

#4

INDIANA STATE UNIVERSITY

FACULTY SENATE, 2018-2019

November 15, 2018

3:30 p.m., DEDE III

Approved

Members Present: A. Anderson, S. Arvin, C. Ball, M. Blaszk, L. Brown, M. Chambers, M. Cohen, E. Gallatin, K. Games, B. Guell, C. Hanson, T. Hawkins, L. Henson, M. Hutchins, D. Israel, M. Jackson, J. Kinne, S. Kopaczewski, J. Liu, R. Owegi, S. Phillips, R. Peters, B. Roberts-Pittman, A. Soleskey, E. Southard, S. Stofferahn, E. Wittenmyer.

Members Absent: B. Jose, B. Kilp, X. Li, J. Potts, J. Weust, M. Williamson

Ex-Officio Present: Provost M. Licari and President D. Curtis

Guests: Josh Powers, Brice Yates,

1) Memorial Resolutions

a) Read by Randy Peters: Dr. Elmer Ciancone

Elmer Samuel "Sam" Ciancone was born in Rockford, Illinois on June 25, 1925. He passed away on May 31, 2018, in Terre Haute, Indiana. He graduated from East Rockford High School in 1943. In September 1943, Ciancone joined the Air Corps. He was quickly commissioned as a Second Lieutenant and trained as a bombardier pilot in B-24s and B-29s airplanes. Ciancone served in the Air Corps, the Army Air Force and finally retired as a colonel in 1985, from the United States Air Force Reserves.

Like many men of the era, Ciancone used the G.I. Bill to attend college after serving in World War II. He earned a bachelor's degree from Northern Illinois State Teacher's College in 1949. His time at the teacher's college was especially significant since this was where he met his future wife, Elizabeth Ann Cook. He then continued his education, earning a Master's degree at the University of Illinois in 1950 and finally his Doctorate in Education at Indiana University in 1962.

Before working at ISU, Ciancone taught at the Illinois State Training School and the St. Charles, Illinois school system. In September of 1956, he joined the faculty here at Indiana State where he taught Industrial Technology until his retirement in December of 1988. Ciancone not only honorably served the university for over thirty-one years, but he was also the recipient of the Caleb Mills Distinguished Teaching Award in 1985. In addition, he served as chair of the University Faculty Senate for the 1972-1973 academic year.

THEREFORE, BE IT RESOLVED that the Faculty Senate of Indiana State University express to Dr. Ciancone's family its sincere sympathy and condolence, and that it further express its appreciation for the service, care, and dedication that Elmer gave to his students, the faculty, and the university.

BE IT FURTHER RESOLVED that this testimonial be placed in the minutes of the Faculty Senate and that a copy be transmitted to his family.

b) Read by Tim Hawkins: Dr. Vanita Gibbs

Dr. Vanita May Gibbs (Ramey) was born in Terre Haute, Indiana on May 28, 1927. She passed away on June 28, 2018, in Bloomington, Indiana at the age of 91.

Vanita was a graduate of Terre Haute's Garfield High School. She married her high school sweetheart, Maver James Gibbs and together they had one son, David Ramey Gibbs. In a time when many women stayed home to manage their households and families, Gibbs pulled double duty raising her son and attending college. She graduated from Indiana State Teachers College with a bachelor's degree in 1958. Gibbs went on to earn a master's degree and later a doctorate in 1967. She officially joined the faculty at ISU in September 1959 and retired with over thirty-three years of service in May 1992. Gibbs spent many years of service developing curriculum for Indiana schools, conducting workshops on the importance of literacy, and developing lifelong relationships with her co-workers and former students.

Gibbs was also an active member of Centenary United Methodist Church. She was a member of Delta Kappa Gamma – Beta Eta Chapter. She was also a recipient of the Caleb Mills Award for Distinguished Teaching in 1972. In 1999, her former student Dr. Seth Cohen established the 'Dr. Vanita Gibbs Scholarship' in her honor for students studying Elementary, Early, and Special Education at Indiana State.

THEREFORE, BE IT RESOLVED that the Faculty Senate of Indiana State University express to Dr. Gibbs's family its sincere sympathy and condolence, and that it further express its appreciation for the service, care, and dedication that Vanita gave to her students, the faculty, and the university.

BE IT FURTHER RESOLVED that this testimonial be placed in the minutes of the Faculty Senate and that a copy be transmitted to her family.

c) Read by Tim Hawkins: Dr. Harry 'Fred' Horstman

Dr. Harry Fredrick 'Fred' Horstman passed away June 29, 2018. He was born on May 11, 1930 to Harry F. Horstman and Leona May Christie in Sewickley, PA.

Dr. Horstman was an avid sportsman, taking part in and winning competitive shooting competitions beginning in his youth. He also obtained his pilot's license before he could legally drive a car. After high school, he was drafted by the United States Army and served in Korea from 1952-1955. He then chose to attend college on the GI Bill. He attended Penn State University and graduated in 1959, with a BS degree in Recreation and Parks. While at Penn State, he married Sheila Hazel Orben in 1958. In 1969, he finished his MS in Recreation from Penn State and in 1977, he and his family moved to Indiana for him to begin work at Indiana State. He worked on his doctorate at Indiana University while teaching Recreational Therapy at ISU and graduated with a Doctoral degree in Recreation Education in 1987. Dr. Horstman retired with over twenty-one years of service and had reached the rank of Associate Professor of Recreation and Sport.

Professor Emeritus, Dr. Steve Smidley, had these memories to share about his colleague, mentor, and friend:

"My recollection of Fred goes back well beyond my ISU experiences. I remember him as an engaged member of the Indiana Parks and Recreation Association. The IPRA Office was located in Reeve Hall on the ISU campus. Visits to the office were common for me in those days as I was on the board and served as President at one point. Fred and Harold Gentry were very active in the Association and responsible for a good turnout of students at the Annual Conferences. He and Harold were two of the reasons I accepted the offer to start my career in college teaching at ISU. Fred became somewhat of a role model for me in those first years of my career. He was eager to help me to get off on the right foot with colleagues, students, and to make the transition from a park and recreation professional to a college professor. He will be missed by all who knew him."

Dr. Horstman was an active member of the United Methodist Church and worked in the Outdoor Ministry Program for The South Indiana Methodist Conference after retirement. He is survived by his wife Shelia, their six children, and many grandchildren.

THEREFORE, BE IT RESOLVED that the Faculty Senate of Indiana State University express to Dr. Horstman's family its sincere sympathy and condolence, and that it further express its appreciation for the service, care, and dedication that he gave to his students, the faculty, and the university.

BE IT FURTHER RESOLVED that this testimonial be placed in the minutes of the Faculty Senate and that a copy be transmitted to his family.

2) Approval of Faculty Senate Minutes of October 18, 2018 (File #1)

a) Motion to approve (A. Anderson/J. Kinne); **Vote 26-0-1**

3) Support Staff Report: El-Houcine Chaqra

a) No report (absent).

- 4) SGA Report: Braden Murphy, Chief of Staff
 - a) We have been working on open education resources. Our Director of Academic Affairs has been looking at affordable options for students, depts. & the library. Our new college Student Advisory Boards have been going well and we are looking at how they will continue after our administration is done. We are setting up SGA with the responsibility to keep them going. We need just two more students to serve on SAC. We have been meeting with student organization leaders, specifically with our new Friday org leader meetings. Recently, we met with leaders from African American student organizations and asked them how we can help solve any problems they might have. These are solution-centered conversations. Next, we will be reaching out to the fraternities, sororities, and international student orgs.

- 5) TFA Report: S. Monday
 - a) I have been working with parking on the history of the issue with the TFA passes. There are several options available, but we are looking into payroll deductions. Or, at least a reimbursement if they are not here in the spring. In addition, when the free rec center usage was approved for faculty and staff, it did not include temporary faculty. I am working on that because they need to be able to use that facility for their mental and physical health while here on campus.

- 6) Administrative Reports:
 - a) President D. Curtis
 - i) Good afternoon! Campus looks great considering the snow/ice. Crews did a great job getting out there and cleaning up the sidewalks.
 - ii) We are in the middle of the budget process for the state budget for the next two years. Monday I am giving a presentation to the state budget committee, and the next will be the ways and means. I reference our request to the word modest as I listen to our colleagues. I am confident in our plans for Dreiser Hall. I am assuming when we ask and they smile/nod that is it a good thing, but it is not that easy, so we are continuing to make the case.
 - iii) As you know, Greg Goode, our Executive Director of Government Relations is leaving us. I am very sad, but it is a great opportunity for him. He will be the president & CEO of Historic Trust. He told me once he moves there is going to be a Pacific Northwest alumni group, and we are going to get that data. Tomorrow at 11 am is a farewell event for him in the Magna Carta room. If you can, come by. He made a significant impact to the tune of \$300 million in capital projects from the state. When I am in the State House, everyone says he is so good. I told them we know, and now the Historic Trust knows! As time goes on, we will let you know our plan. We are in good shape for this budget process and are in good hands with Diann McKee. Greg had worked a lot with her on this. With several departures, we have the opportunity to take a look at positions and to tweak them. There will be communications about what we are looking at and when we start making decisions. We will likely use a contract lobbyist for the remainder of the year.
 - iv) Andrea Angel, our new Vice President for University Advancement hit the ground running. I invited her to sit with us during the basketball game, but she was busy running around and working her area during the game, being very engaged. She is

working on scheduling a time to come to chat with you and listen to you. She will be talking about where we are heading with the foundation. With her arrival, we need to mention that Doug Smith who spent almost 11 months with us, after agreeing to only 6, has done wonderful work. He has written pieces of infrastructure to get strong candidates. He says this is his last interim, going off on a high note, but he has been a significant contributor to ISU. If you see him, tell him thank you.

- v) I held a President's Council meeting on the heels of newspaper coverage of an event on campus. Please know that our communication strategy is evolving, intentionally in deciding when the institution will comment on activities. It is our responsibility to teach and model for students. I am here to say the coverage was unfortunate, even the speaker on campus was dismayed. We can only control what we do, I understand and the leadership table appreciates what you do to teach students to engage in a diverse environment and society. You do it on a regular basis, and I am proud of how you manage that. We do not want to deny anyone their right to speak here, which is a significant part of good teaching and role modeling. From our vantage point, what those strategies are, the institution will not formally comment on everything that happens at any given time, but only when it is in our interests to do so. Thank you for what you do every day and our role as the administration is to stay out of the way.

Comments?

(1) D. Israel: I am glad to hear you bring it up, I saw it yesterday in the paper. I was not at the event, but having been taken out of context in the news before I was glad to hear you say the speaker felt she was misrepresented as well. She was sharing some very important things. Because all I saw was the piece in the local paper, I was surprised at the tone by the official response. It did make it sound like an attack on someone who was brought here to speak and I do not think it was supposed to have that kind of vibe to it. It sounded as if she should not ever say anything bad about ISU because we are paying for the speech.

(2) D. Curtis: If it were up to me that would not have been included. The speaker and the university were not on different pages. It was the lenses of the paper that took it to that degree. I chatted with communications about it. The paper wanted an immediate response but we could have said get back to us tomorrow. The paper's deadline does not have to be our deadline.

(3) M. Cohen: I understand it is difficult on high profile issues, but in general could the administration comment more on operational issues and as things happening here are progressing? It might be helpful especially for newer people.

b) Provost M. Licari

- i) Vice Provost for Enrollment Management (EM) finalists are on campus this week. We had the first on Monday, and the second is tomorrow. I am actually taking the second candidate out to dinner here in a bit. Please attend the open sessions and provide feedback.
- ii) In the President's Council meeting, we talked about EM initiatives, and the effect of EM on performance budgeting. The SEM council and faculty input through Tim and SAC is critical. It is something on which we need to continue plugging. Currently, there are seven initiatives underway. Some are short term and should help us see an immediate affect for spring and fall 2019. The other half of work has been devoted to more encompassing the 4-year plan. There is a lot going on, and it is hard to cover,

but Steve Neiheisel, our interim Vice Provost EM will be visiting here in December so we can look forward to that.

- iii) The Terre Haute community just celebrated the “12 under 40” awards. Highlighting young community leaders who are very engaged. We were able to celebrate Tamara McCullough, but I would like to highlight that eight of the twelve are ISU alums. We should be proud of the students we are graduating. We are infusing them with the spirit of engagement and service and it seems to be working.
 - iv) Next week is a continuation of our partnership with Duke Energy. Here on campus Duke is hosting their annual reading and math submits for elementary school teachers on Monday and Tuesday. I will be there to welcome everyone into University Hall and kick off the events.
- c) Interim AVP for Inclusive Excellence: B. Yates
- i) Thank you for the opportunity to introduce myself. My name is Brice Yates and I am the Interim AVP for Inclusive Excellence. I have been in this position for one month and two weeks. I am honored to be in this role. I am working mostly on moving the university into more inclusive directions. I have reached out to the deans to see where we can increase diversity and inclusion, and what our strengths are. There are challenges, but in those we find successes. I am creating a Faculty Advisory Committee, having representation from each college to help me and us to talk about what is going on. Thank you, deans for your help. I have also reached out community partners, we are looking at their efforts, and especially at recruiting diversity and staff, what is Terre Haute doing. I will be creating a diversity newsletter, which will be posted on the inclusive excellence site, and feature events and training opportunities. It will be a one-stop shop. I am thrilled to be in this role. Thank you.
- d) AVP for Student Success grant update: J. Powers
- i) The university recently received a grant from the U.S. Department of Education; it is a Strengthening Institutions Division grant. Bailey Bridgewater, Kara Harris, and Molly Hare have all been involved.
 - ii) What helps students be successful? Many would say a mentor. Whether informal or formal having a mentor is a predictor of positive outcomes. Student who are part of marginalized groups are twice as likely to persist if they have a mentor because they show the “skills and behaviors to succeed professionally.” A mentor-student connection is a relationship based on support that benefits one or more areas of the mentees development. There are already mentoring programs operating here on campus, they are peer-peer, student-faculty, student-alum, etc. This can be formal or informal. Having a mentoring program supports the university’s goal of retention and on time graduation. This grant would allow for anyone mentoring to be supported and make sure they have the resources they need. Molly Hare will be working on writing up a certificate in the FCTE to help make sure faculty have what they need and are receiving the mentoring they need as well. We have been looking at some model and the emphasis is on organicness. We want to build a culture of bringing attention to these things and we need to know how to create good relationships that build over time. Listening and student sessions. We are looking at national models and will be going on field trip to visit regional mentoring centers. We will be establishing an advisory committee, and solidifying a plan for space and staffing. [For more details

see the PowerPoint posted on Blackboard>Faculty Senate 'Meeting Materials' tab>Meeting #4]

iii) What is your input, what are we already doing right with mentoring?

(1) L. Henson: In the Department of Communications we have various student organizations one is the Society of Professional Journalists and the other is the Public Relations Student Society. These organizations provide counseling & networking, and travel with help from the Lilly Grant through the Career Center. That is a popular choice for faculty and students.

(2) D. Israel: I think our long-standing MAPS program is doing a fabulous job. I am very impressed and I think their work will be supported through this. I really find the best way is ways that Lori Henson was talking about such as domestic travel grants and bringing students to professional conferences. Being with students in another place, but involved in other professional activities is a great way to get to know them and have them see you in a different light as well.

(3) E. Wittenmyer: Destination Success has been good for CoT and females in technology. We went to an ATME conference last week to show our strengths and figures. Dr. Harris has plans to meet with faculty to expand that. We will be working on that in the spring.

(4) M. Cohen: In SCOB, we have the Meis Student Development Center, which provides many mentoring opportunities. Recently students were invited to an executive dining experience. They are doing a lot, Kaitlin Diel and our Associate Dean.

iv) Some students coming to our sessions are mentors, and they love it, but want to do it more and better. What are some weaknesses here on campus?

(1) J. Kinne: Students, faculty, instructors, and advisors, how often do we have time to listen? Time is an issue. Do you have a thought? Is mentoring at the department level or outside mentoring better?

(2) B. Bridgewater: One type should not take priority. We want to bring together all the types together and students might have more than one. We do not want to prioritize or rank.

(3) L. Henson: I have heard, especially from my African American students that there is a need for more faculty and staff at the Career Center. I know that is a challenge for many reasons, but worth mentioning.

(4) B. Bridgewater: Yes, we need to strengthen staffing; it is a very real concern.

(5) D. Israel: I have been involved with the learning-community peer assistants and having more support for that would be great. That gets at reaching different groups. Not for groups already listed, but maybe first years across the board instead of subsets.

7) Chair Report: T. Hawkins

a) I hope everyone is looking forward to the upcoming Thanksgiving Break, as it will be a much needed (at least for me) chance to catch our breaths before the final push. The end of the semester approaches, and a lot of work will be compressed into the last couple of weeks.

- b) We meet again fairly soon, 6 December, and I would like to direct your attention to at least one of our planned Agenda items. Our interim Vice Provost for Enrollment Management, Steve Neihsel, is scheduled to report to Senate about all of the SEM-related work that has happened to date. (I can personally attest to the dedicated work of so many across campus.) It is critical that the numbers and assumptions that will guide enrollment decisions in the future are made public and discussed among the faculty. Only yesterday at one workshop we discussed how to disseminate the SEM work to campus. Your presence and participation at the December Senate will do much to move the process forward.
- c) On a related note, the Vice Provost for Enrollment Management finalists are on campus this week. Since an enormous amount of work from many different members of the campus community has already gone into constructing strategies to confront our enrollment challenges, it is critical that we make the right choice, someone who can build on the foundations that are now in place. I have received an assurance from the provost that there is no pressure to hire right now in the event that he and the search committee are not satisfied with either of the two candidates.
- d) As for today, as you know our constitutional items will receive their first reading, with debate and action in December. Our action items will begin with two CAAC proposals.

8) Fifteen Minute Open Discussion

- a) L. Henson: I just familiarized myself with the issue mentioned in the paper concerning Medea Benjamin's campus presentation. There was a protest at the arch and she criticized the university for not doing more regarding the death of Khashoggi. The university was quoted as saying it was unfortunate she criticized us when we gave her the chance to speak. I am not mad about it, but as the journalism person here, Khashoggi's death has been a challenge for journalists in America, and free speech. ISU has been thrust into this space at this highest global level. This is not an issue a president in her first year would choose to take on, and we should respect the fact that it puts us in a difficult position. It is a challenging time to address the threat to free speech, education, and I suggest continuing discussions to address things that crop up. The Committee to Protect Journalists is an international organization that has been focusing on the US in the last several months. I suggest we give a statement of support, or a donation, in memory of him which might go some distant to honoring his legacy here and our commitment to free speech and press. It is a conversation worth having.
- b) C. Hanson: On Election Day, I was grateful for the voting booths here on campus. When I walked by so see how it was going here the line was three hours long, but there were only three machines. This is a densely populated part of town and students need to be heard, three machines is not enough.
- c) C. Hanson: Also, can we have an update about the violence associated with homecoming. Recently, a group of 40 people from ISU and the city met. Is this an official task force, and is there a timeline?
 - i) D. Curtis: There were 40 people present at the meeting, all in roles that deal closely with homecoming, so they could go back and report about what happened. This group would not have been developed without the challenges we faced. Remember, Homecoming is a weeklong event. Six and a half days were perfect. Those who went in another direction were not ISU students. We started that meeting with this

discussion. I say “we” because there no better example than in an instance than this. We are not in the middle of a crisis, but an ongoing problem. My effort in my role is to reach out to city leadership and say can we please partner up, with my colleagues who have experience with these activities. We really had seven great days, campus was beautiful, and we had safe activities for 7 days as well as for the most part and three miles away we had some great activities. It was the three miles in between that affected what happened. This will call for engagement with the city and beyond. “The Walk,” it was not 50-year-old tradition as some claim it is, is a relatively new activity. Those alums who were here when it started shared their t-shirts with seven or eight spots on it. There is a whole lot of territory going on here and that is what we ask our community partners to engage on with us. Let us use this event on how to engage together. The mayor is committed to doing that. One of the takeaways, Darlene Hantzis will be teaching a service-learning course, for 20-25 students at no cost, to engage in a study about this so we can learn about it. I have been told I have been taking a beating from social media. There are ways to negotiate alternative opportunities [for “The Walk”], with city police and campus public safety who work well together. The urgency in our sense should we not take this seriously, is a bad reputation. People know they could go to Terre Haute on our Homecoming and raise all kinds of trouble. Three faculty and staff will be engaged in shepherding this service-learning course. Part of the planning is to say to colleagues make sure we engage our community, public safety, and police. Next, we plan to invite business owners, who are located on Wabash between downtown and the stadium to have a conversation. Talk with us about their experiences, those who have alcohol licenses and those who do not. What we can do to make it an experience that makes us proud. There is only so much we directly control, so we need to work with others who have some more responsibility. Of those 20 pop up bars some were not licensed. We need help from police and excise so students can safely engage, but not limit themselves. What are the alternatives? What is the spirit of Homecoming? These pop up events, external promotors, it takes all of us to discourage those events and creative ways to figure it out, and we can learn from other campuses. Close to the end of the spring, we are going to have recommendations. It will not be night and day, but a good start and I ask for everyone’s engagement with those folks leading service. We have a commitment from the mayor that he will make contact. This is not the wild wild west.

- ii) M. Blaszkka: I am the person helping Dr. Hantzis with that, if you have questions or comments send them our way.
- d) B. Guell: Just an FYI, this is the last year for about three years in which we have two weeks of classes after Thanksgiving break before finals begin. Next year we begin a series of three in which we have only one week. Next year we need to beware of ending classes before Thanksgiving starts.
- e) J. Kinne: The email retention policy - a few years ago, a new email retention policy was put in place. Under this policy, emails on our university accounts are deleted after 6 months by default, and can be retained for up to 4 years by choosing appropriate retention settings. Email can be saved offline (including into one's OneDrive account), though this would need to be done regularly as time goes by. I have heard from a number of people who have had this policy impact them adversely. One faculty member lost interactions related to a grant submission by the time work on re-submission began. Another had a

similar issue with submission of a paper to a journal, and having the referee reports deleted. One chairperson had emails deleted, which would have been useful in relation to evaluation of faculty, for evidence and documentation. My question is - how widespread are these issues? I am asking that the administration and OIT to investigate the impact this policy is having on faculty and students. My personal opinion is that faculty and students should be able to choose any reasonable means of organizing their information, and keeping information in email can be a reasonable method.

- f) E. Wittenmyer: One of our labs was shut down and OIT had to be called in again. In the COT, OIT now owns all of our PCs and they do the upgrades. Several labs get shut down. Malooley could not have class yesterday, software was being uploaded and the class could not participate in their labs. This is an ongoing thing, especially in the electronic department. Since our department buys much of our equipment, why can we not take care of our lab computers? When class time is shut down, we have to put in a ticket, have OIT come and resolve it. We used to have our own tech repair equipment, there is now a huge amount that are inoperable and faculty do not have time to fix it.
 - i) M. Licari: I will look into it. In the future, if you have issues like this, reach out as these things pop up so you do not have to wait for a Senate meeting to voice concerns.

- 9) CAAC Items: W. Ko, Chad Witkemper (see Curriculog <https://indstate.curriculog.com/>)
 - a) Program Approval: B.S. in Sport Management
 - i) Motion to approve (E. Southard/A. Anderson); Vote 25-0-0
 - ii) M. Blaszkas: This has been in development for a couple of years and would create a stand-alone major for Sports Management. There has been a national rise in interest in our field, including a trend in separating Recreation from Sport Management. Our graduate degree is already an MS in Sport Management. This would highlight those courses in undergrad. It would make the degree more specific and not generalized.
 - iii) T. Hawkins: Susan Powers had told me, if the program were approved, they would split CIP codes.
 - b) Program Elimination: Pre-Engineering
 - i) Motion to approve (A. Anderson/J. Kinne); Vote 25-0-0
 - ii) T. Hawkins: The EC passed this unanimously.
 - iii) A. Anderson: I was on the college committee, since the CoT has an engineering program now, which encompasses everything that was here in CAS there is no need for this program.

- 10) FAC Items: V. Sheets
 - a) Constitutional language
 - i) 245.3.5.5 reading: EC succession & 245.3.4.3.1 reading: Officer vacancies (File #2)
 - b) TFA Policy (File #3)
 - i) Motion to approve (A. Anderson/M. Hutchins) 26-0-0
 - ii) V. Sheets: FAC was charged by the EC to take a look at the TFA policy in part because of the difficulty in filling the slot in a timely fashion. It does not get filled until mid-September and TFA is expected to attend FAC, but we had already met three times before it was filled. So we looked at that and some other aspects. There is no means of transmitting information and no overlap. There is no ability of a person

to be identified clearly as the TFA, therefore, increasing the length of time served might allow development and for the TFA to be more recognizable. With all of those things, we modified language, proposing a two-year term. We are proposing they are elected in the spring, so they can begin immediately in the fall. This will also allow for overlap. Then at EC, it was noted it might be there are no alternates left if one person leaves what would happen? It was raised we should put in a statement it new term. That is where the additional language came from.

(1) T. Hawkins: Do we have unanimous consent for the additional language changes?

[Yes]

(a) B. Guell: The constitution says a change to bylaws requires 2/3 of voting members present. With the amount here today we would need almost a unanimous vote or we will have to send out a vote of the full faculty. [We did have 26 members present at the time of the vote; at least 22 were needed.]

(2) D. Israel: This makes sense, but is it not ironic to have a two-year term for the TFA? I wanted to note that. That is what hit me. On a more practical level, we need to be upfront if this means the pool we are considering is a predetermined pool of whom you already know about from the previous year. There are advantages to have that, people with previous experience, but that is not the same pool as those being represented. It is fine, but we need to recognize this.

(3) L. Brown: We are already doing that anyway here. We elect the Senate in the spring and they do not start until the fall. Some faculty left and new ones start, they did not vote; compare it to that.

(4) T. Hawkins: We are trying to resolve conflicting issues. This is where we are at this day after a number of years going back and forth between the sweet spot. We are here because we have not quite found it. We might be moving more in the right direction.

(5) E. Gallatin: If the TFA is not be reappointed by university, it would fall to the alternate.

(6) D. Israel: It is a very fluid group of people. We add new people to this group sometime because they get better opportunities, saying that it would be good to be conscious about group being represented and how we choose.

(7) S. Monday: It is a moving target whether it is a one or two-year term. It is always going to be moving, by having only two people nominated the past two years I do not think it is a position many people are wanting to throw their hat in the ring. Maybe it will change.

(8) D. Israel: Would more people be willing to put their name in?

(9) S. Monday: It is quite possible.

(10) V. Sheets: Because we will nominate people who have been here longer, we are narrowing the pool. I think that is probably true. I do not know if that will increase or decrease the number, but I saw that as valuable. The best way to represent their interests is to have someone in that role repeatedly.

(11) C. Hanson: They would serve two years, but be on semester contracts?

(12) B. Guell: This policy was created in the late 1990s-early 2000s, and predates "instructors." It served many who are now instructors and the person who was the TFA for a long time became an instructor. A large number of people who would have been picked became electable to vote and serve the Senate in the

last 7 or 8 years. With temporary faculty, it is rare to find multiple sections over multiple years so it is difficult to fill now. The old mechanism that I helped write is impractical; it leaves the TFA without any representation at the August and September meetings. This is the best of set of bad alternatives.

11) Adjournment at 5:03pm