

Jacksonville State University
Faculty Senate Meeting
November 18, 2024
3:15pm Merrill Hall B01
Minutes

Present: R Ahmed – alternate K. Southwick-Thompson, L Barrow, R Blades, A Boswell, K Catlin, C Clark, S Cofield, A Crawley, D Dempsey, H Dempsey, A Gilbert, J Godbey, L Ingwersen, W Key, J Long, Y Lu, P McGrail, M Meecham, S Mikel, C Murtagh, B Norvell, T Ridlen, D Thornton, B Turgeon, K Walker , C Wang

Guests: none

Absent: S Beeman, N Freeman, S Gill, B Hankins, E Hardy, C Hosmer, K Letson, J Ridlen, P Robertson, C Shelton, K Wickersham

Call to order: 3:16 pm

- 1) Approval of Minutes **First B Norvell, seconded by S Mikel (All in favor, none opposed) – add information about Music faculty and K Catlyn needs to be marked here as forgot to sign in last week – edited and uploaded on Canvas**
- 2) Unfinished Business
 - a. Tenure and Promotion and FARs – Senators were requested in the last Senate meeting to provide an update from their departments via a shared Excel file regarding progress in their departments with creating departmental tenure and promotion standards via faculty committee to be in compliance with the Provost’s directive to deans in October 2023 which she issued in response to the September 2023 Faculty Senate Resolution on [Tenure and Promotion 2324-01](#).
 - i. Based on the data provided by Senators, at minimum, 13 departments have not yet fully met the requirements set forth in the Provost’s directive.
 - ii. Of these, some reported they did not yet have any departmental standards, some departments reported that they had standards but they had been created by the department head and not a faculty committee, others stated that they were told that their department just followed “the university standards” (however, the university does not have standards – the faculty handbook states that “each discipline develop its own faculty evaluation procedures” and “the information in this handbook section represents guidelines to be followed by each unit in developing evaluation procedures.”)
 - iii. Senators raised many concerns regarding the promotion and tenure process, such as how teaching is evaluated (e.g., overreliance on teaching evaluations and not other methods of assessment), how scholarship requirements in their department do not correspond to the Boyer model (e.g., told they had to have two publications and nothing else counted), how FAR assessments did not always align with tenure and promotion standards, how Digital Measures may not be an appropriate reporting tool for the Arts & Humanities in its current format, and how some wished portfolio submissions were digital.

- iv. Regarding the draft of the faculty handbook's proposition of having departmental committees to evaluate tenure and promotion, 75% of faculty present said that they wanted a departmental committee to evaluate who write a formal letter of (non)support that is officially included as part of the tenure and promotion evaluation process (to have a place on the official checksheet to indicate the committee's recommendation—currently, there is no formal place for a committee approval from faculty). Most also wanted the committee to be involved in the third-year review process. Those who had committees in place were surprised that having a tenure and promotion committee wasn't standard practice for all departments.
 - v. There was broad agreement that FARs needed to have at least 3 criteria for evaluation (does not meet, meets, exceeds expectations). And that FARs needed to be given back in a timely manner. There were several comments about if there was a more strict/published timeline for FARs, it would help (e.g., when they had to be turned in, when department heads had to return them, etc.). Again, those who got theirs back in a timely manner were surprised that some faculty were waiting months or years for theirs to be returned. They definitely wanted FARs to go back to Academic Year not Calendar Year.
 - vi. The Senate resolution had also mentioned the need for specification regarding authorship on scholarly works and faculty mentoring. These items were not included in the Provost's directive. Senators did not feel it was necessary to follow up on those items at present.
 - vii. Discussion ensued about steps Senate should take to ensure that the Provost's directive is being met. One Senator simply said that the Provost should be addressing this since if even one department is not in compliance then the directive is not being followed.
- b. Handbook discussion/feedback.
 - i. How to get more faculty feedback?
 - ii. President Dempsey asked whether Senators wanted to see all changes or just major changes and most preferred that major changes were highlighted. This feedback will be taken back to the Handbook committee.
 - c. Letter to PEEHIP – The Executive Committee has worked on a draft to ask them nicely to address problems. The draft will go to Leigha Cauthen, Provost Shelton, and President Killingsworth for feedback before being sent.
- 3) New Business
- a. Departmental concerns
 - *None
- 4) President's Report (Dr. David Dempsey and Dr. Heidi Dempsey met with Provost Shelton and President Killingsworth 11/11/24 and Provost Shelton again 11/12/24)
- a. Faculty leadership training will be in Fall before classes start (this will include Senators and Academic Affairs/University Committee members)
 - b. Gave them a heads up about letter to PEEHIP
 - c. Discussed shared governance progress

- d. Discussed progress on Senate initiatives – Parental leave, tuition assistance, conflict of interest/conflict of commitment, promotion and tenure guidelines (and updates from deans)
 - e. Provost and I are working to streamline the committee appointment process next year so that all committees are in place before end of the academic year
 - i. She is finishing up appointment letters and we are updating the website
 - ii. We will continue discussions in spring about faculty representation on University committees
 - iii. Committee preference survey will go out early/mid-spring semester
 - iv. Senate Elections committee will continue to make recommendations for University and Academic Affairs Committees, like they did this year
- 5) Committee Reports
- a. Executive Committee
 - b. Faculty Advocacy Committee
 - c. Elections Committee
 - d. Policies and Campus Planning
 - *D Thornton discussed for this committee
 - e. Student Retention
 - *A Gilbert discussed for this committee. Encouraged faculty members to use Navigate to call roll. Some departments use it and some don't as it is somewhat difficult to use and not user friendly.
 - f. Bylaws Committee (ad hoc)
- 6) Informational Items
- a. 3rd Annual Student Success Summit
 - i. February 4th and 5th, 2025 at the Houston Cole Library – *“Student Success and Mental Health: Strategies for Faculty and Staff to Enhance Student Outcomes.”* The deadline to [submit your proposals](#) is December 8th, 2024 at 11:59 PM
- 7) Motion to adjourn – **first S. Mikel and seconded by L Ingwersen (all in favor, none opposed) at 4:40 pm**