

*Minutes*  
*Faculty Senate Meeting*

\*\*\* *The complete recording for this meeting can be* **May 4, 2016**

***found at <http://www.american.edu./facultysenate/agendas-minutes.cfm>***

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Present: Professors: Larry Engel, Todd Eisenstadt, Lacey Wootton, Karen Baehler, David Banks, Kyle Brannon, Rachel Borchardt, Chris Edelson, Maria Gomez, Olivia Ivey, Kelly Joyner, Despina Kakoudaki, Iris Krasnow, Gwanhoo Lee, Mike Limarizi, Jun Lu, Mary Mintz, John Nolan, Arturo Porzecanski, Andrea Pearson, Steve Silvia, Chris Simpson, Kate Wilson, Brian Yates, Provost Scott Bass, DAA Mary Clark.

Professor Engel called the meeting to order at 2:31 PM

### **Chair's Report – Larry Engel**

Professor Engel thanked all the current senators and new senators for their service. He started that this would have been the last official meeting of the year, but an additional meeting has been scheduled for May 11, 2016.

- **Approval of the April 6, 2016 Minutes** - Professor Engel opened the floor for comments or changes, and none were received. The Senate **VOTED** and the minutes were approved 22-0-1.
- **Thank You Exiting Senators & Welcome New Senators** – Professor Engel thanked all the exiting senators for their hard work and dedication to the Senate. He also thanked all the new members that will be joining the Senate on June 15 for their upcoming service.
- **Diversity and Inclusion Working Group** – The working group has been meeting since March and will be continuing their work in the fall. Contact has been made with student leadership to select groups of students to meet with and hear to their concerns. This will take place in the fall semester.
- **RiSE Update** – The following faculty have agreed to serve on the RiSE Faculty Senate Task Force. Sonya Greer, who will also serve as chair, Christine Chin, Kiho Kim, Bill LeoGrande, Rodger Streitmatter, Maria DeJesus, Megan Romin, Alex Hodges, Elizabeth Worden, Billie Jo Kaufman, Daniel Puskin, Steve Silvia and Larry Engel.
- **Managing Senate Committees, ad-hoc and Working Group** – After discussion with the Senate Executive Committee, the work of this group will be to provide guidelines for reporting and communication from the groups to the Senate and to Senate leadership. Senate leadership will work on this over the summer and report back to the senators in the fall.

### **Provost's Report – Scott Bass**

Provost Bass stated that the undergraduate enrollment numbers are complete and will meet the 1700 student cap. The SAT and GPA scores are up slightly again and the admit rate is 26% and yield is 35%. Congratulations to everyone!

## **Presidential Search Resolutions – Todd Eisenstadt**

Professor Eisenstadt stated that the resolution from the April 6, 2016 meeting was presented to the Presidential Search Committee, but the request for equal faculty representation was not agreed to. As a result there are now two faculty members elected by the community on the committee. There will be one additional faculty member appointed by the BoT. The break down of membership is as follows; 9 trustees, 3 faculty, Mary Clark, one staff member and 3 students.

Professor Eisenstadt informed the senators that the Senate leadership and Executive Committee had drafted two resolutions. The first resolution suggested the hopeful qualifications of any candidates that are chosen. The importance of having an educational background with strong teaching, research and service knowledge verses a corporate background should be considered. After discussion and language changes were made and the Senate **VOTED** 19-4-1 in favor.

### **Faculty Senate Sense of the Senate: Academic Experience of Candidates for AU Presidency**

*The Faculty Senate urges the presidential search committee to give consideration to finding a president who has experience as a tenured faculty member, a distinguished record of peer-reviewed scholarly work (as defined by the university's Faculty Manual, which includes scholarly, creative, or professional activity), and strong experience in academic administration. The Faculty Senate recognizes the trends in higher education of hiring public intellectuals from the public sector and corporate and non-profit leaders. Some such experience may be beneficial, but the candidate first and foremost should have a long record of academic achievement and leadership. American University has achieved success by fundraising successfully, understanding its position among national and regional universities, and greatly improving its scholarly record while maintaining a strong tradition of teaching and service.*

Professor Eisenstadt stated that along with discussion with the Executive Committee the second resolution is requesting that the faculty have a committee to be part of the interview process with the finalists. Discussion was had on unit representation and the combination of the three elected faculty search committee members finalized the language. The senate **VOTED** unanimously, 24-0-0 in favor.

### **Faculty Senate Resolution: Faculty Interview Committee**

*The Faculty Senate resolves that the presidential search committee receive feedback on the finalists from a committee of faculty interviewers. This approach to the search is essential, given that faculty are among the most vital stakeholders in the performance of any president, that faculty are represented by only three members on the search committee, and that the precedents for presidential searches included faculty interviews. Indeed, in the normal course of candidate consideration, candidates for president are interviewed by constituencies beyond members of the committee and the Board of Trustees. The faculty interview committee will uphold the same standards of professionalism as members of the search committee, including confidentiality.*

*The faculty interview committee will comprise representatives elected from each unit, with one each from KSB, SIS, SOC, SPA, SPExS, the University Library, and WCL, and three from CAS, with an additional two members nominated by the Executive Committee and approved by the full Senate and the three members currently on the presidential search committee. The election will occur approximately 45 days before the final round of candidate interviews. The faculty interview committee will meet with all finalists.*

### **Freedom of Expression and Dissent – Larry Engel & Vice President Gail Hanson**

Professor Engel reminded the senators that at the April meeting the policy for Freedom of Expression and Dissent was brought to the Senate for input. Due to lack of time at the April meeting it was requested that the policy be brought back for further discussion. Various professors expressed concern for language issues as well as addressing concern for other bodies of people that were not listed in the policy such as staff that no longer are employed with the university. Discussion was had and VP Hanson stated that the recommendations were appreciated.

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### **Presidential Search Committee Chair Report – Jeff Sine**

Presidential Search Committee chair Jeff Sine stated the following information on the search committee and its process.

- Identified the 17 members of the committee as follows: Trustees are Jeff Sine, Chair; Gina Adams, Vice Chair; Gary Cohn, Marc Duber, Judge Gerald Lee, Betsy Mangone, Arthur Rothkopf, Peter Scher, Jack Cassell, ex-officio member; Mary Clark, Dean/Administration; Andrea Agathoklis Murino, President AU Alumni Board; Shyheim Snead & Arthur Soto-Vasquez, students; Tiffany Speaks, Senior Director, Center for Diversity and Inclusion, staff; and Kiho Kim, CAS Sarah Menke-Fish, SOC and Sharon Weiner, SIS, faculty.
- One of the challenges was to maintain the confidentiality and privacy of the search while still moving forward in the early planning stages.
- Keeping the release of this announcement in good standing to continue the positive publicity of the university.
- Interviewed 5 search firms and Spencer Start was selected.
- Listening sessions have already taken place. All the key groups of the university were heard from and valuable feedback was received.
- At the start of the summer the committee will begin to form the candidate list and the end of the summer will be a time for the committee to do its outreach.

Professor Engel asked about the reporting process and if there would be communication during the summer.

Chair Sine replied that more communication happens in the beginning that would consist of feedback on what to look for in candidates and then it slows down until moving closer to a final list of candidates where communication begins again.

### **Spencer Stuart Presidential Search Consultant – Michele Haertel**

Michele Haertel thanked the senate for the invitation to speak. She stated that they had spent time on the campus with students, faculty and staff learning about AU to understand more of what type of president is needed. She asked the senators to give examples of what they are looking for in the next presidential candidate. The examples included:

- A tenured faculty member with a distinguished record of peer-reviewed scholarly work to include scholarly, creative or professional activity, also with a strong experience in academic administration.
- Having an understanding of the expectations and challenges of teaching, service and research by having personal experience.
- Values, integration of faculty and staff cohorts and the importance of integrating them.
- Strong presence on campus and willingness to interact with students.
- Sustain the intense growth of graduate growth.
- Show a record of shared governance with evidence.

Michele Haertel asked the Senators what questions should be ask to assure that they have the qualities above.

- Give an example of when you started with a certain position on some idea and the you changed that position after listening to others. What process did you go through for that to happen?
- What are the challenges, crossroads, difficulties you have faced, vulnerabilities?
- Share the passion and reasons that led you to apply for this position.
- Examples of original fundraising ideas.

Michele Haertel thanked the Senators for all the information that was provided and encouraged contact via email to the search committee and search firm.

### **General Education Report – Cindy Bair Van Dam & Peter Starr**

Professor Bair Van Dam thanked the Senate for the opportunity to present the most recent report. She stated that the current revised report is a result of sharing the report with the campus community and implementing the feedback received. With all the changes no core principles have been compromised.

Dean Peter Starr stated the following:

- Professor Andrea Brenner will be teaching the first pilot of the AU experience (AUx).
- The budget issues continue to come up. The Complex Problems and AUx1 and AUx2 appear to be the most costly part of this program. Budget numbers are coming together; however, over the summer addressing the staffing, instructional and course approval process will be worked on.

The senators had lengthy discussion on various areas of the program. Concerns on the expected vote was expressed and revised language was drafted to address these concerns in the opening language of the report. The senate VOTED on the proposal with language changes and the proposal to pilot the program was approved **21-0-0**. The Senate will hear an update about the pilot in the fall.

Provost Bass stated that the Senate will give a recommendation; however, it will be his final decision how this will ultimately be implemented.

### **Changing of the Gavel Ceremony – Larry Engel, Todd Eisenstadt & Lacey Wootton**

Professor Engel thanked the Senate for a great year. He also thanked his leadership colleagues Todd Eisenstadt and Lacey Wootton for their hard work and dedication through out the year.

**The meeting adjourned at 5:08 PM**