

Faculty Senate Meeting Minutes

Date: 2/20/25; 12:30 pm, College of Business & Social Sciences Hemphill room 111 and Zoom

Roster									
Guests: Kellye Blackburn, Audrey Blackburn (reporter); April Picard (filling in for Jane Ji); CBSS faculty: Megan Broadway; Anita Sharma									
CAES		CBSS		CHS		COP		Library	
<input checked="" type="checkbox"/>	Anderson, Jeff*	<input type="checkbox"/>	Ashworth, Burton*	<input checked="" type="checkbox"/>	Glaze, Donna	<input type="checkbox"/>	Comeau, Jill	<input checked="" type="checkbox"/>	Pilcher, Heather
<input type="checkbox"/>	Ji, Jane	<input checked="" type="checkbox"/>	Bruce, Paul Robert	<input checked="" type="checkbox"/>	Hardy, Tyesha	<input type="checkbox"/>	Jackson, Keith		
<input type="checkbox"/>	Koers, Gregory	<input checked="" type="checkbox"/>	David, Blair	<input checked="" type="checkbox"/>	Jones, Ashanti	<input checked="" type="checkbox"/>	Tice, Hilary*		
<input checked="" type="checkbox"/>	McGuire, Pat	<input checked="" type="checkbox"/>	Johnson, Mark	<input checked="" type="checkbox"/>	Richardson, Amanda				
<input type="checkbox"/>	Murru, Siva	<input checked="" type="checkbox"/>	McDaniel, Janelle*	<input type="checkbox"/>	Showers, Jo Ellen -excused				
<input checked="" type="checkbox"/>	Rowley, Brendan	<input checked="" type="checkbox"/>	Tolleson, Josh	<input checked="" type="checkbox"/>	Traxler, Karen				
<input checked="" type="checkbox"/>	Tresner, Clifford	<input checked="" type="checkbox"/>	Traweek, Adam						
		<input type="checkbox"/>	Wiedemeier, Paul						

X=Present; *Indicates member at large

Agenda

<ul style="list-style-type: none"> • 1/16/25 FS minutes approval • Kellye Blackburn, Career Fairs Presentation • Appointment of ad hoc faculty attitude survey committee • Notice: repeal of Kevin P. Reilly Louisiana Education Quality Trust Fund • Alumni Association Sign-up Showdown • Use of Senate budget discussion 	<ul style="list-style-type: none"> • Policy considerations (posted in the CANVAS course) <ul style="list-style-type: none"> ○ GU006.1 Export Control ○ AA011.1 Verification of Institutional and Program Accreditation Status Policy Revised 1.16.2025 ○ AA001.1 Grade Appeal 01 ○ Faculty Credentials Policy • Committee reports
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Call to order	Time: 1231 Presiding: Dr. Jeffrey Anderson Recording: Dr. Hilary Tice		
Announcements	<p>A vote on the revised faculty senate constitution and bylaws is scheduled for the 3/20 meeting. This announcement serves to provide a 30-day notice to the senate with another announcement sent to the general faculty no later than 10 days prior to the 3/20 meeting.</p> <p>Budget updates from Dr. Arant's office: looking at a 3-6 million shortfall for the next academic year; this is an estimate and could be better or worse. The Deans have been asked to look at budgets to prepare for cuts if they occur. Roughly 2 million in revenue was found from new initiatives that was unexpected.</p>		
Approval of Minutes	1/16/25 minutes review	A motion to approve the minutes was made by Senator Johnson & seconded by Senator David; minutes were approved by a majority vote.	Senator Anderson or Tice will send approved minutes to Robert Glaze to post on the ULM Faculty Senate website.
Unfinished Business	NA		
New Business			
Item Description	Action		Follow Up Plan
Kellye Blackburn, Career Fairs Presentation	<p>Dr. Blackburn introduced herself. She is part of the Career Development Office (CDO) as the Director of employer relations and outreach. She provided a brief overview of her background. She shared her goals for students to be career ready upon graduation, the role of the CDO and highlighted the benefits of having faculty involved in helping students achieve career readiness skills. She provided an overview of NACE (National Association of Colleges and Employers) and mentioned an untapped usage of ULM summer internships and part-time jobs by the students that align with various majors that pay well. She discussed Handshake, an employment recruitment platform, used by the CDO to post internship and job openings both locally and nationally. She highlighted the benefits internships provide to students in obtaining a job after graduation and advocated for programs to incorporate internships in degree requirements. Information regarding graduates' first destination job placement results were shared. In Fall 2024, 682 graduating students were sent surveys via email with 64 completing it. For spring 2024, 972 students were sent a survey via email with 197 completing it. Both of these surveys show that 18-20% of graduates are still looking for employment upon graduation. For the spring 2025 semester, the survey will be sent in early April and faculty are asked to help motivate students to complete it. This discussion then switched to career fairs, with Dr. Blackburn thanking faculty for their involvement and attendance at the career events last semester. Three out of four career fairs from fall 2024 were well attended (Computer</p>		<p>Dr. Blackburn requests that the faculty propose a day & time in Sep 2025 that would be good to hold the full-time internship & job fair (non-specialty majors).</p> <p>Dr. Blackburn was asked to send senator Anderson a survey with the dates & times that would work for the CDO for the fall 2025 full-time job & internship fair, which he will then share with senate members for input.</p>

	<p>Science, Risk Management & Insurance (RMI) and Health Sciences) and Dr. Blackburn recognized the efforts of faculty involved in the fairs. Individuals she recognized specifically for the efforts put forth were: Dr. Christine Berry & faculty (RMI), and Dr. Bailes & faculty (Health Sciences). However, for the full-time job & internship fair in the fall of 2024 there were over 40 employers present with only ~40 students attending. Employers expressed disappointment in the low number of students attending this fair. Because of this, the next full-time job & internship fair will be postponed until fall 2025. The full-time job & internship fair targets students that are not affiliated with one of the other career fairs affiliated with specialty majors; therefore, the fair is for students who are not in construction management, RMI, or health Sciences. She advocated for the faculty to come to the career fairs and support student involvement, especially in the full-time job & internship fair, gave suggestions on embedding involvement in courses and requested information on when the best date and time would be to host the fair. The CDO does take attendance at all events. Spring 2025 career fairs will be offered for construction management, RMI and education. Dr. Blackburn gave an overview of information found on the Career Development website located at: https://www.ulm.edu/careerdevelopment/. She highlighted that the CDO is trialing an event this semester where they are partnering with the Advancement and Alumni Relations Department to offer a pre-career fair alumni industry panel for the Construction Management majors to increase networking opportunities and stated that the CDO is willing to set this type of event up for other programs. Dr. Blackburn shared results of last years' Gallup survey from Dr. Fields, VP of Student Affairs, that found student satisfaction is tied to their ability to find relevant jobs in their major once they graduate. Therefore, being able to place students in internships and jobs should increase graduate student satisfaction, enrollment and retention. Senator Anderson asked Dr. Blackburn to send him a survey with information on what dates & times would work for the CDO for the fall 2025 full-time job & internship fair, which he would then share with senate members for input.</p>	
<p>Notice: repeal of Kevin P. Reilly Louisiana Education Quality Trust Fund</p>	<p>The faculty & University are prohibited from campaigning for or against this proposal on university time or using university resources. Voting will occur 3/29/25 and is projected to pass the referendum. This will take the benefit away from higher ed teachers and move it to K-12 teachers. Repealing this would take money away from various opportunities at the University but specifically, matching funds for professorships and scholarships. Existing ones will not go away but it will be harder to form new opportunities since matching funds will be removed.</p>	
<p>Alumni Association Sign-up Showdown</p>	<p>This event is being promoted by the alumni association trying to get more faculty and staff to sign up for membership. It is a competition between the Colleges and a prize will be given to the College with the highest membership enrollment; however, it is unsure what the prize will be. This event will occur 3/3-3/17. This is open to any faculty or staff</p>	<p>Senators were asked to spread the word about this competition.</p>

	member regardless of whether they graduated from ULM. Senators were asked to spread the word.	
Proposal of draft resolution of appreciation	This is a proposal to provide a declaration/resolution of appreciation for Dr. Ron Berry, to thank and recognize his accomplishments to the University and faculty thru his leadership during his presidency. Senator Anderson had been creating a draft; however, a separate draft was submitted to him yesterday. Therefore, Senator Anderson combined the two different versions and forwarded it on to Senator Tice and Dr. Arant for further input. Once a final draft is produced, he will post it for senate review during the 3/20 meeting.	
Appointment of ad hoc faculty attitude survey committee	<p>Discussion on this item started last year. This committee will be tasked with evaluating faculty attitudes pertaining to university climate and culture. Results could be presented in early summer to the new administration. With a presidential search being initiated, Senator Anderson would like this committee to also create a survey for faculty to share what qualities they would like to see in the new president. The first President search committee meeting is scheduled for 3/11, with Senator Anderson being the only voting member from ULM on the committee. Senator Anderson indicated that the survey could be based off of what the staff senate already completed. Senator Anderson offered to share the staff senate survey with individuals volunteering to participate, with plans for the faculty senate survey to be created by the 3/11 president search committee meeting.</p> <p>A question was asked about what platform would be used for the questionnaire. Senator Anderson mentioned MS Forms as a potential vehicle and stated this is what the staff senate used.</p> <p>A senator asked where a list of the presidential search committee members could be found and who selected the members. Senator Anderson shared verbally some of the members on the committee and projected that selections were coming from the Board of Supervisors or the UL System and it is unsure if the Governor's office played a role. Most of the communications Senator Anderson has completed have been with Dr. Gallot. Senator Anderson also commented that the search does seem to be an open search and nothing has been presented to corroborate rumors that an individual has already been selected.</p>	<p>Volunteers to serve on the ad hoc committee are: Senators Glaze, Tolleson, David, Tresner, Bruce.</p> <p>Senator Anderson to share the staff senate survey with the ad hoc members with plans for the faculty senate survey to be created by the 3/11 president search committee meeting.</p>
Use of Senate budget discussion	Senator Anderson reviewed the options compiled for the senate budget use prior to the University budget freeze; however, due to the freeze, several of the proposed items are no longer available. The leadership training is still an option as there is no cost. Therefore, if there is enough interest, this can be arranged to move forward. Senator Tice provided a brief synopsis of what the program may incorporate. Zoom would be made available to attend. Senators expressing an interest in participating include: McGuire, Anderson, Tolleson, David, Traweek, 3 on zoom.	<p>Senator Tice to reach out to Gina Craft to begin initiation of the leadership workshop.</p> <p>Senators were asked to send senator Anderson an email with their interest in attending</p>

	<p>AI training: The training by Dr. Cain is no longer feasible; however, the CBSS training is still a viable option. Some online options have been posted to the senate CANVAS page. The CBSS training will occur 3/24 at 12:30 pm in Hemphill Hall and they request a head count. Therefore, senator Anderson asked that senators send him an email with their interest in attending this training by next Fri 2/28.</p> <p>The shirts and 'meet and greet' activity could potentially move forward; however, the senate would need to make a proposal to the provost as to the importance of these activities to the University. The request would then be reviewed by the provost to make a determination whether funds could be provided. Senator Anderson expressed his concerns with making a proposal to use money for either of these options, due to how the University community may view the use of funds when funds are not being made available to cover some basic work-related duties for other individuals. Several senators affirmed they felt bad optics would result if the senate moved to use funds for these areas. The senators decided to table these options and readdress them when funds are more readily available.</p> <p>A question was asked whether a cost is associated with the hospitality customer service training event on 3/13 at Bayou Point, with a senator affirming there would be a \$20 cost to attend. Registration can be completed online and is open to anyone, even students.</p>	the CBSS training, by next Fri 2/28.
<p>Policy considerations (posted in the CANVAS course)</p> <ul style="list-style-type: none"> -GU006.1 Export Control -AA011.1 Verification of Institutional and Program Accreditation Status Policy Revised 1.16.2025 -AA001.1 Grade Appeal 01 -Faculty Credentials Policy 	In depth discussion did not occur due to time constraints and senators needing to leave for another meeting. Senators Anderson and Tice have reviewed these and provided feedback with some updates being made.	Senators were asked to email senator Anderson with feedback.
<p>Committee Reports</p> <ul style="list-style-type: none"> -Academic Standards (AS) -Constitution and By-Laws (CBL) -Elections (E) -Faculty Welfare (FW) -Fiscal Affairs (FA) 	<p>-AS: no update provided.</p> <p>-CBL: update provided by Senator Tice. CBL met with the senate executive committee and voted to keep the original proposed wording of general faculty that was presented to the senate in Jan. 2025 intact. Senators were asked to think of a word that could be added to the section to further delineate that overseeing a budget would not apply to budgets affiliated with professorships, only operational/university budget type activities.</p> <p>-E: update provided by Senator McGuire. March elections are around the corner and voting will ensue on seats that are opening or expiring. Roughly 70% of the senate will be</p>	Senator David offered to send the definition of citizenship from the school of management to Senator Rowley.

<p>-Ad Hoc Committees: **Faculty Handbook (FH) **P&T (PT)</p>	<p>up for a vote. Elections must be held in the first 2 weeks of march; therefore, senator McGuire proposed accepting nominations until 3/9, voting for 1 week after, and then results discussed during 3/20 meeting. Seat numbers will be based on the proposed definition of general faculty and a 15:1 ratio, both of which will be officially voted on during the 3/20 meeting.</p> <p>-FA: no update provided.</p> <p>-FH: Senator Anderson mentioned that the last he heard, the final draft had been approved by everyone in the process but was on the President’s desk waiting for review.</p> <p>-FW: update provided by senator Rowley. A University Citizenship award draft was submitted and reviewed. It was well received from committee members but may not be different enough from the service award. The committee is uncertain what metrics will be used and felt some of the language was vague. Senator David offered to send in the definition of citizenship from the school of management to Senator Rowley. Senator Anderson mentioned that the use of citizenship in the updated faculty handbook is tied more towards collegiality. The second major task of the FW committee will be to revamp the workload policy. The committee is seeking feedback from the general senate body and asked for pointers on how to talk to the deans (there was a major issue with the point value system proposed originally). Senator Anderson gave some advice on how that might be accomplished. A senator voiced concern about the nullification of the proposed workload policy by the deans and asked when was it appropriate for senate/faculty to exercise their veto power on issues over the deans and have a moderator bridge the gap between differing perspectives. A discussion ensued regarding current policy review, Provost Arant’s usual involvement in the process, feedback he provided on this topic previously and the benefits that could be realized by obtaining dean buy-in, one of which would be better enforcement of a policy that gets implemented. A senator mused on how the senate is viewed by college and upper administration and whether the deans should be invited to a senate meeting. Senator Anderson offered to speak to them himself if the senate wanted a tenured full professor to lead the discussion.</p> <p>-PT ad hoc: no update provided.</p>		
<p>Adjourn</p>	<p>Time: 1356</p>	<p>Motion to adjourn made by Senator McGuire and seconded by Senator Glaze.</p>	