

Minutes
Faculty Senate Meeting

***** The complete recording for this meeting can be found at <http://www.american.edu./facultysenate/agendas-minutes.cfm> September 14, 2016**

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

Welcome and Introduction of New Senators – Todd Eisenstadt

Professor Eisenstadt welcomed all Senators to the meeting. He thanked them all for their service and stated that he was looking forward to a productive year. He introduced all the new Senators individually. Professors Quetzalli Barrientos (Univ. Lib), Tim Dodd (CAS), John Douglass (SOC), Bryan Fantie (SOC at-large), John Heywood (WCL) Ken Knight (CAS), Emily Lindsay (KSB), Joseph Mortati (CIS Chair), Cathy Schaeff (CAS), Zehra Peynircioglu (CAS), Shalini Venturelli (SIS at-large). All returning senators also introduced themselves.

Presidential Search Committee Faculty Members Discussion with Senate – Sarah Menke-Fish, Kiho Kim, Sharon Weiner

Professor Menke-Fish stated that the members present from the committee would like to hear from their colleagues on any further requests that they might have during the search. She stated that she would be very limited in what she could say, but the committee was moving forward as stated on the original time-line. Several listening sessions have been taking place to accommodate all constituents on campus.

Professor Eisenstadt stated that the newly elected unit auxiliary group members are as follows; WCL, Elizabeth Boals, SPA, Lewis Faulk, SOC, Russell Williams, SIS, Paul Wapner, KSB, Mark Clark, SPExS, Jason Fabrikant, University Library, Gwendolyn Reece, CAS, Max Paul Freeman, Roberta Rubinstein, and Chris Tudge.

Chair's Report – Todd Eisenstadt

Approval of the May 4, 2016 & May 11, 2016 Minutes

Professor Eisenstadt asked the Senate if there was any discussion or comments for the May 4 minutes and there was none. The minutes were **VOTED** on and approved 22-0-1. The May 11 minutes were opened for discussion or comments and there were none. The minutes were **VOTED** on and approved 22-0-1.

Election of Bryan Fantie and Emily Lindsay for the AY 2016-2017 Executive Committee

Professor Eisenstadt presented to the Senate the at-large and additional senator nominees Bryan Fantie and Emily Lindsay to be approved by the Senate. The Senators **VOTED** and approved the nominations by voice in favor.

Provost's Report – Scott Bass

Provost Bass welcomed everyone back. He stated the following in his report;

- The university has welcomed three new deans. John Delany at KSB, Camille Nelson at WCL and Cheryl Holcomb-McCoy at the School of Education. Additionally, he stated that another member of leadership he would like to welcome is Jessica Waters the new Vice Provost for Undergraduate Studies.
- The RiSE report was submitted to the Mellon Foundation on time which has received positive comments from the Foundation but also it was stated that they have funded the initial concept and ask we move forward in seeking additional funding. They would then be willing to discuss additional financial support. Pilots have begun with the core curriculum specifically the AU Experience 1 which is the transitions class from high school to college. Piloting has also taken place with advising across campus in various units to learn what students and parents are seeking in the advising process. Complex problems piloting has also begun. All of these pilot results will be brought back to the Senate for review.
- Enrollment for the incoming class has been achieved right on the target number of 1700. 20% are Pell eligible, 10% first generation and 30% under represented minority's. Retention for the freshman to sophomore student has improved to 90.1%. Previous numbers have been in the high 80's.
- Graduate enrollment numbers have continued to be low however with the growth in the online programs verses the face to face credits, the numbers are increasing bringing enrollment growth in the graduate level. WCL has met the projected enrollment numbers plus ten students. This year more financial aid was offered and accepted which was an increased expense to the school however, by attracting these additional students the LSAT has increased from 155 to 156 and overall GPA numbers have increased from a 3.33 to 3.40.

Fall Eastern Shore Faculty Retreat Update – Mary L. Clark

DAA Clark stated that on the weekend of October 14 &15 the university will be participating in the fall retreat held at the Chesapeake Hyatt on the Eastern Shore. The theme of the retreat is “One AU Culture and Community.” This year's retreat will include both faculty and staff.

Change in Academic Grade Grievance Policy – Jessica Waters

VPUG Waters stated that the current Student Academic Grade Grievances Policy has gone through a complete re-write. She explained the following issues that needed clarity;

- What is grievable and what is not
- Shortening timelines
- Clarify and simplifying the process

Further discussion was had with the VPUG and Senators to the specifics of this policy. The Senate **VOTED** 22-0-1 in favor.

Budget Update – Olivia Ivey

Librarian Ivey stated that the University Budget Committee will be appointing membership this week. This group will begin meeting soon and suggested to bring any items to this group quickly. She reminded the Senators that items they would like to address within your units to contact the unit rep and let them know. The town hall dates have not been set yet but Librarian Ivey reported that in the past they happened between Dec and early Feb. The process will be finished in Feb to meet the Presidents deadline. The Senators had further discussion on possible tuition and salary increases in the upcoming budget.

Term Faculty Salary Resolution – Todd Eisenstadt

Professor Pearson stated that at the Senate meeting in March of 2014 the Faculty Senate ad-hoc Term Faculty Committee requested to increase Term Faculty Salaries within the next budget cycle. The university did include in the budget for 2015-2016 finances to increase the Term Faculty salaries over the two years. The Senate leadership has written a new resolution to continue this effort. The Executive approved the following resolution to be voted on and approved by the Senate.

The Faculty Senate appreciates that the university has begun to address term-faculty salaries, particularly the process underway to raise the lowest term-faculty salaries. While we recognize there is still more to be done, we applaud the fact that AU is now in the 80th percentile—the top tier—for the AAUP salary rankings for instructors. We are concerned, however, that compensation both for the lowest-paid and for long-serving term faculty still remains inadequate, given the extraordinary cost of living in the DC area and the possibility that some term faculty are unlikely or unable to take advantage of certain benefits included in total compensation, such as the matching retirement contributions. In addition, there remains significant inequity between term and tenure-line salaries. Therefore, we call on the Academic Budget and Benefits Committee, the University Budget Committee, the university administration, and the Board of Trustees to continue to support increases for the lowest-paid term faculty and to begin to attend to the low wages of long-serving career term faculty.

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

The meeting was adjourned at 4:40 PM

Resolution on Term Faculty Salaries – Todd Eisenstadt