

Minutes
Faculty Senate Meeting
March 2, 2022

The complete Recording for this meeting can be found at:
<https://myau.american.edu/groups/Committee/fs/Shared%20Documents/Forms/AllItems.aspx>

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), started the meeting promptly, opening the floor for discussion or proposed edits to the Faculty Senate meeting minutes for February 2022. The Senate **VOTED** 14-0-0 in favor.

Professor Marinn updated the Faculty Senate on the following items:

- OGIS/OGPS Faculty: The Faculty Senate leadership had an informal meeting with some faculty from OGIS and OGPS to discuss matters of senate representation. This was the first of several meetings with these two new units since any future internal changes in OGIS/OGPS may prompt changes to the Faculty Senate bylaws and/or the Faculty Manual.
- Brunch with Bronté events: After Spring Break, the Faculty Senate and the Chief Financial Officer Bronté Burleigh-Jones will be sponsoring two virtual events that will bring together members of faculty and Bronté to learn about budget priorities. These events are called “Brunches with Bronté,” and they will take place in March and April. The Faculty Senate appreciates Bronté’s eagerness to engage with our community and work towards transparency in matters of budget priorities.
- Emergency waiver: After our last Senate conversation on whether “emergency waivers” of the bylaws are acceptable tools for the Senate to use to run its processes effectively, it was made clear that we need to explore this further. Thus, a committee consisting of past chairs Andrea Pearson, Todd Eisenstadt, and John Heywood are tasked with exploring a set of options to decide if it is useful to have “emergency waivers” as an option moving forward, and if so, identify under what conditions this option should be used. This committee will tentatively present its findings at the Faculty Senate meeting in May.
- Faculty Senate service: The Faculty Senate is actively looking for its next vice chair. There are also other Senate positions available. The Faculty Senate leadership encourages faculty to consider nominating themselves or nominating a colleague to serve in these positions.
- Board of Trustees update: We attended the first in person Board of Trustees meeting since the pandemic. The budget, the student experience, the campus climate survey, and the AU branding were among the topics discussed at that meeting.

Provost's Report – Peter Starr

Provost Peter Starr reported on the following items:

- The Board of Trustees passed a two-year extension to our Strategic Plan. This plan has been successful thus far, and it should be active when we go through the process of the Middle States accreditation.
- Change Can't Wait Regional Rollout Events: Some deans and members of the leadership team will be at events in Los Angeles and San Francisco this month. The past event in Fort Lauderdale was a success.
- Dean searches: We are in the middle of three dean searches. The search for the next CAS dean is in the closing stages, and the final four candidates will visit our campus in the next few weeks. The Provost and the search committee have met with ten of the candidates for the SIS dean position. For Kogod, the search committee started the search process.
- Research: There has been great progress around research. In the first two quarters of this fiscal year, we have reached our research goals that in the past have taken all four quarters. Provost Starr reiterated that the research objectives are extended beyond supporting sponsored research.
- Distinguished Professors: The Board of Trustees confirmed the promotion of three colleagues to the Distinguished Professor rank. The formal announcement will go out next week. Names of the four new provost associate professors will also be announced. The title of Provost Associate Professor is an honorific title for associate professors that are rising stars on their field.
- Masking: The University is cognizant of the changes of the DC and CDC guidelines, but there is no news or changes on current masking protocols on campus. The University will be monitoring trends and making changes accordingly.
- Recognizing Faculty Service Open Forum: The Office of the Provost will be hosting and open forum on recognizing faculty service. This forum will take place on March 3rd from 4:00-5:00 pm., and it will be led by Provost Starr, DOF Monica Jackson, Associate DOF Karen Baehler, and Faculty Senate vice chair Lilian Baeza-Mendoza. There will another open forum on April 28, titled "Toward a New Normal: How the Pandemic Has Changed American University."
- The Provost's Annual Address to the faculty will take place on March 23 at 11:00 am. Everyone is welcome to attend either in person or online.
- Student awards: Student awards are important, especially research awards. Faculty are encouraged to submit nominations by March 23rd.
- American University Model UN team is ranked number 1.

Following this update, the Faculty Senate engaged in a conversation with Provost Starr related to issues on compensation for faculty and current inflation rates, the deadline for populating information on Elements, and the timing for the campus climate survey.

Action Item: Academic Regulation Change to Probation and Dismissal (5.7.7, 5.8.3)– Jessica Waters and Stacey Miles.

Dean Jessica Waters and Stacey Miles from the Academic Support and Access Center proposed a change to the Undergraduate academic regulations, focusing on rules around probation and dismissal. The proposal asked to remove the "academic probation" notation from a student official

transcript, while keeping internal probation record and academic status. The proposal also requested to codify that the University does not academically dismiss an undergraduate student after only one full-time semester. These proposed changes are a result of discussions on issues of consistency, equity, and impact on students' wellness. The Senate **VOTED** 17-0-0 in favor.

Presentation: Budget Briefing- Bronté Burleigh-Jones

Bronté Burleigh-Jones (CFO, Vice President and Treasurer) gave a presentation on the latest budget decisions. This presentation covered information on student tuition fees increases, analysis on housing and meal plans trends, and projections for FY 2022-2024.

Following this update, the Faculty Senate engage in a Q&A session on topics related to priorities for the projected revenue from the tuition increase, as well as concerns around inflation and faculty and staff salaries, and how do we make our funding models sustainable.

Discussion: Briefing from the Term-Faculty Task Force on Reappointment – Carolyn Parker (Chair) and Task Force Members.

The Chair of the Term-Faculty Task Force, Professor Carolyn Parker, gave an overview of the committee's ongoing work and presented tentative recommendations to improve the reappointment process for term-faculty. The final report will be presented formally at the Faculty Senate meeting in April. The presentation went over the rationale behind this work, such as the role of term-faculty in the governance and intellectual life of the University, and the cumbersome nature of the existing reappointment process. This task force explored areas of transparency, efficiency, equity, and consistency in the process, and proposed high impact and procedural recommendations that included fine-tuning the merit process, developing a clearer process for multi-year appointments, using of Elements to streamline files, and addressing contract uncertainty and disproportionate share of service burden.

Discussion: Addressing Challenges around Service – Lilian Baeza-Mendoza, Larry Engel, Carolyn Gallaher, Derrick Jefferson, and Jane Palmer.

Professors Carolyn Gallaher, Larry Engel, Derrick Jefferson, Jane Palmer, and Lilian Baeza-Mendoza led a discussion surrounding service and service inequities. The discussion had two parts. The first section of the discussion was dedicated to sharing concerns and challenges around service. The second portion of the discussion explored specific solutions and recommendations on how to address service burden. The conversation helped identify key areas of improvement and organizational challenges. Senators and guests recommended more accurate data regarding service, as well as the development of service rubrics to stop bad tendencies moving forward. The highlights of this discussion were later shared at the Provost's Open Forum on service.

For the Good of the Order – Garret Martin

Professor Martin wished everyone a safe and restful Spring Break.