

Approved Minutes of Faculty Senate Meeting
Wednesday, September 16, 2015
3-5pm, 310A Student Center

Present: S Norton, J Kullberg, P Koehn, P Francis, S Tout, T Orfgen, S Hayworth, P Majeske, R Quiel, M Crumm, C Neufeld, D Barton, M Rahman, K Schatzel, M Higbee, G Edwards, R Carpenter, L Greden, D Chou, D Pancioli, V Reaume, R Orrange, A Eydgahi, P Higgins, R Faust, P Smith, M McVey, M Bombyk, R Woods

(* indicates item to take to department colleagues)

1. [3:05] Agenda approved
2. [3:10] Motion to approve minutes from FS meeting, 6/17/15 (see attached). Passed with 6 abstentions.
3. [3:15] Visitor: Regent Michelle Crumm, Chair, Presidential Search Committee and Presidential Search Advisory Committee on search update*

Search committee and search advisory committee have not done much over the summer. Did select the search firm. 7 firms, 4 finalists. Questions about closed v. open search. Need best advisory group possible. Resounding recommendation to do a closed search by all firms. Selected Parker. Told them this is a departure from EMU practice. Parker still believes this needs to be a closed search for best possible candidate and so does BOR. M Crumm is happy to build relationships one on one to dispel rumors. Call her. She wants a transparent process. Recognizes it is a big departure from the past. No hidden agendas.

Faculty Comments

Parker does not define EMU. Parker works for us. This move signals a message that faculty voice doesn't matter. MC-Closed will give better pool of candidates

Recollection - faculty were *told* it would be a closed search, *not asked*. Faculty have investment in the academic mission in the university that is significantly stronger than other constituencies. How strong will one faculty voice on the committee be?

Proposed - make it totally closed till the finalists' stage.

Arguments for closed search may hold water somewhere else, but less so at EMU. It flies in the face of shared governance. Given Parker's reputation, urge you to make it an open search and re-think Parker due to their poor track record.

BOR is setting up the new person for failure. Again. We can't afford another failure.

Transparency trumps secrecy in shared governance. Secrecy is a myth. Confidentiality will be violated anyway - human nature means leaks. History of Faculty-BOR relationship. Example - EAA debacle continues to harm. Concern that EMU's reputation will be sullied again.

Data from search firms are questionable.

Will criterion list for the job be shared? Yes.

Fully closed - the true constituents will be eliminated. Re-think this. Open it at the end. Crumm will bring this up for consideration.

What we're talking about boils down to trust.

RC- Q: So how do we build trust with faculty? -MB: Inclusion

MC-Invited Francis and Bluhm to meet and discuss trust building.

The EMU norm is for faculty to be included. What is the rationale for this departure? Why would you not want to benefit from our expertise?

What you've heard here is a concern about the legitimacy of this process. We don't want to burden the new president with the cloud of an illegitimate process. I would urge you to re-think your decisions about a fully closed search.

Greden - ISPC

Committee: reps - enrollment, student life, administration, student, 7 faculty positions (Norton distributed call)

New hiring guidelines

Searches are being suspended for 30 days so candidate pools are sufficiently diverse. Pools must be approved. New guidelines for faculty search. No faculty input. Intentions are good; process is faulty. Process that shapes the faculty body is a matter for the Senate. AAUP is discussing it too. Norton spoke with Moeller. She can send guidelines to Senators who can share them with faculty.

Provost/Interim President: I first learned about this at 10am yesterday. Intention is a checkpoint on the pool of candidates for diversity. Intent will never be to fail a search on the basis of insufficient diversity. If we screwed up execution or communication we'll fix it.

EAA

Decision to be made in December for June. Faculty may participate in an assessment of whether EAA will continue. BOR said they will terminate the relationship unless the EAA has made progress in specific areas. If anyone would like to help, step up.

4. [3:45] Faculty Senate Executive Board Appointees for Senate approval *
 - a. Academic Issues: Zachary Moore
 - b. Budget and Resources: Rob Carpenter
 - c. Grad Council: Christine Neufeld
 - d. Honorary Degrees and Distinguished Faculty Awards: Perry Francis
 - e. Institutional Issues: Randal Baier
 - f. Intercollegiate Athletic Issues: Rob Orrange
 - g. Procedures and Elections: Daryl Barton
 - h. Student Issues: Raymond Quiel
 - i. Technology Issues: Paul Majeske

Motion that g. be removed from the slate and all others are accepted.

14 abstentions; 13 against; 3 in favor. Motion does not carry.

Motion to pass as presented: 19 in favor; 4 opposed; 3 abstentions. Motion carries.

5. [3:55] Committee Reports

- a. Academic Issues (Zachary Moore -not here)--Global Engagement Council (Judith Kullberg) * GEC met with Provost who decided that GEC will move forward. Senior executive international officer - search beginning. Provost - recognized the work of Kullberg and McVey and their compelling report. GEC will be transformational for this campus.
- b. Faculty Senate Budget Committee (Rob Carpenter) *
- c. Faculty Awards: update on committee work (Perry Francis)
- d. Graduate Council (Christine Neufeld)
- e. Institutional Issues--New Faculty Committee: NFHC Matrices (see attached) (Patrick Koehn) - formed to put together a consistent process for new hires. Criterion for proposals was distributed. Koehn requests vote so they can move ahead. Electronic copies to senators and they need to distribute and discuss with faculty. Vote can follow.
- f. Other committee reports *

6. [4:20] Committee appointments (see attached ballot)* Moved to appoint by acclamation. Motion passes.

7. [4:25] New business - new order - discussed right after M Crumm

- a. Senate Committee for Evaluation of the Provost -Patrick Koehn will chair, Daryl Barton has offered to serve * Ali Eydgahi also volunteered. Instrument development now. In Winter 2016 evaluate whether this is appropriate time to do eval.
- b. COE faculty and assessment of criteria for EMU's continued participation with the EAA

8. [4:45] Provost's Remarks (Provost Schatzel) *:

2nd largest freshman class in 160 years. Despite downward trends, we are successful in attracting applicants. 40% larger than freshman class in 2010. 26% of our freshman are African American and 10% are Hispanic. Points of pride, distinctiveness. (UM has 1% Hispanic and 4% African American). Talent is the driver of winning organizations. Our students will be advantaged because of our diversity.

Two new Deans. COE & COT.

Searches - CAS Dean, Chief Diversity Officer, Chief International officer. Two searches held back. AVP for grad studies and research and University Librarian - for search fatigue. Chiara Hemsley Assistant VP for Student Affairs

What is the status of childcare arrangements for students? Student Affairs is taking the lead on it.

What's happening with Snow Health Center? Under review and being discussed.

Final exam schedule is a problem. Talk in future meeting.

9. [5:00] Adjournment Motion passed 5:07pm

The next Faculty Senate Executive Board meeting will be held September 30th in 304 Student Center, 3-5. The next full Faculty Senate meeting will be held October 7th in SC 310A from 3-5.
