

ACADEMIC SENATE MEETING MINUTES

August 12, 2019

11:45 AM – 1:00 PM

4th Floor Conference Room, LRC

CHAIR: Malika Kachani

VICE CHAIR:

SENATORS: Keith Boyer, Beth Boynton, Joshua Cameron, Yvonne Drechsler, Donna Emanuele, Hyma Gogineni, Kabir Lutfy, Craig Kuehn, Yawen Peng, Beatrice Saviola, David Shofler, Steven Standley, Steven Snyder, Jacqueline Truong, Kimberly Walker

ABSENT: Shalechia Hunt

SECRETARY: Alyssa Rodriguez

Topic	Proposed Discussion	Actions
REPORTS	<ul style="list-style-type: none">Academic Standards & Policy – the committee has been very active with evaluating various programs across campus and providing feedback to the Provosts Office. The next program review will be from Physical Therapy. This committee has also implemented a university wide curriculum committee chairs meeting that will meet quarterly. The committee will meet at the end of the month and discuss the roles and responsibilities with the new senators as well as electing a Chair and a Vice ChairAcademic Support Services and Planning/OPS Council – The committee worked on and sent out a survey to the faculty in regards to support services on campus and their efficiency. The committee will be meeting at the end of this month to elect a Chair and a Vice Chair. In addition, Dr. Houston-Brown would like to meet with the committee.University Faculty Affairs – Last year the committee finished setting up the evaluation task force that has already started. There are several college guidelines that the committee needs to review to make sure that they are in congruence with the university faculty handbook. The handbook was updated with the Grievance Committee procedures and a one year leave of absence policy was updated. The faculty awards were given at Convocation on Saturday were two of the three were not in attendance. The committee will meet at the end of this month to elect a Chair and a Vice Chair.	
1. Call to Order	Meeting was called to order at 12:00pm by the Chair, Dr. Kachani.	
2. Approval of minutes 6-11-19	The Senate ran out of time to approve the minutes from the last meeting. Will add to the agenda to approve at the next meeting.	
3. Announcements	<ul style="list-style-type: none">Welcome new Senators! <p>Committees of Academic Senate/Assembly – Please elect your Chairs and Vice Chairs. Also please reach out to the committees that you're responsible for to make sure that they're doing their elections.</p>	
4i. Promotion and Tenure Procedures -Dr. Baron	In the year that Dr. Baron has been here, one thing that he noticed was in the area of promotion and tenure. Faculty work hard and promotion and tenure is a big deal. Faculty have the commitment to	

train the next generation of providers, to be academics, to pursue scholarly activity, so this is an important issue. When it comes to fairness, there are a few things that need to be more fair and absolutely transparent when it comes down to promotion and tenure. There is a one size fits all model that does not make any sense, you cannot judge someone who is a full time researcher with someone who is spending majority of their time in a classroom versus someone who is teaching students in a clinical setting. Dr. Baron does not feel that it is fair.

He has tasked Dr. Rega and his office to look at a model that has worked well at other universities is looking at having multiple tracks. A couple of the institutes that Dr. Baron has worked at, implemented this idea and it has been successful at both of them. A clinical track for someone that does clinical work, a clinical educator. There is a research track, and some places have administrative tracks.

Dr. Baron would like to get feedback and have the Senate share their thoughts and ideas, collectively or individually, with Dr. Rega and decide what makes the most sense for WesternU. That allows every faculty member, if they do their job that they are assigned to do, will have a reasonable chance of attaining promotion. Tenure is an interesting thing, many institutions are eliminating tenure, it's just people don't think it's a good model to give someone a contract for life. WesternU has made a significant advance by having had post-tenure review, a lot of places don't do much of that.

Promotion is something that means more when it's earned, we need to be crystal clear on what is required, there is not a one size fits all for scholarly productivity. We need to look at that and what makes sense for WesternU, we need feedback from the faculty, we want to make sure that it's really clear on what people need to do and the last thing, which is really important, is the idea of appropriate mentorship. When a faculty member comes up for promotion, it should be a no-brainer. It should be pushed back to your colleges, so that your Deans, senior faculty, and the P&T committee know what is appropriate for your school. This will be a work in progress but please send in your feedback.

Questions

What is your definition of scholarship, as an observation, it varies across all colleges and how one comes to define what it means and how it is recognized?

- For me, the type of scholarship we're looking for that's going to allow the promotion, usually the classic things such as papers, grants, presenting. What I would consider quality scholarship for a student might be quite a bit different for someone going up for associate professor, typically in academia. By full professor, it should be someone who is considered as a national leader, full professorship should be an honor. When talking about higher levels of promotion, we're talking about scholarly review papers, papers that have become much more difficult. Should be looking at quality over quantity.

	<p><i>With those coming up on promotion this year, would those expectations or what you expect be implemented next year?</i></p> <ul style="list-style-type: none"> - If there is someone that comes up is so far below the criteria, I will always do what is best for the faculty and the university. This is in process. Also, anything that is newly adopted, Legal Counsel will require us to put in the date that it was enforced. <p><i>In relation to scholar activity, what kind of support would you provide at the college level for the faculty to meet the requirements, to be able to produce enough? Such as resources?</i></p> <p><i>In 16 years, I brought in almost two million and this year I don't have any direct funding.</i></p> <ul style="list-style-type: none"> - This is addressed by appropriate mentorship and where the mentorship comes in. Not having any funding needs to be addressed. This is challenging but it is something that we need to work on together. We have a new VP of Research who will be looking at that. <p>For the history, there was a mentorship task force that was identified and worked for over a year and half. It was presented to both the Academic Senate and the Provost, both giving endorsing the mentorship program. Once the recommendations came in, a robust report was put together but it did not go anywhere due to financial reasons.</p> <p>Perhaps, we could invite Dr. Baron back to answer more questions in a smaller setting for a Q&A session.</p>	
4ii. IT Governance <i>-Dr. Houston-Brown</i>	<p>There are four committees underneath the IT Governance Steering Committee –</p> <ul style="list-style-type: none"> - <i>Educational Technologies</i> – Reviews, recommends, and advocates technologies within the academic and educational environments, including online learning and library technologies. - <i>Research Technologies</i> – Reviews, recommends, and advocates technologies within the research environments, including online learning and library technologies. - <i>Administrative Applications & Database Integration Subcommittee</i> – Reviews, recommends, and advocates for technologies and policies related to administrative applications, databases, integration, and the upkeep of the web. - <i>IT Security, Risk, and Compliance</i> – Reviews, recommends and advocates for IT security, strategies, policies and standards. <p>Dr. Houston-Brown is looking for members from the Academic Senate to be a part of the Education Technologies Subcommittee, the Research Technologies Subcommittees, and the Administrative Applications & Database Integration Subcommittee. If you are interested in serving on either of these committees, please let Dr. Kachani and Ms. Rodriguez know.</p>	
4iii. Committee Reports	The reports will still be given before the meeting starts as everyone trickles in but would like written reports submitted beforehand.	

4iv. Committee Updates	<p>With the new Senators coming aboard, we decided to shake up the current standing committees.</p> <table border="1" data-bbox="502 169 1554 502"> <thead> <tr> <th>UFAC</th><th>Support Services</th><th>Standards and Policy</th></tr> </thead> <tbody> <tr><td>Joshua Cameron</td><td>Keith Boyer</td><td>Beth Boynton</td></tr> <tr><td>Shalechia Hunt</td><td>Yvonne Drechsler</td><td>Donna Emanuele</td></tr> <tr><td>Malika Kachani</td><td>Linda Flores</td><td>Hyma Gogineni</td></tr> <tr><td>Jerome Lacroix</td><td>Edward Goering</td><td>Craig Kuehn</td></tr> <tr><td>Kabir Lutfy</td><td>David Shofler</td><td>Valerie Quan</td></tr> <tr><td>Yawen Peng</td><td>Kimberly Walker</td><td>Steven Snyder</td></tr> <tr><td>Beatrice Saviola</td><td>Miou Zhou</td><td>Jacqueline Truong</td></tr> <tr><td>Elizabeth Rega *Ex Officio</td><td>Juan Ramirez* Ex Officio</td><td></td></tr> </tbody> </table> <p>The committee rosters are posted on the Academic Senate website. Also, Ms. Rodriguez will be sending out the committee invites on outlook for the academic year. At your first committee meeting, please nominate a Chair and a Vice-Chair.</p>	UFAC	Support Services	Standards and Policy	Joshua Cameron	Keith Boyer	Beth Boynton	Shalechia Hunt	Yvonne Drechsler	Donna Emanuele	Malika Kachani	Linda Flores	Hyma Gogineni	Jerome Lacroix	Edward Goering	Craig Kuehn	Kabir Lutfy	David Shofler	Valerie Quan	Yawen Peng	Kimberly Walker	Steven Snyder	Beatrice Saviola	Miou Zhou	Jacqueline Truong	Elizabeth Rega *Ex Officio	Juan Ramirez* Ex Officio		
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5i. College Guidelines	There needs to be processes and procedures put into place when it comes to approving college guidelines, the current one in place is taking too long. Dr. Baron is fully aware and wants to help accelerate the process of reviewing college guidelines.																												
5ii. IRB Process	Dr. Baron is fully aware that it is taking too long, especially when there are samples and human subjects. He would like to have it expedited. Also, with memberships and the members being too busy should be looked at.																												
5iii. Ombudsmen	<p>There have been some concerns from the faculty that Dr. O'Barr from the College of Pharmacy was approved to be an Ombudsman without the faculty input. Not many faculty members will be comfortable confiding, knowing that they are a faculty member at the university.</p> <p>Background info- The senate said that they wanted an Ombuds. They took it to the university level and they questioned what is the need for it. Dr. O'Barr from the College of Pharmacy, worked with his Dean, Dr. Dan Robinson, to get trained to be an Ombuds and be presented to the Provost and the President independently, what the Senates desire to have an Ombuds was and Dr. O'Barr's willingness to serve part time in that role.</p> <p>Possibly presenting this issue at the Academic Assembly in November for the faculty at-large.</p>																												
7. Next Meeting	September 9, 2019 Academic Assembly meeting: November																												
8. Adjournment	The meeting was adjourned at 1:02pm.																												