

*The complete Recording for this meeting can be found at:*

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

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

**The meeting began at 2:34 pm**

#### **Chair's Report – Karen Baehler**

Professor Baehler welcomed everyone to the meeting. She began her chair's report by announcing that President Burwell's visit has been postponed to either the April or May. She continued with the following:

- Approval of the February Minutes - Professor Baehler opened the floor for discussion. No questions, comments or changes were made. The Senate **VOTED** 23-0-1 in favor.
- Election of the Vice Chair for AY 2020-2021 – Professor Baehler announced that the self-nominee for the vice chair for AY 2020-2021 was Garret Martin. She also asked if there were any other nominations from the floor. With no other nominations mentioned, the Senate **VOTED** 25-0-1 in favor of Garret Martin.

#### **Provost's Report – Dan Myers**

Provost Myers reported the following:

- Vice Provost and Chief Online Officer Joseph Riquelme began his work at AU on March 2.
- Two final selections have been made for the SOC Dean search and they will be coming to visit the campus soon.
- The Vice Provost for Research and Dean of Graduate Studies search committees are still finalizing candidates.
- The COVID19 situation is changing daily. AU abroad students have been requested to return to the US from China, Korea and Italy. This situation will continue to be monitored regularly. If the university must close, plans are already being discussed.

## **Term Faculty Sabbaticals Faculty Manual Change – Max Friedman**

On behalf of the Committee on Faculty Actions, Professor Friedman presented to the senate the two *Faculty Manual changes* listed below:

- **Term faculty shall be eligible for sabbatical leave upon promotion to associate term professor or full term professor/librarian**
- **After promotion to associate or full, term faculty shall have the standard teaching load reduced from six to five.**

In addition, the CFA proposal recommended the following:

- Retroactive granting of sabbatical leave to term faculty who achieved the associate or full rank in past years, as budgets allow. Development of appropriate policies to recognize the achievements of term faculty in the professorial lecturer sequence, as budgets allow.

Professor Baehler opened the floor for discussion. After several questions and concerns and two friendly amendments were added, Professor Baehler asked the Senate's Committee on Academic Budget & Benefits to work with HR to develop cost estimates to accompany the proposal to the Provost and to the Board of Trustees if approved. The Senate **VOTED 21-1-3** in favor.

## **Academic Ranks and Qualifications, Full time Faculty Ranks and Continuing Appointment-Line for Librarians – Steve Silvia**

Professor Sylvia stated that in his work with the Associate to Full Working Group and experience on the CFA, he noticed that evaluators have treated interruptions in scholarly production as a shortcoming in a candidate's record. This is more likely to affect woman who have interruptions when they address personal circumstances such as birth, care of young children or care of seriously ill family members. The proposed manual changes would remove the words "sustained" and "continuing" from section 8.a.iii of the Faculty Manual to eliminate these disproportionate impacts on tenure and promotion decisions for faculty who experienced interruptions. The Senate **VOTED 25-0-0** in favor.

## **SET Questions Revisions – Karen Froslid-Jones**

Assistant Provost from the Office of Institutional Research and Assessment Karen Froslid-Jones presented the following changes to the piloted questions to address concerns raised earlier by senators:

- Eliminating the contentious word 'rigor' by substituting a question already used in the National Survey of Student Engagement: "The course challenged me to do my best work" (question 1).
- Reinserting a question from the previous SET survey: "The professor required high levels of performance" (question 5).
- Reinserting a question from the previous SET survey about average number of hours worked in a course because answers to that questions address federal regulations which

require the university to demonstrate that courses are meeting the credit hours required per course. This indicator is also monitored and enforced by Middle States accreditation. The Senate rejected a proposal to omit question 9 (**VOTED** 6-14-5). The Senate **VOTED** 19-2-4 in favor of the changes listed above.

### **Student Victimization Study – Jane Palmer**

Professor Palmer presented the results of her bi-annual survey of student victimization, including both undergraduates and graduate students.

### **Cross-Disciplinary Scholarship Faculty Manual Changes – Karen Baehler**

Professor Baehler presented ten proposed changes to the Faculty Manual associated with performance expectations for faculty. The purpose of these changes is to balance current language emphasizing scholarly achievements in the faculty member's field by inserting references to cross-disciplinary work as a pathway for demonstrating scholarly accomplishment.

**The meeting Adjourned at 4:51pm**