



Faculty Association Meeting

Draft Minutes

August 17, 2022

4:15 pm

Silverthorne Theatre

(Following All-Campus Meeting)

Present: Kerensa Allison, Grace Anderson, Jennifer Anderson, Ayo Arogundade, Bukola Arogundade, Ralph Barnes, Charles Bell, Alex Bezzerides, Julie Bezzerides, Casey Blamires, Brent Booth, Christina Brando-Subis, Kylee Britzman, Soo Lee Bruce-Smith, Amy Canfield, Teresa Carmack, Emily Carstens Namie, Jenna Chambers, Fredrick Chilson, Lauren Connolly, Sam Coulter, Julie Crea, Chelsea Cronin, Marlowe Daly-Galeano, Christa Davis, Kacey Diemert, Laura Earles, Celeste Ellis, Randy Eriksen, Rodney Farrington, Martin Gibbs, Magen Goforth, Kelsey Grafton, Sarah Graham, Sue Hasbrouck, Marcy Halpin, Renee Harris, Thomas Hill, Leif Hoffmann, Natalie Holman, Lorinda Hughes, Jennifer James, Rachel Jameton, Matthew Johnston, Polly Knutson, Leigh Latta, Nancy Lee Painter, Debbie Lemon, Billy Lemus, Jenni Light, Seth Long, Gina Lott, Luella Loudenback, Luther Maddy, Elizabeth Martin, Eric Martin, Lloyd Mataka, Rob McDonald, Amy Minervini, Trent Morgan, John Morrison, April Niemela, Mike Owen, Leanne Parker, Michelle Pearson-Smith, Cynthia Pemberton, Darcy Peterson, Nina Peterson, Peter Remien, Alicia Robertson, Clay Robinson, LaChelle Rosenbaum, Suzanne Rousseau, Teri Rust, Clete Ryan, Jenny Scott, Keegan Schmidt, Susan Steele, Wendy Shuttleworth, Elaine Soloniuk, Eric Stoffregen, Gene Straughan, Rebecca Strider, Gwen Sullivan, Luke Thomas, Janet Thorson-Mador, Melinda Tompkins, Royal Toy, Andy Tuschhoff, Amanda Van Lanen, Heather Van Mullen, Pete Van Mullen, Nikki Vandermeer, Ken Wareham, Heather Welsh-Griffin.

Guests: Jennie Jones Hall, College Advancement

- I. 4:35PM- Call to Order/Approval of Faculty Association minutes from April 21, 2022
 - A. *Sue Hasbrouck - Introductions of cabinet members. Approval of April 2022 minutes. Motion to approve Leif Hoffmann, seconded by Rodney Farrington. Unanimously approved.*

- II. Treasury Report as of July 31, 2022
 - A. Faculty Benevolence Fund Balance= \$ 6,273
 - B. Faculty Senate Account Balance = \$ 7,159
 1. *Sue Hasbrouck: Please continue to contribute/consider donating to these efforts through payroll deduction.*
 2. *Correction to the original agenda of meeting: the payroll deduction form now resides on the College Advancement office website. Those currently contributing may have to restructure their payroll deduction. College Advancement will be contacting the affected individuals to assist with this effort.*

III. Updates

A. Senate/Association websites (i.e. "How to Find my Division's Senators!")

1. Sue has been attending the President's Cabinet meetings and will begin attending President's Council. Reminder: Per the faculty constitution (Policy 1.104) you [the audience] are all members of Faculty Association (the President, Provost, deans, division chairs, Registrar, emeritus and adjunct faculty also). When meetings occur, meeting materials are found on the LC website – Faculty Association (<https://www.lcsc.edu/faculty-association>).
2. Not everyone is a member of Faculty Senate (Policy 1.102, Operational Guidelines). Members include elected senators from each division, the President or President's designee, two students (appointed by the president of ASLCSC) as well as the Registrar, chair of the Curriculum Committee and the past Faculty Senate Chair.

B. FA22 Faculty Senate meeting schedule

1. The Faculty Senate cabinet and meeting schedule can be found on LC website - Faculty Senate (<https://www.lcsc.edu/faculty-senate>).
2. List of Senators and Standing Committees can also be found on the Faculty Senate website.

C. AY 22-23 Possible Policy Initiatives:

1. Sabbatical policy review (via Faculty Affairs)

Brief from Provost Chilson: Need for review of existing policies by faculty members. Faculty should discuss within divisions and senators will bring forth points from these individual divisions. Provost Chilson encourages all to work on this as soon as possible so that it will benefit all more quickly. Look for updates via the Faculty Affairs Committee.

2. Alignment of faculty performance evaluation/promotion deadlines

Review of policy 2.112 related to discrepancies in the submission deadlines for performance evaluations and promotion recommendations. Senate will be reviewing existing language so that the timelines are better aligned when considering faculty members for promotion.

3. Operational Guidelines: revisions to reflect roles/compensation of officers

Policy 1.102 needs to be modified to clarify the job description for secretary/treasurer, and to create a job description for the web coordinator. Currently, only the chair and chair-elect are listed as eligible to be remunerated. We would like to revise this policy to allow compensation of all officers, pending availability of funds.

Sue encourages involvement from other the other schools across campus (beyond SPS) so that proper representation of all faculty is upheld – especially encourages senior faculty to seek out these opportunities.

4. Student Course Evaluation Questions review (via Student Affairs)

Review of questions that are included on the survey. Lorinda Hughes will be working with Vice President Anderson on this task.

5. Faculty Course Release Buyout Change

- *Sue: Course release buyout rate tied to a grant was increased from 7% to 10% over the summer.*
- *Provost Chilson: Historically grant buyouts have used a calculation. Discussed that they have looked to sister schools for recommendations/process ideas. Process that is now in place should account for flexibility for faculty.*
- *Alex Bezzerides: Question - If you were to buyout typical 3 credit class, would that also reduce scholarship/advising/duties and will there be flexibility? Answer (Provost Chilson) - Yes, there is more flexibility now with this process.*

[D. Note: Additional Comments/Questions to the Provost Ensued, Related to Sabbaticals]

- *Lauren Connolly: Are faculty be able to write for sabbaticals at this time? Provost Chilson: No policy review has taken place yet to make a recommendation so no, not yet this year.*
- *Lauren Connolly: Clarification – no fall sabbatical submissions will be accepted? Provost Chilson: Not using this October deadline as the transitional time frame - since the work committee didn't go anywhere last semester.*
- *Gene Straughan - Discussion: Get creative for sabbatical opportunities. Possible “mini-sabbatical” allowing divisions to offer a course release. Is there a timeline where the Faculty Affairs can make recommendation? Provost Chilson: Hopeful for a couple of weeks, however, this is dependent on faculty members' input/work.*
- *Jenny Scott: Expect a Faculty Affairs Committee meeting invite in the next couple of days to work on this.*
- *Sue Hasbrouck: Encouraged this discussion to continue tomorrow during the various division meetings. Information resides on both the LC Policy & Procedures Manual website (policy 2.114), as well as the Academic Affairs webpage. Sue suggested that updates to both websites are perhaps needed, but in a manner that can be easily tracked by faculty.*
- *Leif Hoffmann: With the pandemic, sabbatical was put on hold. Clarification-- is the goal to be more creative? Or to change the guidelines? Provost Chilson: Answer – We need to follow best-practice and establish consistent expectations for all faculty.*
- *Jenni Light: There are different outcomes for different modalities. Funding seems to be the main issue. Can we make it possible to still have a sabbatical if we are financially mindful?*
- *Sue Hasbrouck: Encouraged everyone to review the existing policy & procedure on sabbaticals. There may be minimal changes ultimately recommended to our current policy, but discussion still needs to occur in our various divisions.*
- *Jenny Scott: Is it possible that the Oct 1, 2022 deadline might still be honored? Provost Chilson: We will discuss this with the President.*

- *Royal Toy: Upon hire, having this sabbatical option available to me to pursue was an incentivizing benefit. I did not find that, at the conclusion of last spring's discussion, funding for sabbaticals would be contingent upon review by the adhoc committee. Recommends further that the current policy is upheld.*
- *Amanda Van Lanen: Question: Were there any sabbaticals approved since 2019? Provost Chilson- answer: Fiscal year 2019 was the last year, then budget cuts occurred.*
- *President Pemberton: Competitive sabbatical proposals could be entertained. Faculty will decide this with the Provost as the policy is reviewed.*
- *Lauren Connolly: Noted that she too felt it was not made clear that sabbaticals would not be accepted in fall. Noted she had certain expectation they would be accepted and that she had attended all meetings.*
- *Alex Bezzerides: Proposed that a month extension be added to the October deadline. This would give the committee until November to consider and complete some work.*
- *Gene Straughan: Suggested that sabbaticals should not be one-size fits all, and that perhaps a spring deadline could be entertained.*
- *Julie Bezzerides: I'm hearing a consensus that we should all move forward on allowing applications this fall. [Question to Provost Chilson] Are there any specific topics in the current policy that we should address? Provost Chilson: answer -The Boyer model might be a good starting point.*
- *Sue Hasbrouck asked if there was any other discussion needed. None.*

IV. Good of the Order

A. Faculty Development grant money will again be available in AY22-23

B. Convocation reminder (August 19; line-up at 8:10 a.m.)

C. Please plan to attend the All-Campus Reception after the Faculty Association meeting

Move to adjourn: Royal Toy. Seconded: Rodney Farrington at 5:19 pm.