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**Faculty Senate**

**Minutes of the Executive Committee**

**Presiding:** DeAnna Owens-Mosby **Date:** October 24, 2023

**Secretary:** Jeni Loftus

**Members Present:** DeAnna Owens-Mosby (President and President-Elect), Jeni Loftus (Secretary), Mark Sunderman (Parliamentarian), Genae Strong (At-Large), Leah Windsor (At-Large)

Guests: Jeff Marchetta (faculty trustee), Sara Bridges (omdudsperson), Colton Cockrum (AVP of Institutional Effectiveness, Accreditation, and Academic Success), Lynda Black (Law), Esra Ozdenerol (Earth Sciences), Gregory Hughes (proxy for Pat Travis – for first 40 min)

**Members Absent:** W. Pat Travis (Past-President)

The meeting was held on Tuesday October 24th, 2023.

10.24.23.01 Call to Order

President DeAnna Owens-Mosby called the meeting of the Faculty Senate (FS) Executive Committee (EC) to order with a quorum at 2:40.

10.24.23.02 Approval of Agenda

The agenda was approved.

10.24.23.03 Approval of Minutes

The minutes of the September 19th, 2023, Faculty Senate Executive Committee (EC) meeting were approved.

10.24.23.04 President’s Report

Faculty Evaluation Metric – Executive Committee met with President Hardgrave to gain additional insight on the charge for the faculty evaluation metric. EC is analyzing current deidentified data of Faculty Evaluation Trends between 2018-2023 across colleges and schools to assess patterns within academic units. The EC is deciding whether we should go with a number score or with benchmarks. We need to get moving on this charge.

The Administration Building and the Fountain have been lit pink in honor of Breast Cancer Awareness month.

Provost allocated a health insurance subsidy for international students for 2024-2025.

Vision for the Senate – President Owens-Mosby will present her vision for the senate at the next senate meeting.

10.24.23.05 Old Business

Articles of Authority Revisions – the current work being done in this area includes pulling more schools to have a good set of schools for comparison. Discussion over whether this charge stays within the EC or if we want to involve the academic support committee or create an ad hoc committee in the senate to work on these revisions.

**10.24.23.06 New Business**

COACHE Faculty Satisfaction Survey – Colton Cockrum, AVP of Institutional Effectiveness, Accreditation, and Academic Success

Goal 5 of the strategic plan concerns recruiting, retaining, rewarding and recognizing our people. One of the KPIs associated with that goal is faculty satisfaction.

COACHE is a survey that comes out of Harvard that it quite expansive in what it covers.

The Provost has allocated funds for the three year iteration of this survey.

COACHE is designed to be a three year survey. You administer the survey in year one. Then you analyze the data and work to do something with it. Then in year 3 or 4 you readminister the survey.

The problem with many surveys that we administer is that there are no actionable items of what to do with the data. This survey is designed with goals and semester by semester activities.

We will administer the COACHE survey February-April, 2024.

We’d like this to be a survey we do every 3-4 years.

The response rate is around 50% for faculty track.

The survey takes about 24 minutes to complete.

Now is a good time to assess where are as we have many new leaders at various levels.

We will finally have some data on how faculty feel about how things are going at this institution.

History and Trends of International Enrollment - Balaji Krishnan, Vice Provost of International Affairs

In 2019 a decision was made to focus on international recruitment to help deal with the demographic cliff. In January of 2020 Krishman moved into the position of vice provost of international affairs, charged with both recruitment of international students, but also being in charge of the life time of the student at the university. March of 2020 international travel was shut down due to the pandemic. So we started doing a lot of webinars to establish ourselves in the marketplace. In the last three years we have enrolled an additional approximately 1100 international students. Expectation was that we would go from 3% of enrollment being international to 10% in 5 years, we are close to that now. We did not have the structure in place to deal with this increase in international students, but we are building those now.

Most of this international enrollment is at the graduate level. In some programs we are reaching capacity. At universities growth comes before revenue. This means we have the students before we have the money to help those students.

International students bring in more money than in-state students as their tuition is higher. We are losing domestic students, but gaining international students.

Krishnan would like more faculty involvement in this process.

Three areas that have driven this growth are Masters computer science, masters data science, masters information systems.

60% of the international students are coming from India. We are working on diversifying where our students come from. Nigeria and Ghana are two countries we are currently working in. Also working on countries in the Middle East and Latin America.

There is more interest in the STEM fields from international applicants. When international students come to the US they get one year of Optional Practicum Training. This allows them to work for a year before they have to apply for a visa. If they are in a STEM field, they can do that for 3 years.

We want to increase the undergraduate international enrollment as well.

How can the faculty senate collaborate?

Share the international strategy with your colleagues

Any inputs to improve student success and the quality of students recruited

Identify faculty champions for internationalization of our institution

Help with identifying database of faculty with international research collaborations

Discussion of academic probation and doing the work to onboard them to our academic and cultural expectations. Krishnan says there has been many changes to the orientation for the international students recently based on feedback from faculty and from students.

We need to develop new resources to help retain these students. Perhaps we should have a retention officer at the graduate level.

Faculty Trustee additions and revisions

There is nothing in the handbook about the faculty trustee. President Owens-Mosby would like to add language to the handbook as an appendix about the trustee, like we have an appendix on the ombudsperson. This will have to go through the Faculty Policies committee. Owens-Mosby is proposing language that indicates a faculty workload reduction for the trustee each academic term and a stipend approved by the president in the month of June annually. This would allow the trustee to be paid for the board meeting in June. President Hardgrave is suggesting that we add language something along the lines of 30% of what the faculty senate president is given as a stipend in the summer. President Hardgrave would like it to be a percentage, and not a specific dollar amount so that it does not need to be changed in the handbook regularly. Currently the faculty senate president does not receive a summer stipend, but we are hoping to get that changed when we change the Articles of Authority. President Hardgrave would also like this to be worded such that it is a stipend set by the president’s office.

Jeff Marchetta suggested that the money given to the president and/or the trustee should be a dollar amount rather than a percentage. The reason being that it creates greater transparency, but also being the president of the senate or being the trustee is a service to the university, and it shouldn’t matter who completes that service. The amount they receive should not be tied to their salary but to the service that is given. Two different faculty member should make the same amount for their service regardless of their salary. It’s an equity issue.

We will create a motion to change the description of the faculty trustee position. Later in the spring we will create a motion to add an appendix to the handbook to reflect that change.

Evaluations of Departments like Research and Innovation or HR

We do not have any motions on this topic.

We can take this off the list for now.

Discussion of whether we want to undertake these evaluations, and whether this is in our wheelhouse.

AI policy draft – Should we send it out for feedback now or wait until after the senate meeting? Send it out to senators now.

**10.24.23.07 Announcements**

Information on SVP Enrollment interview timing and ombudsperson interview timing.

10.24.23.08 Adjourn

The meeting adjourned at 5:22 pm.