2PM during the Fall Semester. Motion approved and seconded.

Discussion:

Members conveyed concern about 2PM on Friday's – is there no other time?

Jack Porter explained that there are two timeframes when all faculty are free and that is the 50-minute timeframe when the cadets are attending LTP.

Committee is concerned the 50-minute time window wouldn't be sufficient time to conduct business – too narrow of a time slot.

Holding meetings on Friday afternoon will ensure no one is caught in between class times either before or after the meeting is held.

Suggestion to shorten the agenda to make sure meeting times don't go too long.

An explanation was offered that it's not necessarily the length of the agenda that poses the time constraint but the length of discussion that transpires on any particular topic.

Suggestion made to have hard deadlines for agenda items to be submitted.

Comment made that perhaps the 2PM timeframe on Fridays will entice more faculty to attend parade.

Discussion concluded.

Move to vote and approve the Fall meeting schedule to the second Friday of the month at 2PM.

Senate voted: One nay – remaining members approved.

Motion passed.

Proposal on Early Tenure

Jeff Davis/Robert Raab

Early Tenure Proposal has been presented several times. Requesting Senate vote.

Presenters provided information regarding who is in favor of proposal to include Deans and Department Heads. Showed what schools on campus already have early tenure procedures.

Also demonstrated that early tenure procedures have been adopted at many other institutions.

Explained proposal – the intention is to reward exceptional performance, retention, and provide incentives to keep faculty.

Discussion:

Reviewed going up for tenure early can be risky if not approved and there should be consequences if the individual doesn't receive it. FTPC wants to see specific wording added to identify consequences of going up early: Is failure for early tenure to result in loss of position/termination or does the faculty member get to try again the following year at the normal tenure promotion point?

Compromise language approved by the FTPC:

3-601 revision that was discussed (but not voted on) at the May 1, 2018 Faculty Senate meeting

A. Eligibility for Tenure

1. In the last year of the probationary appointment (see Section 4.B), the faculty member applies for tenure. During the year in which the application for tenure is made, the faculty member must be engaged in the normal professional responsibilities of teaching, scholarship, and service at The Citadel. The candidate must not be on leave (with or without pay) or on sabbatical.
2. In exceptional cases, a person may stand for tenure one year earlier than the stated guidelines with permission of the appropriate department faculty, department head and/or dean, and Provost. The decision will follow the same currently stated process with the same potential outcomes.
3. The qualifications for tenure usually include the earned terminal degree in the field or its equivalent, as determined at time of hire, previous professional record, and sustained professional performance at The Citadel. The academic needs of The Citadel will also be considered in the tenure process.

Reminded that this is only aimed at Assistant Professors that come in.

Members expressed their concern regarding the definition of “exceptional” – wants clarification of what that exactly means.

Suggestion to tie exceptional performance to department standards which would allow departments to document a record of performance and then allow the professor to go up for tenure early.

Joelle Neulander discussed that this process starts at the Department Head level to decide who should go up for early tenure based on performance. Concerned that this proposal could be a slippery slope and suggested maybe the standards needs to be reexamined and reviewed. Reminded that the set standards should be followed and is concerned and weary of the fuzzy language in this proposal.

A question was raised regarding why did tenure promotion switch from five years to six and why are we looking at reducing that back to five years and providing tenure early?

An explanation was offered stating if the faculty member is able to handle research and teaching then he or she should be rewarded with early tenure.

A suggestion was offered to solve the issue of faculty salaries since they are too low.

Explained if this issue was addressed then they wouldn't need to go up for early promotion.

Suggestion made to take this information back to the Departments and discuss it with faculty members.

Suggestion made to specifically define the word “exceptional” and add that language to the proposal.

Motion to table proposal for September meeting. Motion seconded and approved.

Senate voted: One nay, remaining members approved.

Proposal for Early Tenure tabled until September meeting.

Update on Parking Advisory Committee

Jeff Davis

The PAC continues to meet. A consulting firm hired to review the campus, take inventory, and look at the current parking situation and space utilization.

The consulting firm is engaging with stakeholders, setting up meetings, and looking at how to manage parking for special events.

A survey is being prepared by an engineering company to determine the best approach to meet supply and demand of the campus.

The engineering company is also looking at a longer horizon in regards to growth, new buildings, loss of current space. 2028 is the new horizon.

The firm is conducting data research and should be finished in September and will draft a recommendation in October. Recommendations should be completed in Nov/Dec timeframe and looking to present those recommendations at the BOV meeting in January.

No discussion required.

Standing Committees

Tom Thompson/Jack Porter

1. Faculty Senate Liaisons

Issues happen in the summer when we're not in session and the concept was for committees to be constituted on a calendar year so that members are available to spring into action if they were needed, e.g., housing issue and parking issue. After two years of action, it's not working. Go back to academic year plan and form the new committees in the spring so they are ready to meet in the summer if they have to and ask the committees to do their initial meeting in the Fall before the students get back.

Make sure standing committees have Faculty Senate Liaisons on the committees.

2. Proposal for New Schedule – Back to Academic Year

Reviewed the actual proposal to go back to the academic year. Take this calendar year and roll everyone over for another semester until May 2019 and count a year and a half of service. Initial meetings would be held before students returned for the Fall semester.

Motion approved and seconded.

Discussion:

Current committees will remain in effect until spring and will be re-staffed before leaving for the summer break.

Suggestion to amend wording to include 'Faculty Senate' in standing committees – amendment approved and seconded.

Suggestion to amend wording to include "...no sooner than August 15 and..." regarding the initial meeting timeframe in August. Amendment approved and seconded.

Suggestion to amend wording, "...no later than August 31..." regarding the initial meeting in August. Amendment approved and seconded.

Both amendments voted on and unanimously approved by all members.

Suggestion to have initial committee meetings in September instead of before when the students return. Tom Thompson clarified that historically those committees that wait to meet will usually never end up meeting at all

Tom Thompson will update these changes in the proposal.

Move to vote on proposal and move committee assignments back to the academic year.

Senate voted: unanimously approved.

3. Two Committees need to be staffed – Faculty Awards & Faculty Governance

Both of these committees need to be staffed. Feel free to notify any members of the Executive Committee if members in your school are interested on being on these committees.

Ad Hoc Committees

Joelle Neulander

1. New Provost Search Committee

Conducted meetings in August to set up the Fall schedule for the Provost Search. The goal is to bring the finalist to campus late October or early November and have someone in place by March but January placement would be better.

About 75 diverse pool of applicants – still going through them.

Report from the Provost

The Provost was unavailable to provide an update.

Senate Announcements

Senators

Kapeluck DuBose explained there is a proposal to make salaries more even within departments and he is bringing this information to Financial Affairs for them to review. Will keep the Senate updated on any outcomes.

Future Business

Jack Porter

1. Faculty Governance Committee & the Faculty Manual

In Fall of 2018 the Faculty Manual needs to be revised especially with the new President coming.

2. Proposal on Diplomas

David Trautman

Proposal to have degrees listed on diplomas. Nothing too lengthy on diploma but something recognizing the degree instead of just listing Bachelor of Arts etc...

He raised the issue of double majors and how to list the dual majors since students will not receive two separate degrees. Students can receive two different degrees if they are from two different schools.

This is not an agenda items and will reintroduce proposal next month at September meeting

Next Faculty Senate Meeting – September 14, 2018 at 2:00PM in the Greater Issues Room, Mark Clark Hall

Adjournment

Jack Porter

No other business to discuss the meeting adjourned at 3:10PM