



Faculty Association Meeting

MINUTES

January 15, 2026 | 12:00 p.m. | Silverthorne Theatre
(Following All-Campus Meeting)

Present: Tracy Adkins, Jennifer Alexander, Kerensa Allison, Grace Anderson, Faquuddin Ali Azam, Ralph Barnes, Megan Beck, Charles Bell, Alex Bezzerides, Julie Bezzerides, Lindsay Bodene, Kirby Boehm, Seth Bradshaw, Christina Brando-Subis, Kylee Britzman, Emily Carstens Namie, Jenna Chambers, Fred Chilson, Samantha Coulter, Chelsea Cronin, Harold Crook, Marlowe Daly-Galeano, Kacey Diemert, Jordan Elben, Celeste Ellis, Rodney Farrington, Collin Fehr, David France, Rachelle Genthô, Martin Gibbs, Stanley Gotshall, Kelsey Grafton, Sarah Graham, Heidi Greene, Marcy Halpin, Renee Harris, Krista Harwick, Thomas Hill, Natalie Holman, Rachel Jameton, Jennifer James, Matthew Johnston, Nancy Johnston, Ella-Mae Keatts, Angela Langston, Leigh Latta, Tevis Lee, Billy Lemus, Samuel Long, Luella Loudonback, Eric Martin, Elizabeth Martin, Peggy Mata, Lloyd Mataka, Fatema Islam Meem, Amy Minervini, Trent Morgan, John Morrison, Robert Nickel, April Niemela, Rikki Ober, Leanne Parker, Michelle Pearson-Smith, Dana Perlman, Nina Peterson, Darcy Peterson, Gary Reed, Peter Remien, Lane Richins, Marc Riendeau, Katie Roberts, Alicia Robertson, Bowie Rose, LaChelle Rosenbaum, Suzanne Rousseau, Teri Rust, Jessica Savage, Jenny Scott, Dallas Smith, Chris Riggs, Rebecca Snider, Eric Stoffregen, Royal Toy, Andrew Tuschhoff, Kim Tuschhoff, Jennifer Uptmor, Nikki Vandermeer, Amanda Van Lanen, Angela Wartel, Christopher Webb, Scott Wimer

I. **Call to Order/Approval** of Faculty Association minutes from August 13th, 2025

Meeting called to order by Faculty Association President Charles Bell at 12:03 pm.

Motion to approve Faculty Association Minutes from August 13th, 2025, by Eric Martin.

Motion seconded by Rodney Farrington. Call for vote. Unanimous approval. No abstentions. Motion Carries.

II. **Treasury Report** as of January 1st, 2025 (Balances as of January 14th)

A. Faculty Benevolence Fund Balance= \$ 907.70

B. Faculty Association local account balance = \$ 10,289.67

Please consider donating to these efforts through payroll deduction—forms are available from HR. Contact Benevolence Committee members if you know of someone in need.

If you would like an update on total balances, please email Faculty Association Chair for updates. It is noted that our Faculty Benevolence fund is reduced. Reminder to faculty that they can complete a paycheck withholding to designate funds from each paycheck to the Faculty Benevolence Fund. Many of our new faculty members may not be aware of this process. Please consider designating monies to the Faculty Benevolence fund, even if it is just \$1 per paycheck.

Faculty question: Are we able to move funds or donate funds from the Faculty Association local account to the Faculty Benevolence Account? Why are there more funds in the Faculty Association local account?

Faculty Association Chair response: Faculty Association local account has remained stable in balance. Both accounts receive around \$90-100 a month from paycheck withholding. The difference is that there are less funds disbursed through the Faculty Association local account versus Faculty Benevolence account annually. Please donate!

Provost response: We could shift funds from one account to another directly if there was a high need in faculty benevolence. Keeping funds in the local account is a benefit to ensure we continue to have the option to shift it if necessary. It is easier to move money from the Faculty Association local account to Faculty Benevolence versus moving Faculty Benevolence funds to the Faculty Association local account.

III. Announcements & Old Business

A. Senate & Association websites

Changes will be occurring with these websites. Faculty Association/Faculty Senate has previously utilized a web editor position the past few years. In centralizing the process for website updates on campus, the web editor position has been moved to the central communication office. As we get these processes worked out, there may be a delay in information posted to the Faculty Senate or Faculty Association website. If you are looking for information that is not on the website, continue to keep in mind that information may be delayed due to new changes in our process. Please email the Faculty Association Chair if you need information not posted or have questions. In addition, the Faculty Association Chair will continue sending Teams meeting invites for all Faculty Association Meetings with the agenda attached as well.

Thank you to faculty keeping calendars updated to identify best times for faculty to participate in our most recent accreditation process.

B. SP26 Faculty Senate/Association meeting schedule

Three more Faculty Associations meetings this spring (two in person and one online/via Teams). Faculty Association/Senate Chair will be sending out calendar invites for all meetings.

C. Accreditation 7-year site visit (Updates) and Provost Updates

Accreditation 7-year site visit: *Provost reported that we had a successful 7-year review this past fall. The Provost will be traveling to Seattle in two weeks to sit in front of commissioners briefly for feedback from our visit. Appreciation was expressed to all faculty for their work and great representation of LC State. The Provost does not foresee any issues occurring when visiting Seattle.*

BUCS and NHS Division Chair Positions Announcement: *Jenny Scott and Michelle Pearson-Smith have served diligently as division chairs in BUCs and NHS respectively. Both have chosen to step back into faculty roles from the division chair position. Thank you to those two individuals for the time they have served in these tough roles. Both will stay in the division chair role until the end of the spring semester.*

Faculty may have seen the BUCs Chair internal search posted in Monday message. We have a number of qualified individuals on campus who have participated in leadership programs, such as Faculty Leadership Institute, who may make a good fit for this role. This is a great opportunity for anyone who is interested in a future in administration. This position will be an internal appointment. The committee will be ensuring the individual taking the position is interested in the position in the long term.

NHS Division Chair position has been posted in a national external search. We are spending extra marketing funds to identify excellent, quality candidates for the NHS Division Chair position. Goal is to have individuals identified for these roles before summer so we can start

off strong in the fall.

Reorganization on Campus: There has been discussion about reorganization on campus in order to develop a system that makes the most sense. Faculty are asked to self-analyze and identify the most efficient and effective ways to reorganize campus. The Provost's Office is in the process of creating a Qualtrics survey to allow each faculty member to provide input and feedback on the potential structure for reorganization.

Faculty question: We are going to reorganize again?

Provost response: Yes. Currently, the structure we utilize is not equitable, as we may have one or two units that are massively large for no intended reason. The Provost is not opposed to keeping the organization structure the same if faculty felt it was the most effective way to run the institution. He will be seeking input via survey within the next week or two. The Provost is also working with IR&E to ensure we are surveying faculty correctly to get appropriate data. Goal is to create a proposal and be ready to implement by fall.

Faculty question: With the potential restructuring, will there be any subcommittees formed to assist in the process of developing the proposal?

Provost response: He is not opposed to a subcommittee, but the biggest challenge on campus is getting individual attendance for extra meetings during the semester. If we have interested individuals who are highly committed to see this through and are willing to commit to meeting, he would be open to the idea of a subcommittee.

Faculty question: Could interest in a subcommittee or participating in a subcommittee be a question put in the survey?

Faculty question: Are there any challenges you have identified with regards to reorganization/restructuring?

Provost response: Will not be sharing potential challenges at this time, but there are some assumptions that with the university name change occurring, that we may need to develop colleges. LC State would like to avoid having to restructure again a few years down the road.

Faculty question: Will this reorganization be dependent on the university name change?

Provost response: Reorganization will occur independent of the name change. The name change will be helpful in our decision-making regarding reorganization, but we want to find the best fit for the college. We will categorize things based on the importance to the institution.

Faculty question: It would be helpful to have parameters or an idea/sense of goals to help guide us in our responses to the survey.

The Provost looks forward to the faculty input and contribution.

Grant Opportunities from SBOE: Two opportunities for grants for America 250 – celebration of America and 250 years of existence, have been made available to us. Each academic institution has the opportunity to develop and implement coursework, etc. at their institution. Dean Martin Gibbs has offered to serve as the point chair for this grant. We will share more specifics within the next week with faculty. Please reach out to Dean Gibbs with your interest.

AI/AI Integration Grant: SBOE was successful in getting a \$4 million dollar grant with a focus on AI/AI integration in faculty developed courses. Dean Gibbs and the Provost reviewed some of the requirements, which include AI integration into your courses. There may be potential funding available to assist in contributing to this development/integration. We have been working on the changes to AI, and there are experts available to us in the state and on campus. If you are interested in this opportunity, let the Provost know to identify if we can access potential funds to integrate this.

No further questions for the Provost.

D. Curriculum Chair Updates: Thomas Hill

Accolades to the Curriculum Committee! The committee put in a lot of work in the fall, and all the proposals that came through prior to the Oct 1st deadline have gone through with exception of 6 or 7 proposals.

December 23rd, the SBOE approved of immediate use/new forms for any changes that go through Curriculum or New Programs. If you are currently working on a program or course change, please put a pause on this until the new process is reviewed and implemented. When the Curriculum Committee meets on the 27th, we will be going through those new documents. Every change will be required to go through this new process.

New program proposals or program deactivations are due by April 3rd. Please send your division representatives any questions to the Curriculum Committee.

Faculty Association Chair delivered kudos to Dr. Thomas Hill for his incredible work in leading curriculum committee in making processes more streamlined and easier for the committee.

E. Student Course Evaluation Changes

Based on work in Faculty Senate last semester, faculty brought up for discussion the use and impact of individual comment boxes after each question in the SCEs. In our current SCE process, individual comment boxes are available after each question. When one student makes multiple comments, our dashboard does not identify or separate out if one student is commenting or multiple students are commenting, in order to ensure student identities are protected. This could lead to appearing as if you have more comments than students in the course, whether positive or negative. It is difficult to separate this out for Tenure and Promotion purposes and evaluations. We are moving back to reducing the one single comment box at the end of the survey.

IT will help to implement this change during the summer for the Fall 2026 SCEs. Spring course evaluations will not be changed. Faculty Association Chair is working with IR&E and IT to ensure we have exactly what we want to move forward. Question for faculty input is what can we do to make SCE results more accessible in the dashboard for faculty? After review, only 1/3 of faculty are logging into the dashboard to access their SCEs. Please send ideas or questions to your Faculty Senate representative.

Faculty question: What about looking at putting the link for the Faculty Access to their SCEs in WarriorHub?

Faculty Association Chair response: This is a great idea. We have a meeting scheduled next week to look at options. We can bring this forward.

Faculty question: Did we get an idea if having more comments provided more beneficial feedback to the faculty. Informal student feedback during the process identified students liked the extra comment boxes because they were looking at the course eval by question instead of as a whole.

Faculty Association Chair response: Great question. We will seek out the answer to this.

Faculty question: Would we need to question the student population to see if it is more beneficial to stay with the comment boxes after every question? Rationale of why we changed to this format was to give the students opportunity for more comments. Is this something we can ask in our classes and bring the feedback back to our Faculty Senators.

Faculty Association Chair response: Please ask your classes and bring the information back to your Faculty Senator. Industry standard is not to have comment boxes after every question.

Faculty question: Another question we can ask is do we need comment boxes in the SCEs. Can we provide easier questions such as "yes" or "no"?

Provost response: It is in SBOE policy that we have to have SCEs. There are best practices out

there that we can review and adopt if necessary. SCE purpose is that it is supposed to be helpful for the faculty to take the feedback and adjust the course based on the results. You will always have outliers in positive and negative feedback, but that middle group who responds gives the most helpful information to change the courses for the better. If it is not worthwhile for faculty in the current structure, we need to do our due diligence and identify a process that makes sense.

Faculty Association Chair response: We are looking to make best practice changes as we can. Talk to your faculty senators.

Faculty response: From a supervisory standpoint, having one comment box overall is ideal. It is difficult to differentiate between one unhappy student versus twelve unhappy students on review of a faculty member's SCEs. This presents difficulty in the evaluation process and can skew results.

Faculty response: From a faculty perspective, an important piece of this is how to organize the data in a way to be able to put together a portfolio for tenure and promotion. These are all valid points, but the utility and how we collect the data is very user-unfriendly from a faculty perspective.

Faculty response: An issue with student course evaluations is that the comments are most reflective of the instructor not necessarily the course. Then we utilize SCEs in the evaluations of the individuals for promotion, but they are not instructor evaluations. If we look at some changes, we need to look to separate actual course and instructor evaluations.

Provost response: These are usually not separated at most institutions.

Faculty response: Had to reach out to IR&E to help break down the results from SCEs and receive help on how to utilize the filters tab. There were issues with the filter tab in the SCEs, which makes it difficult to differentiate comments between semesters.

Faculty Association Chair response: This is good information to bring back with discussion to IR&E. Please email specific comments about issues with the filters in our SCE system to bring back to IR&E. The goal is to make the process better.

No further discussion.

F. STPRC policy updates

Faculty Senate discussed policy changes last semester and will be making policy updates soon. These updates will go through Faculty Senate and Faculty Association. The goal is to get updates approved and sent through Faculty Association by end of semester. This change in policy impacts those in CTE that still are promotable. We need to do our due diligence and structure our policy properly for those individuals.

IV. Good of the Order

A. Reminder, Faculty Development grants are currently on pause.

B. Emeritus Nominations

Emeritus nominations need to occur earlier than they were last year. Due date will be February 13th for all emeritus nominations. This due date is around 3 weeks earlier, to allow the presentation of the nominations at one of our earlier Faculty Association meetings. Emeritus nominations should be presented at one of the live meetings to ensure a good send off to celebrate those faculty.

C. Future Faculty Leadership Nominations (Volunteers needed for Faculty governance).

Will need a new Faculty Chair elect and several committee nominations this spring. Faculty Association/Senate Chair will send out a list of all available committee positions. Please consider volunteering for one of these roles.

We have a wonderful Faculty Senate, Faculty Association and leadership team. We would like to intentionally structure this process moving forward.

D. Campus Events Reminders

E. LC Faculty Leadership Institute (FLI)

FLI is accepting applications for their fourth cohort. Applications are due January 28th. This is a great opportunity if you want to enhance your personal or professional leadership skills. You will complete a project focused on enhancing your leadership or helping you feel connected to your community. Past graduates have successfully completed their projects throughout the timeframe of their program. We are looking for 6-8 individuals who are interested. If you have any questions, please reach out to LaChelle Rosenbaum or Suzanne Rousseau.

No further items for the good of the order.

V. **Adjournment**

Motion to adjourn made by Sam Coulter. Motion seconded by Rodney Farrington. Call for vote. Unanimous approval. Meeting adjourned at 12:46 pm.