

ACADEMIC SENATE MINUTES

DATE: September 18, 2003

PRESENT: St. John Robinson
Sandie Rietz
Audrey ConnerRosberg
Randall Gloege
Mark Hardt
Matt Redinger
Dan Zirker (ex-officio)

Doug Brown
Paul Bauer
Keith Edgerton
Alan Davis
Connie Landis
Janie Park (ex-officio)

ABSENT: George Madden

John Cech (ex-officio)
Randy Rhine (ex-officio)
Terrie Iverson (ex-officio)
Tracy Schweigert (ex-officio)

Joe Michels (ex-officio)
George White (ex-officio)
Curt Kochner (ex-officio)

PRESIDING: Keith Edgerton, Chair

Keith Edgerton called the meeting to order at 3:31 p.m. in the Chancellor's Conference Room.

The minutes of September 11 were approved as presented.

I. DISCUSSION ITEMS

A. Shared Governance: 1. Short-term hiring plans – Wrap-up

Dr. Park handed out the unranked hiring criteria for the 7-year Hiring Plan, as well as the hiring priorities for each college (for next year).

It was noted that although the Senate now understands the hiring plan more fully, it is too late in the process for the Senate to be involved in a meaningful way.

Dr. Park noted that all faculty should have been involved in the hiring process once already through department meetings. However, some departments (not all) are not

meeting with their faculty, and so those faculty are missing out on that important first step. It was cited that the current process is flawed. Perhaps the Senate could encourage faculty to meet with their department chairs, and if the chairs do not meet, perhaps the election of a new department chair is in order.

Dr. Park noted that the deans can add a layer to the list they come up with working with their departments, and the deans should at least notify the faculty in their college of the addition of that layer. The faculty do not necessarily have to agree, but at least they will know about the change or addition.

It was noted that in the list of hiring priorities (by college), the funds for staff positions are in the same pool with faculty.

Dr. Park also stated that she would like the Senate involved in the creation of a matrix of hiring criteria for the 7-year plan. It was noted that the Senate could fill out the ranking of the hiring criteria at the time when Dr. Park plans to go through that process with the Senate in two weeks.

It was cited that if the Senate gets more deeply involved in the hiring process (examining enrollment data, financial statements, etc.), the Senate will be doing a lot of work that has already been done by the chairs and deans. It was noted that instead of being involved in the hiring process, the Senate could be an outside observer. The Senate could uncover the roots of problems and improve the overall process, or find a better way.

B. Possible Senate Initiatives

It was stated that the term “Flagship Programs” has been around campus, but no one really knows what it is. It was noted that Dr. Park wants to discuss “the ‘F’ word” with the Senate at an upcoming meeting.

It was stated that the Senate could send out a statement to all faculty, explaining shared governance and the Senate and faculty roles in the process.

It was cited that the Senate could produce a newsletter to faculty asking what they see wrong and what needs changing.

It was noted that much of the faculty abandonment issues stem from power struggles. The Senate needs to make known that it is a democratic body and it has power.

It was noted that the Senate should meet with Geoff Gamble again, and perhaps make it an annual event.

The meeting adjourned at 5:02 p.m.

rjrm