

UNIVERSITY OF LOUISIANA AT MONROE							
FACULTY SENATE MINUTES							
DATE	02/17/2022	PLACE	ZOOM	TIME	1230		
PRESIDING	President Janelle McDaniel			RECORDING	Secretary Hilary Tice		
Roll Call (taken from zoom attendance) A = Absent, P = Present, NA = Not applicable	Anderson, John	P	Johnson, Mark	P	Showers, Jo Ellen	P	
	Ashworth, Burton	A	Koers, Gregory	A	Starks, Stacy	P	
	Bruce, PaulRobert	A	Lacey, Susan	P	Tice, Hilary	P	
	Chamcheu, JC	P	Liu, LingLin	A	Tresner, Clifford	P	
	Colegrove, Donald	P	Morgan, Patrick	P	Veronee, Kenna	P	
	Davis, Lacy	P	Pham, Long	P	Walker, Bruce	P	
	Estis, Catherine	A	Robertson, Courtney	P	Wiggins, Sherilyn	A	
	Golemon, Deborah	P	Rowley, Brendan	P	Yantis, Rebecca	P	
18 members present. There are 25 voting members of the Senate, including the officers; therefore, to reach a quorum, we need 13 senators to vote on routine business but 17 Senators (2/3rds) to vote on by-law amendments.							
Call to Order	12:30 pm; Meeting called to order, President Janelle McDaniel presiding						
MINUTES	10/21 minutes reviewed, Senator Morgan noted that Dean Pratte's name was misspelled on the last page and was corrected; motion to approve minutes made by Senator Starks, seconded by Senator Anderson; minutes approved by a majority. 12/1/21 minutes reviewed, some adjustments were made; motion to approve minutes made by Senator Starks, seconded by Senator Chamcheu; minutes approved by a majority. Senator Colgrove requested that Jan. '22 minutes be reviewed and voted on later and President McDaniel agreed to post them to Moodle for an electronic vote.						
Unfinished Business	<ul style="list-style-type: none"> University calendar: next year's calendar is posted and Senators were encouraged to look at it online; President McDaniel stated that Dr. Arant confirmed that 9 am final grade deadlines would not be utilized after this semester; President Berry has also been instrumental in working with the calendar committee to adjust the calendar to fulfill the requests of the faculty and his needs. Mental health course: President McDaniel requested that Senators watch the course in Moodle and provide feedback. Faculty Senate Action items: President McDaniel stated she has submitted most of the action items submitted by the Senate subcommittees to the Provost, especially those specific to Dr. Arant. His interpretation of what was submitted leans towards workload issues; therefore, the Senate will be tasked with working to develop fair and equitable workload policies but a strategic plan should be implemented first. President McDaniel mentioned that there seems to be an apparent disconnect between heavy teaching expectations and research requirements for promotion & tenure within the institution and this should be addressed during the Senate's review. She also suggested that the Senate look at 'personal engagement' to increase faculty and student engagement in the University, which should include bringing faculty pay to a fair level. CERT training: Dr. Johnson said the training went well, meeting a maximum enrollment of 50, and the next session is scheduled for April. ULM was the first University in Louisiana to start this initiative and Volunteers of America has noted 5 additional Universities in the State to begin engagement in the program as well. Senator Johnson has built a CERT group on the ULM Safe app and he will communicate with the CERT certified individuals through this group when the need arises. 						
New Business	<ul style="list-style-type: none"> Promotion pathway for Instructor ranks: Dr. Arant has categorized this as a very high priority issue & requests a resolution from the Senate be submitted within 2 weeks. 						

Dr. Arant made several requests pertaining to the resolution, including: that the resolution be submitted to the Provost's office for review and decision; the promotion pathway focuses on full-time/contract instructors, not adjunct instructors; a more detailed review process be explained; and starting individuals at the Lecturer level if they are highly qualified. The handbook draft currently has a policy on promotion from instructor to senior instructor to lecturer, with qualifications and extended contract terms listed and does not adequately address the review process as it focuses mainly on time served. Senator Anderson discussed how lacking this type of policy has impacted the Physics department and supports the effort to address this moving forward. Senator Starks asked if instructors are supposed to utilize the FAD, in which President McDaniel confirmed that they are; however, Dr. Arant has requested that the first year of employment for instructors should not necessarily rely on the generation of a portfolio. Senator Starks has volunteered to chair this committee and President McDaniel asked for Senators to volunteer to participate as well: Senators Anderson, Chamcheu, Golemon & Tresner volunteered to participate. Senator Tresner asked if the committee should address changing over to a tenure track and President McDaniel stated there is currently no charge to do so but felt that it should be included if feasibly possible. Senator Golemon discussed whether the University should be pursuing more economically disadvantaged and non-traditional students and having the University function differently to recruit & retain students (giving an example of adjustments being made to the tenure process) and President McDaniel briefly discussed the situation; Senator Colgrove provided input on the situation as well, mentioning streamlining bureaucracy within the institution. Senator Anderson mentioned that since the US population is shrinking that the University's reach be extended to other countries like Mexico & South America but also sub-Saharan Africa.

- Course release policy for Senate President: Dr. Arant has also categorized this as a very high priority since the policy has seemed to disappear. The policy should address course releases for the Senate President, fall course reductions for the past President and spring course reductions for the President-elect position. President McDaniel elicited feedback from Senators regarding the issue and the majority supported including reductions for all President positions in the drafted policy. The Senate officers/President will be tasked with creating this resolution and should complete this w/in the next week.
- Repeat & delete policy: President McDaniel gave a brief discussion describing instances where students are allowed to or prompted to repeat classes even if they have an A or a B; however, many Universities have policies that restrict when courses may be repeated. She suggested that the policy should provide strict guidelines as to when situations could utilize this type of action. Senator Veronee mentioned that consideration would need to be given to programs that use the same course number for sequential courses. The policy would probably need to include a list of affected courses or define terms. Senator Veronee is open to participating in a committee to develop this policy if it does not need to be completed in the immediate future. Senators Rowley & Yantis agreed to participate on the committee as well with a targeted completion for the end of the semester.
- Review sick leave policy: current policies need to be pulled and reviewed to look for discrepancies in application versus text and correct them as needed; Senate officers will handle this. President McDaniel mentioned Dr. Arant is looking into the time-sheet issue; maybe changing into a leave reporting system and going back to a monthly pay period rather than the current bi-weekly pay period. President McDaniel discussed a request to complete a time-usage survey, mentioning that she is in the

	<p>process of obtaining a form from an Institution that utilizes it heavily and will complete the process herself and then report back to the committee. She asked for volunteers to try using the time sheet she receives; however, no one volunteered. Discussion arose by many of the Senators indicating that this has been tried before in the past without great success and would be more labor intensive over the current system. Senator Tice requested further discussion on the proposal to go back to monthly pay periods, sharing that she is unsure whether the majority of the faculty body would support a change back to monthly and suggested the faculty body be surveyed as a whole before the Senate endorses this type of change. A few Senators mentioned that the few altered paychecks that occur are hard to budget for and monthly helps pay some larger bills, such as student loans. Other Senators continued to advocate staying with bi-weekly. Senator Starks suggested that if a monthly pay period is not supported that a bi-monthly pay-period be considered to alleviate some of the differences in pay amounts with the bi-weekly. Senator Showers supported the option of a bi-monthly pay period. Senator Tice also discussed remembering the whole faculty being polled for their interest in changing from monthly to bi-weekly or bi-monthly and bi-weekly was the winning selection. Senator Robertson also shared that other employers utilize the bi-weekly pay periods. President McDaniel indicated that she will pause trying to change the pay-periods at this time.</p>
Committee Updates	<ol style="list-style-type: none"> 1. Faculty welfare: President McDaniel tasked the committee with purchasing a spirit item for each FS member, and suggested that it be a quality item with ULM logo +/- faculty senate wording.
Campus Updates/ Executive Committee Report	<ol style="list-style-type: none"> 1. Dr. Arant rescheduled his attendance for a faculty senate meeting to 3/17. President McDaniel stated he has already dedicated a significant portion of his time to working with the Faculty Senate. 2. Dr. Muto (out of central Florida) has been invited to give a presentation to the campus community on implicit bias & President McDaniel mentioned that she will look into having some of the Senate budget fund this activity.
Meeting Adjourned	1413
Submitted By	Hilary Tice
Convener	Janelle McDaniel