

*Minutes  
Faculty Senate Meeting  
October 2, 2019*

*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:** Elizabeth Worden, Karen Baehler, John Heywood, Randall Blair, Stefano Costanzi, John Douglass, Max Friedman, Jolynn Gardner, Maria Gomez, Robert Hauswald, Kelly Joiner, Peter Kuznick, 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, Joran Tama, Provost Dan Myers, DOF Mary L. Clark.

The meeting was called to order and Professor Baehler welcomed everyone. She stated that the first item of business was to welcome two new senators, Jason Snyder who represents SOE which recently has become its own college, and Rick Semiatin who will be filling in as SPEXS representative for the fall semester.

**President Burwell's Annual Visit – Sylvia M. Burwell**

President Burwell thanked the faculty for all they do. She stated that she will be having a conversation with the members of the senate on the implementation of the strategic plan and moving it forward, as well as the campaign.

President Burwell gave a brief overview and offered examples of the three key Themes of the strategic plan (Scholarship, Learning and Community) and the nine Imperatives, including how these work together as an integrated whole to support strategic outcomes: improving retention and graduation, achieving operational excellence, diversifying and growing revenue and enhancing AU's reputation. She described objectives for implementing the framework.

President Burwell then opened the conversation about the current \$500 million fundraising campaign—a healthy, but challenging stretch for the university. The goal is to provide funding for student support, scholarships, high-impact research and teaching, and improving the campus and university experience, all which are part of the strategic plan. The hope will be to also increase the annual giving from alumni and grow the endowment. She answered questions about recent, large donations for a new sports complex and how those fit with the strategic plan and noted that faculty participation will be needed to make this campaign a success.

**Chair's Report – Karen Baehler**

- Approval of the September Minutes – The floor was opened for discussion and comments. There was no discussion; the Senate **VOTED** 23-0-1 in favor.

- Faculty Manual Changes – Professor Baehler informed the Senate of the current changes to the Faculty Manual which are pro-forma changes to update new titles for the Dean of Faculty and VP of Research, adding SOE as an independent school and changing “college centered” to “student centered” language to align with the strategic plan. The senate **VOTED** 23-1-0 in favor.
- Faculty Selection Process for Faculty Awards – Professor Baehler informed the Senate that Provost Myers and Dean Clark had requested that a shift be made to the selection process for faculty awards by removing it from the Provost’s office to the faculty. Discussions around a new process have begun and will continue to develop. Suggestions for members of an awards committee have included previous award winners and the involvement of the senate Faculty Committee on Diversity and Inclusion (FacCDI). The chair of FacCDI Lillian Baeza-Mendoza stated that the committee was very positive in participating in this new charge.
- Professor Baehler welcomed input and requested participation from the Senators on this very important committee.
- Request for Volunteers for an Ad Hoc Committee on Interdisciplinarity  
Professor Baehler request volunteers to help review the faculty manual for any obstacles that might be visited to prevent a smooth interdisciplinary process. The work will begin soon and be completed in the spring with a final report.

### **Provost’s Report – Dan Myers**

Provost Myers stated the following in his report;

- The new position for a Chief Online Officer has a robust pool. Files are being reviewed and interviews will begin soon. The other searches for Dean of SOC, Dean of Research and VP for Graduate Studies are in the beginning process. The search consultant will be Witt Kieffer and the aim is to have the new people in place by July 1, 2020.
- The on-campus faculty retreat will be focused on “student thriving” and space is limited, so please RSVP.
- Retention tracking has been a major priority. Currently we are at 86.8% of the first-year class returning for their second year, which is historically low for AU. Data is being analyzed in an effort to understand and improve this number.
- The Board of Trustees retreat was held in September. It covered: approving faculty actions, a presentation on Economics of Education, Campaign update and analysis of the US News Ranking.
- Provost Myers gave senators an overview of the 2020 US News Ranking scores that AU received and gave a brief description as to how these rankings are determined.

## **Committee on Faculty Grievances (CFG) Procedures – Thomas Husted**

Professor Husted reviewed the language changes approved by the committee to clarify the process of when to provide a faculty member's "full file" to the CFG for review. The language was also changed to align with the language in the *Faculty Manual*. The Senate **VOTED** 24-0-2 in favor of approving the committee's recommended changes.

## **Faculty Survey Update – Karen Froslid-Jones**

Assistant Provost Froslid-Jones stated that the results are in from last spring's campus climate surveys, which were administered to all students, faculty and staff. Response rates were great, with staff at 51%, faculty overall at 51%, and full-time faculty at 71%. This was the highest response rate ever received. Currently the data is being reviewed and analyzed by an advisory group of administrators, faculty, staff and students and decisions will be made soon about how best to distribute the data. The current plan is for the advisory group to meet in October, make presentations to various governance units, and then roll out to the rest of the community.

AP Froslid-Jones gave an overview of the survey instruments and provided a few examples of faculty results. The floor opened for Q & A.

## **Academic Integrity Code – Alison Thomas**

Professor Thomas updated senators regarding where the working group is in their review and revision process. They have been looking at current codes at other institutions and using these examples to bring the current AU code up to best practices. The AICWG proposed creating a central office to support students, faculty and staff across campus.

Professor Thomas asked the senators to take the information presented back to their units to ask their colleagues to provide feedback. She will be returning in November to continue the discussion.

## **For the Good of the Order**

Andie Rowe from AHealthyU presented a flyer of upcoming events which included the free flu shot clinic.

**The meeting was Adjourned at 5:00pm**