

Academic Assembly
June 4, 2012
2:05 – 3:35pm, STCN 130

MINUTES

Present: Dave Arnesen, Brenda Broussard, Mary Rose Bumpus, Isiaah Crawford, Karen Feldt, Paul Fontana, Terry Foster, Nicole Gaddie, Sonora Jha, Tina Johnson, William Kangas, Charles Lawrence, Kristi Lee, Michael Matriotti, Rob Rutherford, Kristen Shuyler, Chris Stipe, John Strait, Jeremy Stringer, Jason Wirth.

Minutes taken by Rosa Hughes.

- I. Introduction of Graduate Student Council (GSC) Chair Nick Ramirez.
 - A. Nick will appoint the GSC representative for AY2012-13.
- II. Minutes from 5-21-12 approved with no corrections.
- III. Transfer Core Recommendation Vote (*Guest: Jeff Philpott*)
 - A. Recommend to forward to provost with AcA endorsement.
 - B. Approved with no abstentions.
- IV. AcA Appointments for AY2012-13
 - A. Roshanek Roshandel will be S&E representative.
 - B. Still need Albers, A&S, and Library representatives.
 1. Forward names to John Strait and Rosa Hughes.
 - C. John will send out emails about Program Review Committee (PRC) and Faculty Handbook Revision Committee (FHRC).
 1. Both need new members and information for AcA.
 2. FHRC will revise the faculty handbook, have it approved, send out to faculty, and then bring it to AcA, hopefully by the end of FQ12.
- V. Gender Equity Committee Update (*Dave Arnesen and Guest: Tim Leary*)
 - A. Committee convened to address gender equity rules under NCAA division 1 standards and Title IX.
 1. SU needs to maintain a ratio of 60/40 women/men student athletes (proportion is based upon undergraduate enrollment).
 2. Goal is to be fully compliant within 5 years.
 3. Working with Janet Judge, an outside consultant and expert on compliance.
 - B. Women's crew is the best option to get the largest number of women participants in ways that would appeal to students, faculty, and community.
 1. Women's crew is very successful at similar institutions.
 2. Women's crew would bring about 35-50 women student athletes, and we need to add 60-70 total women student athletes.
 - a. To cover the remainder, the committee is asking tennis and golf teams to roster manage in order to have equal numbers of men and women.
 - b. Also adding a few more women runners, particularly in cross-country.
 - C. Details of implementation.
 1. Crew has a year round practice season and is required to participate in at least 6 regattas.
 2. SU hopes to participate in the West Coast Conference.
 3. UW is very interested in developing additional opportunities with SU.
 - D. Athletics accounts for 4.3% of SU budget, and is committed to remaining below 5%.
- VI. Technology Acceptable Use Policy (*Guest: Chuck Porter*)

- A. Policy that would deal with all aspects of electronic communication via the university, including guidelines about our status as a 501(c)(3) institution.
- B. Replaces an existing policy from 1997.
 - 1. Largely out of date with respect to technology.
 - 2. Too broad, including things that have been separated out such as independent data privacy policy, copyright policy, technical implementation.
 - 3. Very long, not user-oriented.
- C. Endorsed by FTC, Deans' Council, e-Team, and vetted by ASSU and campus life.
 - 1. Issues raised at Deans' Council resulted in brief edits.
- D. AcA Discussion of Policy
 - 1. The policy should note that articles posted to ANGEL are covered by Fair Use Copyright Law.
 - 2. The policy advises readers to check the cross-referenced political guidelines (separate document) for parameters for political activity.
 - a. SU as an institution cannot participate in political activities because of tax-exempt status.
 - b. The policy memo of tax exempt status has a tone that encourages political activity from students, whereas the default of this new technology policy is that any political activity is discouraged. Perhaps change the tone to reflect that student political activity is encouraged except as prohibited by the referenced policy.
 - c. The goal of this policy is not to define other policies, but to reference them.
 - d. The political guidelines may need to be revised, because they largely address faculty and staff, and do not provide parameters for student groups on campus that are politically interested.
- E. AcA vote
 - 1. Approved with no abstentions.

VII. Discussion of Faculty Titles Document

- A. Implementation of faculty titles document is a school/college level decision that each dean makes for his/her school/college.
 - 1. A memo was distributed to the deans after an AcA meeting in which concern was expressed about different areas of the Faculty Titles Document.
 - 2. The memo provides a frame for approaches that the deans might take in implementing the faculty titles document. The decision is ultimately the dean's.
 - 3. The faculty titles document recommends that part time faculty do not teach more than 4/7 and that if that is exceeded, payment should be made proportionally to a full time salary.
 - 4. Modified full time appointments could be used if a school/college has unique curricular needs that would necessitate hiring a modified full time appointment.
 - a. If funding for modified full time appointments is well demonstrated as a critical need, administration will work with the dean to provide funding.
- B. The rate at which part time faculty members are paid in A&S compensates them very poorly. The faculty titles document aims to address that issue.
 - 1. Encourages schools/colleges not to over-rely on part time faculty, thereby obfuscating the need for full time faculty.
 - 2. Provides greater levels of equity, whereby part time faculty are compensated on a percentage basis of a full time salary.
 - 3. Allows school/college or department to provide the course instruction and other aspects of support such as committee work and mentorship of students.

- C. Issue of distribution between full time tenure track (FTTT), full time non-tenure track (FTNTT) and adjunct.
 - 1. Average Liberal Arts college has 60-20-20 (FTTT, FTNTT, Adjunct) and we are at 40-30-30. For undergraduate schools/colleges, the distribution is 45-34-21.
 - 2. AcA called for an increase in FTTT.
 - 3. Administration is striving to answer the call of the AcA, even as the trends in higher education are going in the opposite direction.
- D. Concern that there were four ranks within the library and now there are three.
 - 1. With faculty titles document, created the Instructor series.
 - 2. Work with Dean/Librarian with to develop classifications within each level.
- E. Next steps for the faculty titles document.
 - 1. Will become part of the new faculty handbook.
 - 2. Existing handbook does not correlate with large portions of university. The faculty titles document was developed to create models more reflective of university processes/functions.
- F. Concern that we are moving towards a stronger emphasis that Instructors/Lecturers have terminal degrees within their fields. If that requirement is rigid, it would be difficult to find candidates in some fields, such as Computer Science.
 - 1. We do look first at terminal degree, but of course find value in other attributes such as experience in industry.
 - 2. The search for any full time position should be an open search.

VIII. Discussion of Student Athlete Absences (*Guest: Sarah Bee*)

- A. There are concerning issues surrounding student athlete absences across campus.
 - 1. The student athlete is ultimately responsible for working with faculty to address their absences.
 - 2. Professors always have the final say about how to grade in their courses.
- B. Advising is critically important for student athletes.
 - 1. Course selection at the start of the season during which the student athlete is engaged.
 - 2. For student athletes who are here interviewing, advise them from the beginning about how to complete their major or recommend other majors.
 - 3. Athletics put together schedule that lines up with block schedule by sport, recommending which course times are best.
- C. Athletics should require that every student athlete discussed their anticipated game schedule and absences with their faculty at the beginning of the quarter. Faculty can sign off on a form reflecting the meeting.
- D. In situations where students have absences from a combination of game scheduling and a crisis (sickness, family death, etc.), Academic Affairs is working in partnership with Athletics to follow best practices. Faculty should consult their dean if they are not sure how to handle this type of situation.
- E. The Student Athlete Absence policy was put together by Academic Affairs and then endorsed by Athletics.
 - 1. Highlight importance of having athletic department talk to advising regularly.
 - 2. Faculty will receive electronic notice that student athlete is in their class.
 - 3. Want all students to be able to pursue all majors.
- F. Athletics will revisit the policy over the summer.
 - 1. Require a 2 year advising plan.
 - 2. Require meeting with each instructor.
 - 3. Suggestion to add a section to the syllabus addressing student athletes.
 - 4. Emphasize communication between Athletics and faculty.