



Faculty Association Meeting

Minutes

August 17, 2022

4:15 pm Silverthorne

Theatre

(Following All-Campus Meeting)

Present: Kerensa Allison, Grace Anderson, Jennifer Anderson, Ayo Arogundade, Bukola Arogundade, Ralph Barnes, Charles Bell, Alex Bezzerides, Julie Bezzerides, Casey Blamires, Brent Booth, Christina Brando-Subis, Kylee Britzman, Soo Lee Bruce-Smith, Amy Canfield, Teresa Carmack, Emily Carstens Namie, Jenna Chambers, Fredrick Chilson, Lauren Connolly, Sam Coulter, Julie Crea, Chelsea Cronin, Marlowe Daly-Galeano, Christa Davis, Kacey Diemert, Laura Earles, Celeste Ellis, Randy Eriksen, Rodney Farrington, Martin Gibbs, Magen Goforth, Kelsey Grafton, Sarah Graham, Sue Hasbrouck, Marcy Halpin, Renee Harris, Thomas Hill, Leif Hoffmann, Natalie Holman, Lorinda Hughes, Jennifer James, Rachel Jameton, Matthew Johnston, Polly Knutson, Leigh Latta, Nancy Lee Painter, Debbie Lemon, Billy Lemus, Jenni Light, Seth Long, Gina Lott, Luella Loudenback, Luther Maddy, Elizabeth Martin, Eric Martin, Lloyd Mataka, Rob McDonald, Amy Minervini, Trent Morgan, John Morrison, April Niemela, Mike Owen, Leanne Parker, Michelle Pearson-Smith, Cynthia Pemberton, Darcy Peterson, Nina Peterson, Peter Remien, Alicia Robertson, Clay Robinson, LaChelle Rosenbaum, Suzanne Rousseau, Teri Rust, Clete Ryan, Jenny Scott, Keegan Schmidt, Susan Steele, Wendy Shuttleworth, Elaine Soloniuk, Eric Stoffregen, Gene Straughan, Rebecca Strider, Gwen Sullivan, Luke Thomas, Janet Thorson-Mador, Melinda Tompkins, Royal Toy, Andy Tuschhoff, Amanda Van Lanen, Heather Van Mullen, Pete Van Mullen, Nikki Vandermeer, Ken Wareham, Heather Welsh-Griffin. Guest: Jennie Jones Hall, College Advancement

I. 4:35PM- Call to Order/Approval of Faculty Association minutes from April 21, 2022

The chair called for corrections to the April 21, 2022 Faculty Association meeting minutes. Motion to approve by Leif Hoffmann; second Rodney Farrington. Unanimously approved.

II. Treasury Report as of July 31, 2022

The chair reported that the balances in the Faculty Benevolence Fund totaled \$6,273 at the end of July, and the balance in the Faculty Association Local Fund totaled was \$7,159. Members were encouraged to contribute or consider donating to these efforts through payroll deduction.

III. Updates

The chair reported that she had been attending President's Cabinet meetings throughout summer and will also begin attending President's Council during the school year. The chair reminded members that per the Faculty Constitution (Policy 1.104), all faculty are considered members of Faculty Association as well as the president, provost, deans, division chairs, and registrar. When Association meetings occur, meeting materials can be found on the Faculty Association website.

Per Policy 1.102 (Operational Guidelines), only division-appointed faculty are members of Faculty Senate, as well as the president/president's designee, two students from ASLCSC, the registrar, past Faculty Senate chair, and chair of the Curriculum Committee. The FA22 Faculty Senate meeting schedule and list of Senators/standing committees members can be found on the Faculty Senate website.

A. Faculty Senate Policy Initiatives/Work Plan for AY22-23

The chair discussed possible policy initiatives and work plan for Faculty Senate for AY22-23, including:

1. Sabbatical Leave Policy (Policy 2.114) review (via Faculty Affairs)

Faculty Affairs Committee will be reviewing Policy 2.114, Sabbatical Leave. Provost Chilson spoke to the need for review of the existing policy and indicated faculty should discuss this policy within their own divisions; Senators should bring forth points from these individual division discussions. Provost Chilson encouraged work on this as soon as possible so that it will benefit all more quickly. .

2. Alignment of faculty performance evaluation/promotion deadlines

The chair indicated that the Provost requested review of policy 2.112 (Procedures for Faculty Evaluation) to identify timing issues between the submission deadlines for performance evaluations and promotion recommendations. Senate may be asked to review existing language so that the timelines are better aligned when considering faculty members for promotion.

3. Operational Guidelines (Policy 1.102)

The chair stated that she hoped to engage in a comprehensive review of Policy 1.102 (Operational Guidelines for Faculty Governance) in order to (minimally) include a job description for web coordinator, and clarify the role of the secretary. Currently, only the chair and chair-elect are eligible for remuneration under the current policy; the hope is to revise it to allow for compensation of all officers, pending availability of funds. The chair also encouraged faculty from all three schools to pursue faculty governance leadership opportunities (most especially senior faculty), so that proper representation is upheld from across campus.

4. Student Course Evaluation Questions review (via Student Affairs)

Student Affairs Committee will be reviewing the questions that are included on the Student Course Evaluation survey. Lorinda Hughes will be working with Vice President Anderson on this task.

B. Other Updates

The chair stated that a change had been implemented with respect to faculty course release buyout in conjunction with grants. The course release buyout rate tied to a grant was increased from 7% to 10% over the summer. Provost Chilson pointed out that grant buyouts have used a historic calculation that was difficult to reconcile and out of sync with sister institution rates. The revised process put in place with respect to course buyouts should provide greater flexibility for faculty.

One member asked if a typical three credit class were to be bought out, would that also reduce scholarship/advising/duties and would there be flexibility in allowing for this? Provost Chilson responded that there is more flexibility with the new process.

C. Additional Comments/Questions Related to Sabbaticals

- *Faculty member: are faculty be able to write for sabbaticals at this time?*

Provost Chilson: No policy review has taken place yet to make a recommendation so no, not yet this year.

- *Same faculty member (further clarification): so no fall sabbatical submissions will be accepted?*

Provost Chilson: Not using this October deadline as the transitional time frame—since the work committee didn't go anywhere last semester.

- *Another faculty member: we need to get creative with regard to sabbatical opportunities—for example, offering “mini-sabbaticals” by allowing divisions to offer a course release. Is there a timeline for when the Faculty Affairs Committee can make recommendation?*

Provost Chilson: Hopefully within a couple of weeks; however, this is dependent on faculty members' input/work.

- *Faculty Affairs Committee Chair: Expect a Faculty Affairs Committee meeting invitation in the next couple of days to work on this.*

The Senate/Association chair encouraged faculty to continue this discussion tomorrow during their various division meetings. Information related to the current policy on sabbaticals (Policy 2.114) resides on both the LCSC Policy & Procedures Manual website as well as the Academic Affairs website. The chair suggested that updates to both websites are perhaps needed, but should be done so in a manner that can be easily tracked.

- *Faculty member: when the pandemic hit, sabbatical was put on hold. Please clarify: is the goal to be more creative? Or to change the guidelines?*

Provost Chilson: We need to follow best-practices and establish consistent expectations for all faculty.

- *Another faculty member: There are different outcomes for different modalities. Funding seems to be the main issue. Can we make it possible to still have a sabbatical if we are financially mindful?*

The Senate/Association chair commented that there may be minimal changes ultimately recommended to this policy; however, discussion still needs to occur at the division level.

- *Faculty Affairs Committee Chair: Is it possible that the Oct. 1, 2022 deadline might still be honored?*

Provost Chilson: We will discuss this with the President.

- *Faculty member: Upon hire, having this sabbatical option available to me to pursue was an incentivizing benefit. I did not find that, at the conclusion of last spring's discussion, funding for sabbaticals would be contingent upon review by the ad hoc committee. The faculty member recommended that the current policy be upheld.*

- *Another faculty member: Were there any sabbaticals approved since 2019?*

Provost Chilson: Fiscal year 2019 was the last year, then budget cuts occurred.

President Pemberton: Competitive sabbatical proposals could be entertained. Faculty will decide this with the Provost as the policy is reviewed.

- *Faculty member: Noted that she too felt it was not made clear that sabbaticals would not be accepted in fall, upon conclusion of last year; she had certain expectation they would be accepted and she had attended all Senate meetings.*
- *Another faculty member: I propose that a month extension be added to the October deadline. This would give the committee until November to consider and complete some work.*
- *Another faculty member: I suggest that sabbaticals should not be "one-size fits all," and that perhaps a spring deadline could be entertained.*
- *Another faculty member: I'm hearing a consensus that we should all move forward on allowing applications this fall. Are there any specific topics in the current policy that we should address?*

Provost Chilson: The Boyer model might be a good starting point.

IV. Good of the Order

- A. Faculty Development grant money will again be available in AY22-23; please note fall submission deadline on the Academic Affairs website.
- B. Convocation reminder (August 19; faculty are asked to line-up at 8:10 a.m.).
- C. Please plan to attend the All-Campus Reception after the Faculty Association meeting.

V. Motion to adjourn 5:19 p.m. by Royal Toy; seconded by Rodney Farrington. Unanimously approved.