

## *Minutes*

### *Faculty Senate Meeting*

**\*\*\* The complete Recording for this meeting can be found at <http://www.american.edu/facultysenate/agendas-minutes.cfm> April 5, 2017**

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Present: Professors: Todd Eisenstadt, Andrea Pearson, Karen Baehler, Larry Engel, Karen Baehler, David Banks, Rachel Borchardt, Kyle Brannon, Tim Doud, John Douglass, Chris Edelson, Bryan Fantie, Maria Gomez, John Heywood, Kelly Joyner, Ken Knight, Iris Krasnow, Emily Lindsay, Jun Lu, Cathy Schaeff, Steve Silvia, Kate Wilson, Zehra Peynircioglu, Shalini Venturelli, Provost Scott Bass, DAA Mary L. Clark.

#### **Chair's Report – Todd Eisenstadt**

**March Minutes** – Professor Eisenstadt opened the floor for discussion of the March 1, 2017 minutes. There was no discussion and the Senate **VOTED** 21-0-0 in favor.

**At- Large Elections** – Professor Eisenstadt reminded the senators that the current at-large elections are in process and to requested that they encourage their colleagues within their units to vote.

**Update on the Grade Inflation Committee** – Professor Bryan Fantie stated that he along with professor Kyle Brannon are the current official members of the committee. There are 6 other faculty that have expressed their ideas and are passionate on resolving this issue but are not willing to be on a committee. Professor Fantie also stated that American University can be leaders addressing this task so our idea is to reach out to other colleges and universities in the consortium to find ways to be visible with the actions used to address grade inflation. The committee will decide on action items and use those people who have expertise in those areas to address them.

**Presidential Search Committee Resolution** – Professor Eisenstadt stated that he has prepared a resolution to have a written process from the Senate for the process of hiring a new president. The concern is to have as many faculty involved in the Board of Trustees organization for a presidential hiring process. The following resolution was **VOTED** on 21-0-1 in favor.

#### ***Resolution Documenting Role of Faculty, Staff, and Students in 2016 Presidential Search and Seeking Greater Representation in Future Searches***

*The Faculty Senate seeks to document, through this resolution, the procedures used for the participation of faculty, but also other campus constituencies, in the 2016 presidential search. We do not endorse the faculty participation in this process as optimal, but we do wish it to be a starting point when future presidential search committees are constituted by the Board of Trustees.*

*The 2016 AU presidential search committee was constituted by some ten members of the Board of Trustees, but also included the Dean of Academic Affairs on behalf of the administration, three faculty including two elected through campus-wide voting by full-time faculty and one selected through the Board of Trustees' undisclosed criteria. The search also included a representative of the staff chosen through the Board of Trustees' undisclosed criteria. The three faculty members on the Board-appointed search committee and the*

*one staff member, as well as the Board's Student Trustee (representing undergraduates), a graduate student representative, and the Alumni Council chair were all voting members of the search committee.*

*In addition to the formal search committee members, three "satellite" interview committees were formed. The faculty "satellite" committee was constituted of one faculty member elected from each teaching unit (and three from Arts and Sciences). The faculty satellite committee totaled about a dozen members. The staff also formed a "satellite" committee consisting of a half dozen staff representatives recommended to the Board of Trustees by the Staff Council. The faculty and staff satellite committees conveyed their preferences to the Board of Trustee search committee through the search committee's representatives from that constituency. A third "satellite" committee of alumni/alumnae and students was formed, with those members reporting to the three search committee representatives of that constituency.*

*We hereby express the hope that all these institutions be integrated into future presidential searches, and that three additional steps be taken:*

- 1) That the Faculty Senate will play a central role in coordinating faculty participation in any presidential search, including in selection of search committee faculty representatives;*
- 2) That additional "satellite" committees may be created to facilitate greater constituent input; and*
- 3) That further opportunities be made available for interested faculty to meet presidential search finalists before the Board of Trustees' final decision is made.*

The Senate **VOTED** and the resolution was approved 21-0-1

### **Rebalancing Senate Committee Membership Resolution – Steve Silvia**

Professor Silvia stated that there is a need to rebalance membership on several of the Senate committees and to follow a process moving forward. The resolution has been written for the intention of balancing the committees which was decided to take place in the fall.

#### ***Resolution Proposing "One-Time" Adjustment to Rebalance Senate Committee Membership***

*Membership turnover on several Faculty Senate committees has become unbalanced. The result has been instances of substantial turnover from one academic year to the next, which has posed a threat to the effectiveness of senate committees. In order to remedy this situation, the Faculty Senate asks senate committee chairs to propose to the senate leadership a plan to rebalance membership turnover on their committees during the 2017-18 academic year. A rebalancing plan may include one-time adjustments in the length of individual committee members' terms. The senate leadership must approve a rebalancing plan before it can be implemented. The Senate **VOTED** and the resolution was approved 22-0-0.*

### **Recognition of Professor Gary Weaver – Steve Silvia**

Professor Silvia stated that he would like to recognize Professor Gary Weaver, a past chair of the Faculty Senate and longtime member of the university faculty who had recently passed away. He gave a historical and personal overview of Professor Weavers accomplishments and tremendous contribution to AU. The Senate would like to remember Professor Weaver and let it be known that he will be greatly missed.

## **Faculty Senate's Presentation to President Neil Kerwin – Todd Eisenstadt**

Professor Eisenstadt stated that the Senate would like to thank President Kerwin for his leadership and support of the faculty at American University. He presented to President Kerwin by reading a resolution from the Senate in his honor. The resolution read as follows;

### ***Resolution to Express Faculty Appreciation for Neil Kerwin and His Presidency***

*The Faculty Senate acknowledges the tremendous leadership of Dr. Neil Kerwin, to whom American University owes much of its rise over the last decade, from a regional university to a national and international one. We hereby commend Dr. Kerwin's steady hand and creative management of the university's core missions of research, teaching, and service. We note that under your guidance our institution has improved in national rankings with regard to research productivity, national and international projection, and improvement in the quality of students we enroll but also in the value we add while they are here. While we cannot thank you enough for your tremendous dedication to your alma mater's continuous and continuing trajectory of improvement and vision of excellence, we hope this resolution at least offers a start. We the faculty take comfort in knowing you will be joining us and that your strong commitment to American University will continue.* The resolution was **AFFIRMED** by the Senate.

## **President Kerwin's Annual Address to the Senate – Dr. Neil Kerwin**

Professor Kerwin thanked the Senate for the welcome and the recognition. He stated that he will be speaking on the past and future of the university. He stated that while in his position as president the university is stronger than it has ever been. While twelve years ago the transition in presidency was challenging, the process was handled and was done so with the help of the Senate and representing the voice of the faculty. As a result, the BOT was transformed the system of governance as well.

President Kerwin spoke on the growth and development of the faculty, research and service. He also gave an update on the budget, infrastructure.

President Kerwin thanked Provost Scott Bass for his work with others on the RiSE project.

President Kerwin closed by stating that he does not want to underestimate the transition that AU has recently been through and that is the selection of the incoming President Silvia Burwell. She had several options but saw in AU a place where she could spend a large bulk of her carrier. She brings a range of experience to AU and is sure to be an exceptional leader.

## **Budget and Finance Presentation - Doug Kudravetz**

Vice President of Finance Doug Kudravetz gave an over of several years of the previous budget cycles in comparison to the past two years. He stated that the budget has fallen below because of the short fall from graduate enrollments, SPExS and non-degree revenue. VP Kudravetz went over the new two-year budget that was presented to the Board of Trustees in March. The board did approve the recommendations. Highlights from the approved budget are as follows;

- Tuition increase 4%
- WCL increase 3.5% based on the market conditions
- 1% on resident hall cost's and a little more on the new suits and apartment style rooms
- Course fees have been reduced and funding will have provided to compensate. Some fees will remain
- 3% pool for merit increases for this fall and 2.5% for next year
- Faculty & staff benefits have gone up
- No increase in parking
- Term faculty salary increases will continue for the next two years
- Additional doctoral stipends funding
- Diversity and inclusion initiatives

Budgeted funds for;

- RiSE
- Title IV
- Counseling Center
- Library Materials
- Financial Aid

### **Provost's Report – Scott Bass**

Provost Bass stated the following;

- Vicky Wilkins will be the interim dean in SPA and there will be a search
- Tenure and Promotion files are complete for the year
- The approved the integration from Campus life to Academic Affairs is in process
- Conversion events are critical and please welcome all as you are moving around on campus. This friendly outreach makes an enormous difference

Provost Bass stated there has been a dramatic increase of visitors checking in at the Welcome Center. The Sony Virtual Tour will be going online this summer.

### **First Year Forgiveness Regulation Change – Jessica Waters**

Vice Provost Waters informed the Senate that the need to change the regulation language to include additional language for the International Accelerator Program students to go towards the first 30.0 transferable credits. The Senate **VOTED** 19-0-0 in favor.

### **Term Faculty Committee Membership – Andrea Pearson**

Professor Pearson stated that she has been able to confirm the following members for the initial committee. They will develop the by-law language and charge and then an official election will form the official committee. The membership include Professor Karen Baehler SPA, Maria Gomez CAS and Professor Gomez has volunteered to be the chair, Rob Kelley SIS, Jay Pope KSB, Jeff Sosland

SPEX, Margot Susca SOC, Nuria Villanova, Associate Dean of Academic Affairs and Lauren Weis CAS. The Senate **VOTED** 19-0-0 in favor.

### **CFA/DAA Instructions for AY 2017-2018 – Steve Silvia**

Professor Silvia and Chair of the CFA stated that this annual approval of the CFA/DAA Instructions are minor. The few changes are the following;

- Whenever there is a vote on a file that is not unanimous, the recommending memo must contain majority and minority votes was added for clarity.
- The order of the digital and paper files were not the same so that has been changed so that they do mirror each other
- A link to the Provost's memo of October 25, 2015 clarifying "Objectivity in External Letters has been added. The Senate **VOTED** 16-0-2 in favor

### **Faculty Manual Changes – Todd Eisenstadt**

- Change the language throughout the manual changing the words "effective to excellence" where referenced in the Faculty Manual which after a word search started on page 34 – ending on 48.
- **Pg. 40. g. Dean of Academic Affairs and Provost Reviews** – clarification of positive recommendation language
- **Pg. 41. i. Faculty Action Procedures Specific to Term Faculty**– Omit the first sentence in first paragraph since it was explained specifically in the following sentence.
- **Pg. 42, 12. Bullet 5 - Professional Obligations** – After discussion the language was not clear and this item was tabled to return on May.
- The Senate **VOTED** 18-0-1 in favor.

**For the Good of the Order** – Professor **Aloush** from World Culture and Language thanked the Senate for allowing her an opportunity to speak. She gave a brief statement of her education and expertise and followed with letting the Senate know that she is very interested in becoming a member of the Senate as she has a sincere desire to be involved in the university. She is expressing her interest in hopes of being able to collaborate with her colleagues.

**The Meeting was adjourned at 5:00 PM**