

*Minutes
Faculty Senate Meeting
November 6, 2019*

The complete Recording for this meeting can be found at:

<https://myau.american.edu/groups/Committee/fs/Shared%20Documents/Forms/AllItems.aspx>

Present: Professors: Karen Baehler, John Heywood, Elizabeth Worden, Randall Blair, Stefano Costanzi, John Douglass, Max Friedman, Jolynn Gardner, Maria Gomez, Robert Hauswald, Kelly Joiner, Peter Kuznick, Benjamin Leff, Emily Lindsay, Stacey Marien, Garret Martin, Tom Merrill, Lillian Baeza-Mendoza, Danielle Mysliwicz, Hannah Park, Andrea Pearson, Zehra Peynircioglu, Jennifer Poole, Rick Semiatin, April Shelford, Jason Snyder, Brian Yates, Provost Dan Myers, DOF Mary L. Clark.

Professor Baehler welcomed all to the meeting at 2:33pm.

Chair's Report – Karen Baehler

Professor Baehler informed the Senate of the following:

- Professor Emerita Barbara Reimann from CAS in Health and Fitness department will be joining the Committee on Academic Budget and Benefits committee filling the Emeriti seat.
- The Interdisciplinary review work of the Faculty Manual task has now been assigned to a working group formed under DoF Mary Clark's leadership which is part of the Strategic Planning Implementation process.
- New policies developed by the university currently are being sent to the Senate leadership for an opportunity to be reviewed and commented on, but after discussion, the Senate leadership would like to find a way to make the faculty community aware of all policies as they are developed. Final policies are being posted on a designated policy website, but notification as to when new policies are posted is the concern.
- **October Meeting Minutes** – Professor Baehler opened the floor for comments and discussion of the October minutes. The Senate **VOTED** 22-0-0 in favor.
- Professor Baehler informed the Senate of the revisions to the bylaws. The changes consisted of title changes and adding the School of Education representation to all the committees. In addition, a representative from SOE was added to the AU Core Council and not to all the Habit of Mind committees due to the small size of the school. The Senate **VOTED** 23-0-0 in favor.
- Senate leadership would like to add regular updates on the Core to the chair's report at each Senate meeting. Current updates: 1) The Habits of Mind Ethical Reasoning cluster needs more proposals from the professional schools. Please take the request back to your units. 2) Now that the Core is fully implemented the assessment process has begun. Professor Baehler stated that there will be a call to begin program assessment, so, if you

teach in the Core, please send any information to help with this process when asked. 3) The process of integrating the Core with AU Abroad internationally is still being addressed and the Core leadership is continuing to formulate strategies for balancing program integrity with flexibility to study Abroad. 4) The annual update from the Core leadership will be coming in the spring.

Provost's Report – Dan Myers

- Provost Myers gave an update on the senior searches currently underway; all are in various phases of the process and are doing well. The intention is to have them complete by July 1st.
- The fall retreat was a great success. A lot of feedback was collected on retention and student thriving. The Provost stated the retention rate is the lowest its been in over 10 years, coming in at 86.8% of first year to second year students He also stated that he would like to bring the Retention Taskforce to the Senate to present their findings and interventions moving forward.
- The Board of Trustees meeting in Nov will focus on retention concerns as well as the National Association for College Admission Counseling's (NACAC) new standards regarding recruitment.

Academic Integrity Code – Alison Thomas

Professor Thomas recapped her comments from the previous meeting about the working group's recommendation to centralize the AIC process. She also noted that the idea of centralization is just one segment of the AIC working group's recommendations, but it is the foundation for the other 'moving parts'. After discussion, senators **VOTED** 15-7-3 to table a resolution in support of AIC centralization. Professor Thomas will return to the Senate in December to address concerns, including costs, and provide examples of the various parties that have been consulted, including associate deans and legal counsel.

Honors Program – Patrick Jackson

Professor Jackson presented an overview of the proposed changes being made to the current Honors Program. The changes are based on analysis of Honors student experiences and an external program review initiated by the Provost and Dean Waters. The external review generated a report and a task force to review the report. The recommendations provided from the report were reviewed by the task force and the Honors Advisory Committee, which together generated a set of change recommendations. Professor Jackson highlighted the proposed curriculum changes, which include enlarging the program size from 20 to 60, offering more course options, encouraging less focus on grades and more focus on taking constructive risks, and adding an "on ramp" for students to apply to the program after entering the university.

Professor Baehler asked that the discussion continue and that Professor Jackson return to the Senate with further details once approved by the Honors Advisory Committee.

New University Award for Outstanding Community Engagement – Jane Palmer, Marcy Campos & Gemma Puglisi

Professor Baehler introduced the university awards conversation by reporting that the senate leadership is recommending formation of a special committee to select the recipients of the annual faculty awards. The process would remain the same starting with recommendations from the deans. The suggested participants would include, members from the FacCDI, the Vice Chair of the Senate, two current sitting senators and the previous year's award winners. The FacCDI would draft a letter to the deans requesting that their internal nomination process be robust, including being mindful of diversity and inclusion. The Senate **VOTED** 22-2-1 in favor of the special committee and awards selection process.

Professor Palmer proposed that a new award be given to recognize the work that faculty are currently doing in their classes to engage students with the community. The award reads as follows:

*The **Outstanding Community Engagement Faculty Award** is given to a faculty member who is a leader in teaching, outreach, or scholarship initiatives defined by innovative and mutually beneficial university-community partnerships. The award recognizes the recipient's sustained record of reciprocal collaboration and demonstrated impact, which may include community-based and community-informed social change, knowledge creation, problem solving, and capacity building, as well as student learning and thriving. Ideally, the faculty member has made exceptional engagement with communities in the DC region central to their approach, but outstanding work with other communities also will be eligible for this award.*

The Senate **VOTED** 22-0-3 in favor.

Campus Dialogues on Diversity and Inclusion – Lillian Baeza-Mendoza & Nikhat Ghouse

Professor Mendoza stated that the FacCDI committee would like to start a series of campus dialogues specifically on issues of diversity and inclusion. The conversations are likely to focus on sensitive topics that need to be addressed amongst faculty without the presence of leadership and the administration to allow for faculty to express their struggles and concerns.

The meeting was adjourned at 4:45pm