

*Minutes
Faculty Senate Meeting
April 3, 2024*

The complete Recording for this meeting can be found at:

<https://myau.american.edu/groups/Committee/fs/Shared%20Documents/Forms/AllItems.aspx>

Present: Professors: Thomas Merrill, Jennifer Axe, Lilian Baeza-Mendoza, Ximena Varela, Mauro Tiso, Dan Abraham, Kristina Crona, Yijiang Zhao, Beverly Peters, Emily Peterson, Randall Blair, Mirjana Morosini, Alan Levine, Clarissa Ihssen, Ken Anderson, Jim Quirk, Katie Holton, Bryan Fantie, Chris Tudge, Paula Weissman, Justin Jacobs, Dario Bernardini, Joseph Graf, Jason Mollica, Jason Snyder, William Brent, Maria Gomez, Jennifer Steele, Acting Provost Vicky Wilkins, and Dean of Faculty, Monica Jackson

Chair's Report – Thomas Merrill

The chair of the Faculty Senate, Thomas Merrill, opened the meeting promptly. He made several announcements:

- The Executive Committee has endorsed the slate of candidates for the distinguished professor committee.
- The next Faculty Senate meeting (May 1st) will be the last of this academic year. We plan to revisit a few items, including:
 - The Presidential Search Committee and Faculty Advisory Committee process
 - The Working Group on Freedom of Expression
 - The Working Group on Approaches to Undergraduate Education Focused on Race, Racialization, and Related Structures
 - Academic Integrity Code and Statement of Values
- The minutes from the March 6, 2024, meeting were **VOTED** 20-0-3 in favor.

Provost's Report – Vicky Wilkins

Acting Provost Vicky Wilkins made several announcements and provided updates regarding important matters:

- The slides for the April 3rd Provost's Annual Address will be posted on the Dean of Faculty website.
- An email will be going out to faculty to provide instructions for updating their AU profile and picture.
- OIRA has compiled the necessary salary data that is released annually. The data will be released once AAUP's comparison/ratings data has been updated for this year.
- Conversations with incoming President Alger are ongoing. He is interested in the work we have been doing across campus and in the Senate. He will be visiting campus on Wednesday, April 10th.
- As a whole, OGIS has been vulnerable to enrollment fluctuations. To increase stability for programs and faculty, OGIS is being dissolved. Faculty and programs from OGIS will be reabsorbed by CAS and SPA. The Senate will have to address issues related to OGIS

representation considering this news, including the OGIS/OGPS shared Senate seat as well as shared seats on various Senate committees.

- The University Club is reopening at its new location in Lydecker Tunnel. There will be a soft opening for the remainder of the Spring 2024 semester, but it will be fully open for Fall 2024. As a reminder, if the restaurant is well used by faculty, we will get a chance to regain our previous space on the bridge or a similar, larger space.
- The Faculty Awards dinner reception will be held on Sunday, April 21st at 5:00pm.

Dean of Faculty Report – Monica Jackson

Dean of Faculty Monica Jackson made several announcements and provided updates regarding important matters:

- It is time to begin updating Elements with this year's information and accomplishments for the merit review process. Please use the full system this year, data from Elements will be used for many different purposes, including a library database to help new faculty members identify potential collaborators. Contact the Dean of Faculty's office if you need any assistance with Elements.
- Please complete your Conflict of Interest and Conflict of Time surveys. It is required by the Faculty Manual. This year the office is releasing surveys by school to streamline the process should additional conversations be needed after identifying conflicts. Next year the survey will likely go out to all schools at once.
- At this time, fifty-five Continuing Appointments have been completed and most of the remaining files should be completed in the next few weeks. There has been a small delay due to a minor issue with Workday.
- Many units used the Omnibus guidelines this year for their Continuing Appointment files. Units who want to adjust the guidelines for next year need to start their conversations now (before summer break). Expect an August deadline for proposed changes, though the office will revisit if this deadline can be delayed until after the start of the Fall 2024 semester.
- Reappointment documents are being updated to include DEI work, teaching, service, and (where appropriate) research. Thank you to Priya Doshi and Karen Baehler for all their hard work with this process.
- Anna Olson is now the Assistant Vice Provost for CTRL. This year, the center will be undergoing some revisions based on post-pandemic changes. Faculty focus groups are planned to determine what aspects of CTRL are currently working well, what aspects are not, and what changes/improvements need to be made.

President Burwell's Visit – Sylvia M. Burwell with Senate Leadership

As is her tradition, President Burwell visits the Faculty Senate once a semester. Rather than the typical state of University focused visit from President Burwell, the Senate Leadership read a resolution written by the Executive Committee, highlighting her past accomplishments and the immense progress AU has made under her leadership. She will complete her term in office on July 1, 2024.

Thank you, President Burwell! Once an Eagle, always an Eagle!

Welcome and Introduction: Nkenge Friday – Thomas Merrill

Nkenge Friday is our new Vice President of Inclusive Excellence and has been at AU for three months. Prior to joining the AU team, she held a similar role at the University of Nebraska at Lincoln. The focus of her previous inaugural position, Senior Assistance Vice Chancellor for Strategic Initiatives, was to develop DEI in a more comprehensive and centralized space.

Nkenge came into the world of DEI through her experience with programming development in international education, such as study abroad programs.

During the past three months, she has been busy meeting with various affinity groups across campus and working groups in different units to discuss what thoughts or concerns they have. Nkenge has also been planning the future direction of the office by addressing the question, “what does inclusive excellence look like as we move forward?” and determining what steps AU needs to take to achieve our inclusive excellence goals. Nkenge’s office is also addressing the Title IX concerns/reporting process, response procedures, how to utilize campus expertise, and other structural/organizational processes.

Election of New Vice Chair – Thomas Merrill

Senate Chair Thomas Merrill was pleased to present two candidates for the position of vice chair of the Faculty Senate. Professors Bryan Fantie (CAS) and Steve Silvia (SIS) were nominated, and each outlined their relevant experience, vision, and priorities for the next academic year. The Faculty Senate appreciates their willingness to serve. The Senate **VOTED**, 2 for Bryan Fantie, 16 for Steve Silvia, and 1 abstain. Steve Silvia won the election and will serve as the Faculty Senate vice chair for AY2024-2025.

Faculty Manual Changes – Monica Jackson & Priya Doshi

Every year changes are made to the Faculty Manual. Many of these changes are corrections for typos, duplicate words/sentences, or other minor issues. However, some changes are more substantial and change the language, meaning, interpretation, and/or procedures.

The major changes for this year include:

- Updating the criteria used for term faculty reappointment and continuing appointment evaluation by using “currency in the field” rather than “scholarship.”
- Clarification and additional information regarding terminal, one-year appointments following the denial of a continuing appointment. The Senate **VOTED** 22-1-2 in favor.

Graduate Regulation Change to 5.5 In-Residence Credit and Residency Requirement – Wendy Boland

A proposal was introduced to replace course number 797 with 898. In the regulations, 797 is called out as being an exception to the 5.5 in residence credit or residency requirement portion of the graduate regulations. The historical context for including 797 is unclear, as it is a standard 3-credit course and has been for a long time. The Senate **VOTED** 22-0-2 in favor.

Committee on Academic Budget and Benefits Proposed Bylaw Changes – Jason Snyder

A proposal was introduced to update and expand the responsibilities of the Committee on Academic Budget and Benefits (CABB). The changes include regular meetings and overall improved communication with the Provost. A friendly amendment to improve clarity was accepted. The Senate **VOTED** 24-0-1 in favor.

At-Large and Additional Senator Selection Process Changes to the Bylaws – Thomas Merrill

A proposal was introduced to clarify the procedures for electing additional members to the Faculty Senate Executive Committee. The majority of seats on the Executive Committee are filled by chairs of specific Senate committees, however one seat is for an at-large senator and another seat is for an additional senator. Although the proposal is to clarify the bylaws, the result will be more of a change in practice. Previously, the Executive Committee was selecting one candidate for each of these positions, and so only presenting one candidate for each seat to the Senate to confirm. The new language allows for all candidates to be presented to the Senate, so a Senate-level election can occur. The Senate **VOTED** 23-0-1 in favor.

The meeting was adjourned at 4:43pm.