

*Minutes  
Faculty Senate Meeting  
December 1, 2021*

*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:** Garret Martin, John Heywood, Lillian Baeza-Mendoza, Rebecca Hazen, David Haaga, Britta Peterson, Laura Beers, Robert Hauswald, Sarah Irvine Belson, Randall Blair, Mirjana Morosini, Alan Levine, Nikhat Ghouse, Benjamin Leff, Shawn Bates, Jim Quirk, Richard Sha, Elizabeth Cotter, Kelly Joyner, Mike Cabot, Rhonda Zaharna, Cathy Schaeff, Gabriel Mathy, Mauro Tiso, Olivia Ivey, Elissa Margolin, Carolyn Parker, Jennifer Steele, Provost Peter Starr, DOF Monica Jackson

**Chair's Report – Garret Martin**

The Chair of the Faculty Senate, Professor Martin (SIS), welcomed everyone to the last Faculty Senate meeting of the semester, and then he opened the floor for discussion or edits to the Faculty Senate meeting minutes for November 3, 2021. The Senate **VOTED** 20-0-1 in favor.

Professor Martin then shared the following information with senators and guests:

- Update on future senate modality: Our current operating assumption is that we will continue our Faculty Senate meetings online, but room reservations have been made in case we move to a hybrid modality.
- Vaccination status: AU has move from attestation to verification of vaccination status for all members of our community.
- We have met with Wendy Boland and Jeff Wang regarding OGIS and AGPS faculty, and we discussed how to integrate these colleagues in the life of the Senate.
- The Faculty Senate Executive Committee approved to reappoint Patrick Jackson as the Faculty Director of the Honors Advisory Committee for a second term. He will be on sabbatical for a year, so there will be an interim director serving while Patrick is on sabbatical. There will be a call for applications in January 2022. There will other director position calls during that time.
- Professor Martin reached out to all the chairs of senate committees for a plea to have a succession plan as part of their committee bylaws. Some committees may choose to update their bylaws with this information. They will notify the senate leadership if that is the case, so the changes can be voted in bulk at our February meeting.
- Future opportunities for service: By February/March of next year, we will be looking for the next Faculty Senate Vice chair. We welcome nominations for tenured colleagues, as Professor Martin (chair) and Professor Baeza-Mendoza (current vice chair) are both term-faculty. The position is opened to past senators and senate committee members. In addition, several positions will come up to serve as representatives for the Board of Trustees.

- Senior Administrative Hire Policy: We will have follow-up conversations with Provost Peter Starr, DOF Monica Jackson and President Burwell about the proposal we received to review the current policy for Senior administrative hires.
- Update on the Board of Trustees meetings: Research, AU's reputation, budget reports, and the importance of building community are among the topics discussed during those meetings. In addition, Matt Bennet will give a presentation on building AU's reputation at our Faculty Senate meeting in February.

### **Provost's Report – Peter Starr**

Provost Starr reported on the following items:

- We are successfully closing our first semester back to campus, with remarkable low infection rates. Our community has come together to keep us safe, following protocols. The spirit of our students has been strong. They are happy to be back.
- Research at AU: We had three Provost open forums this fall, and the last one of those was on support of research, led by Diana Burley (Vice Provost for Research), and Provost Starr. Provost Starr welcomes ideas for new topics for future open forum events. We need to better support research by improving our grant administration infrastructure and the role of PhD students in supporting research.
- Professor Terry Davidson was installed as the Inaugural Trone Family Eminent Scholar Chair in Neuroscience and Behavior.
- AU Capital campaign: Two main topics of this campaign are endowed chairs and student scholarships.
- Two-year budget: Provost Starr and CFO Bronté Burleigh-Jones led nine town halls for faculty, staff, and students. Provost Starr expressed their commitment to coming back to the community often to talk about the budget cycle. Based on the feedback and questions asked during those events, Provost Starr mentioned that compensation is a top priority for faculty and staff, and it is an important issue that will be addressed within the context of a constrained budget. Students are concerned about support issues, such as student accommodations, and mental health.

### **Annual Dean of Faculty Update on Faculty Distribution – Monica Jackson**

Dean of Faculty Monica Jackson presented an update on Faculty distribution, as mandated in the Faculty Manual. DOF Jackson presented the following information:

- There is a total of 916 full-time faculty, tenured, term-track, and continuing appointment.
- Around 46% of faculty are term-line, and 45% are tenured-line. Most faculty are in CAS, with a 50/50 split between tenured and term-line faculty. Kogod has 89 faculty, 2% term, the rest is tenure-line. SOC has around 50 faculty, SOE has 25, and SPA has 112 faculty members. The library has 16, and the WCL has 79 faculty.
- DOF Jackson mentioned that deans will receive this data, and faculty can request this information from them.
- She also mentioned that she would like to change the timeline of this report. According to the Faculty Manual, this report needs to be presented at the beginning of the academic year, but this timeline is challenging because her team needs to meet with HR and also include last-minute hiring information at the beginning of the year. Presenting this report later in the semester is more feasible.

- DOF Jackson provided information about the salary study conducted sometime before the pandemic started. The study compared AU salaries with the salaries of peer institutions. The bulk of the analysis has been done. The next step is to request data from peer institutions. She hopes to present the results sometime in the spring.

Following this update, the Faculty Senate then engaged in a conversation with DOF Jackson about specific information in the study, including the selection of which institutions we should use for comparison, and the challenges of having different titles for term-faculty among these institutions. Also, the current ratio for tenured and term-faculty is 50/50. During the hiring freeze AU only hired term-faculty, but currently there are several tenure-line opened, so these ratios will change.

### **Middle States Accreditation Update – Karen Froslid Jones and Sheila Bedford**

Karen Froslid Jones (Assistant Provost, Institutional Research and Assessment) and Sheila Bedford (Co-Chair, Middle States Steering Committee) presented information on how AU is preparing for the Middle States self-study. They shared a timeline of the process, which includes the self-study phase, visiting team period, committee on evaluation, and full commission. They also described the priority-based approach that AU will implement for its self-study, and faculty involvement in the process.

### **Update on FARS replacement with Elements – Abby Puskar, Steven Munson, Jessica Connaghan, Ahmad Abdel-Rahim, Karen Froslid-Jones, and Karen Baehler.**

Abby Puskar (Assistant Dean of Faculty Affairs) and colleagues presented an overview of Elements, the system that will replace FARS. They reviewed Elements main features, as well as the timeline for this transition. The project milestones range from the project kick-off in January 2021 to a soft launch in January 2022. The objective is to enable standardized, straightforward, and intuitive entry of service and professional activities. There will be recorded and live training sessions to guide faculty navigate this new system.

### **Introduction to the Office of Global and Immersive Studies – Jeff Wang**

Jeff Wang (Vice Provost of Global and Immersive Studies) visited the Faculty Senate to give us an overview of the new OGIS. He shared that OGIS overviews abroad and exchange programs overseas, as well as immersive study programs in DC. AU Abroad, WSP, AU Gap Program, IAP, and ELTA are all part of OGIS. In addition, he shared challenges and opportunities ahead for OGIS in the areas of enrollment trends, student experiences, and support for academic schools and faculty teaching in OGIS.

### **Introduction to the Office of Graduate and Professional Studies – Wendy Boland**

Wendy Boland (Office of Graduate & Professional Studies) did a presentation on OGPS Lifelong Learning & Executive Education. The presentation included information on the current state of Lifelong learning at AU, including Pre-college professional programs, customized partnered programs, specialized professional graduate degree programs, skill building courses, and certificate programs. She also shared future operational changes in relation to Canvas catalog, new operational banking, and partnerships. Lastly, the presentation went over next steps related to individual school goals, portfolio of programs that can be marketed or presented to companies, skills, and continuing education credits, hiring of an executive director, and new operational processes.

### **Forward Spring Planning – Garret Martin**

Professor Martin reminded the Faculty Senate that there will be important items on the agenda in the spring semester and invited senators and guests to highlight any issues that we need to consider in the future. Professor Baeza-Mendoza mentioned that she is part of FEWG, a Freedom of Expression Working Group put together by Provost Starr and Fanta Aw (VP Undergrad Enrollment, Campus Life, Inclusive Excellence, Office of Campus Life) and chaired by Regina Curran (Office of Campus Life), and Thomas Merrill (SPA). This group has been in active conversations regarding freedom of expression and dissent, and she encouraged to direct comments to Regina and Thomas. Professor Carolyn Parker gave an update of the work of the task force on term-faculty reappointments. This group has been working actively. They have sent a survey to all term-faculty regarding the reappointment process, with a 65% response rate. The group will meet again in December to identify preliminary findings and recommendations, and they are looking at the reappointment process at other institutions to inform their work. Professor Martin mentioned that we have requested an amendment to the current policy on senior administrative hires, and that the senate has received an open letter from past Senate Chairs on performance review. The Senate leadership has a scheduled meeting in December with Provost Starr and DOF Jackson to review these items.

### **For the Good of the Order – Garret Martin**

Professor Martin mentioned that Journalist and CNN anchor Abby Phillip will give the 142<sup>nd</sup> commencement address. Professor Martin and Professor Heywood will be University Marshalls in the commencement ceremonies. Professor Martin also thanked the Senate and the AU community for their hard work, community engagement, and patience this semester.