

University Faculty Senate Minutes

January 25, 2021

Online Zoom meeting

Please note that a complete audio recording of this senate meeting is available at [UNI Scholarworks](#). The time stamps noted throughout these minutes refer to that recording.

Senators in attendance: John Burnight (Chair), Danielle Cowley (Vice-Chair), James Mattingly (Past-Chair), Amy Petersen (Faculty Chair), Imam Alam, Megan Balong, Francis Degnin, Melissa Dobosh, Kenneth Elgersma, Gretchen Gould, Kenneth Hall, Mark Hecimovich, Thomas Hesse, ~~Rob Hillan~~ (PDA), Charles Holcombe, Syed Kirmani, William Koch, ~~Matthew Makarios~~, Tony Gabriele, Andrew Stollenwerk, John Wiles (Fifty percent quorum met, with 18 of 20 voting senators present; the Faculty Chair is non-voting, as provided in the Faculty Constitution, and the Senate Chair votes only in case of a tie).

Call to Order at 3:30 PM [time stamp 0:00:00]

Following a precedent set in earlier meetings to maintain order in the Zoom virtual environment, all microphones were closed at the beginning of the meeting and participants opened them to speak only if recognized by the Chair. In past Zoom senate meetings, senators used yes and no buttons to vote accordingly, and selected neither button to abstain from voting. However, recent changes to the Zoom software prevented some Senators from using these features, so we used the raised-hand feature to enable voting during this meeting.

Call for Press Identification

None present

Introduction of Guests

Regular Guests: Mark Nook, Jim Wohlpart, John Vallentine, Patrick Pease, Becky Hawbaker, Elle Boeding (NISG President).

Other guests: Adam Butler, Christopher Martin, Jeffrey Funderburk, Shar Self, Susan Etscheidt, Theresa Westbrook, Angela Waseskuk, Barbara Cutter, Carissa Froyum, Suzanne Riehl, Haley Admire, Jennifer Waldron, Cara Burnidge, Fernando, Calderon.

Courtesy Announcements

Comments from President Nook [time stamp 0:00:40]

President Nook announced the departure of Provost Jim Wohlpart, who is assuming the Presidency of Central Washington University. He described detailed plans for a search to replace the Provost, including the composition of a search committee. He named Amy Petersen, Chair of the Faculty, as Co-Chair of the search committee, with an announcement regarding the other Co-Chair to follow.

Comments from Provost Wohlpart [time stamp 0:07:48]

University leadership is tracking a number of bills in the legislature currently, including the tenure bill, and have reached out to many community leaders to help stop this initiative. Budget-related matters and the status of higher education faculty in the public health priority for the COVID vaccine are other matters included in this effort. Provost Wohlpart also suggested that faculty watch closely for messages about upcoming weather-related cancellations, due to the impending storm.

Comments from Faculty Chair Petersen [time stamp 0:11:15]

Reiterated desire to have a broad representation of faculty on the Provost search committee, and suggested that interested faculty respond to President Nook's upcoming call for search committee members. Then, she reminded faculty of recent changes to Policy 3.06, specifying that students must complete the Panther Health Survey to inform faculty and the campus of their need for COVID-related accommodations.

Comments from United Faculty President Hawbaker [time stamp 0:13:46]

President Hawbaker thanked Provost Wohlpart for his collaborative partnership with the faculty over the last several

years, and wished him well in his new role. She also provided an update regarding the current bargaining negotiations, referring to her recent letter to the faculty. She encouraged faculty to participate in the upcoming listening session, announced in the letter. She asked that we encourage faculty who have received an evaluation letter they perceive is unfair to contact United Faculty for help.

Comments from NISG President Boeding [time stamp 0:17:48]

NISG is also watching the legislative environment closely, and would like faculty to encourage students to contact NISG if they'd like to learn how to voice their concerns with legislators, and if they'd like to accompany NISG officers and representatives to the State Capitol at significant moments throughout this year's session. Reminded us that student elections begin February 8, and asked us to encourage students to participate in these elections, including encourage some to run for leadership offices.

Comments from Senate Chair Burnight [time stamp 0:21:50]

Encouraged senators to volunteer to participate in University committees, and announced that he would soon provide senators with a list of this year's open seats.

Minutes for Approval [timestamp 0:22:45]

November 9, 2020

MOTION: Mattingly/Elgersma (12-0-5) *Minutes were approved without amendment*

Calendar Items: [timestamp 0:25:42]

1539 [Consultation: Academic Positioning Project Management Team](#)

MOTION: Elgersma/Koch (11-0-6) *Docketed in regular order*

1540 [Bachelor of Science degree edits](#)

MOTION: Degnin/Dobosh (14-0-3) *Docketed in regular order*

1541 [Emeritus request for Phil Fass \(Art\)](#)

MOTION: Hall/Cowley (15-0-2) *Docketed in regular order*

1542 [GERC update \(Brenda Bass and Ana Kogl\)](#)

MOTION: Mattingly/Elgersma (15-0-2) *Docketed in regular order*

Docket Items:

1410 [Consultation: Faculty Handbook Committee](#) [timestamp 0:30:55]

Associate Provost John Vallentine, who Chairs the Faculty Handbook Committee, described 3 changes approved in the Faculty Handbook Committee during the Fall semester. Changes involved arrangements for Professional Development Assignments and Summer Research Fellowships. Discussion ensued.

1411 [Consultation: Fall 2021 Academic Calendar](#) [timestamp 0:49:45]

Associate Provost Patrick Pease presented multiple calendar modifications for next year, given what we have learned from our experience with altered calendar arrangements due to COVID-related challenges. Variables included especially: inclusion of a Winter term, 15-week and 16-week terms, beginning and ending dates of semesters and academic years, and the timing of Fall and/or Thanksgiving break. Discussion ensued, and some points of consensus were apparent.

1412 [Proposed change to Policy 3.06 regarding religious observance](#) [timestamp 1:13:37]

MOTION: Cowley/Hecimovich *Motion to approve, but item was tabled due to time constraint.*

Much discussion ensued, especially regarding the need to more clearly define what does and doesn't count as religious observance. Senator Degnin moved to table the item for the next meeting, due to time constraints, with second motion by Senator Hesse. The vote to table passed (13-0-4).

1414 [Proposed change to Policy 4.16 Extra Income Compensation](#)

This item was postponed until the next meeting, given time constraints.

1415 [Proposed change to Policy 0.0](#)

This item was postponed until the next meeting, given time constraints.

1538 [Potential changes to Senate representation model](#)

This item was postponed until the next meeting, given time constraints.

Other New Business

Adjournment at 5:00 PM [time stamp 1:30:27]

MOTION: Mattingly/Koch

Submitted by James Mattingly, Immediate Past-Chair of the University Faculty Senate

There was substantial conversation in Zoom chat during this meeting, which is disclosed as follows:

00:38:23 Becky Hawbaker: Bargaining listening post link: Join Zoom Meeting
<https://uni.zoom.us/j/96771139215?pwd=VHg4amMzV2VJQlZuWUvpvZE1c1lnUT09>

00:39:23 Amy Petersen: Elle, we discussed this today in the COVID Steering Committee meeting and are working on this.

00:39:39 Amy Petersen: We thought it was a good idea, too!

00:40:36 Becky Hawbaker: Link to our proposal and BOR's:
https://drive.google.com/drive/folders/1vycJH6K0ps6b7bMfA1WylWo9wT_oUy2U

00:41:27 John Vallentine: In support of Elle's request, I sent information regarding mental health resources to department heads to send out to faculty members. Faculty will then be able to share it in class. The email was distributed about an hour ago. Thanks, Elle!

01:01:32 Carissa Froyum: Andrew, as a follow up. This issue has arisen previously before, including at the behest of faculty in the hard sciences. I believe that restriction has come administratively. It's been a while, but I thought it was about the allocation of fulltime work, as in, you can't work more than fulltime. I can do some follow up research on this.

01:08:06 Becky Hawbaker: On the last item on promotions and counting years of service, I want to recognize FHC member Angela Waseskuk for her advocacy and great representation on the issue.

01:20:11 Francis Degnin: wouldn't the winter term have many classes that are face to face?

01:34:12 Becky Hawbaker: Am I wrong or does this version of 3.06 not include the updated COVID attendance language that requires students to complete the Panther Health Survey??

01:35:50 John Burnight: Yes, Becky, this was posted to the Senate's web page last fall, before the recent change was made. The new language would be added to the current version if approved.

01:35:56 Danielle Cowley: Join subcommittee of EPC and Senate DEI

01:36:20 Danielle Cowley: *joint

01:36:50 Becky Hawbaker: Is there any specific definition of "Religious observances"?

01:38:31 Danielle Cowley: I do not believe we can define a religious observance or follow any calendar without being discriminatory.

01:39:18 Cara Burnidge: I believe "observance" was the existing language and not a change

01:40:11 Francis Degnin: So does this apply only to recognized religions?

01:40:32 Francis Degnin: Because it was discretionary, the issue wasn't

01:40:47 Francis Degnin: of definition wasn't as important

01:42:47 Danielle Cowley: This is also aligned to language provided by ISU and Iowa.

01:43:57 Francis Degnin: So if a student says that their version of a 29 day religious period means they can't do assignments, I assume we can say that, in that case, it's not really possible to complete the course during that time.

01:44:13 Amy Petersen: How does this revision support or align with our diversity and inclusion efforts?

01:44:22 Danielle Cowley: I really appreciate Dr. Burnidge's language that this is a culture shift.
01:45:25 Francis Degrin: The emphasis in my comment was on the extended time period, not the assignments
per se
01:46:39 Cara Burnidge: This does not effect how students learning is assessed
01:48:02 Amy Petersen: Can we table?