



Zoom Meeting ID: 505 539 0067 3:30-4:30

MINUTES

- Call to order, Janett Naylor-Tincknell
 - 3:33 p.m. 14 present. Quorum met

- Approval of September minutes
 - Cole Engel moves to accept
 - Rob Byer seconds
 - No discussion – Minutes approved as submitted

- President's Updates
 - KS AAUP Chapters Fall Conference
 - KU, WSU, ESU, are all doing buyouts.
 - There is a situation regarding discrimination against a faculty member at Washburn. AAUP is involved in the appeal process.
 - Strategic alignment review needs to be on the radar. Be aware that even if enrollment in a program is good, programs can still be reviewed for duplication concerns.
 - Conversation with Jill
 - They are working on solutions for students who want a more traditional commencement experience. *i.e.* photos and walking the stage
 - Information regarding the Spring timeline will be forthcoming.
 - Some leadership is opposed to the concept of furloughs and buyouts.
 - There can be no promises that people will not lose their jobs in the event of continued economic and budgetary challenges. Strategic cuts are preferred. For now, reserves are sufficient and they are focusing on using that money in the near-term.
 - Questions and Discussion
 - Will there be some kind of an in-person commencement?
 - It will be all virtual, but they are working on a system where students can set up an appointment for a photo op with the President. This is only for the fall commencement. There have been no decisions made for spring.
 - Does this statement (about furloughs and buyouts) suggest that the University will be considering FHSU in a financial exigency?
 - This appears to be a concern for down the line. For now things seem stable but should things change in the future, they will need to adjust.

- Open Discussion of Current Faculty Experiences in Classes and On Campus
 - Concerns or Accolades?
 - Students seem to be embracing the technology and have been adapting well. Students are starting to attend optional zoom office hours.
 - The requirement for office hours is being interpreted loosely meaning that faculty need to be available for office hours but not necessarily a specific location, like your office.
 - Questions and Discussion
 - Is there guidance on what should be the required synchronous component for the TOL courses for Spring?
 - There is no clear guidance right now. In TigerTracks the courses have a time. The assumption is that there will be a synchronous component during that time.
 - Not all chairs have made it clear regarding class time and the synchronous component. Some chairs have change TigerTracks to indicate specifically which days will be used for synchronous activities.
 - It is important that synchronous components happen during the listed class time so students can plan.
 - Is there any suggestion that we will all be fully be called back to campus in the near future and have the hybrid and TOL courses go away?
 - No one has said anything yet. The longer it goes on, the more important clear policies will become. Thinking ahead to Fall 2021 and long-term, there will be a need for a work-from-home policy.
 - Are faculty hearing from students regarding the hate-crime incident on campus? There has been limited communication from the administration
 - Some FHSU Students were involved in an incident during a political event that was documented on TigerMedia: <https://tigermedianet.com/?p=56716>
 - A few faculty members have had students express to them that they preferred the zoom delivery of courses due to concerns about safety given the political climate of the campus. Some international students have also expressed concerns. Janett will voice the concerns to administration.
 - Are there any updates to the situation with the China program and SIAS?
 - Some faculty have agreed to return to China. Three faculty members never left. Two of those faculty are teaching face to face. Two more faculty will be heading back to China but will need to quarantine once they arrive. Five more are working to return, but paperwork from the consulate is slow. They are optimistic they can have more face-to-face presence in the spring but there's no way to guarantee.

- What plans do we have for AAUP recruiting?
 - Normally we would be reaching out during new faculty orientation. We can reach out to national for help recruiting. Word of mouth has been most successful in the past. There is a sense that for this semester, a recruiting campaign would not be particularly successful given the current workload for everyone. If there are interested parties, we can hold an informational meeting. Members can share the meeting link with interested non-members. If we know non-members are going to be present, we can add an agenda item for a Q&A for potential members
 - How can we address situations where classrooms have rearranged in a way that does not support social distancing?
 - It is a building manager/custodian concern. Concerns should be expressed to the chair and then taken to the building manager/Dean
 - It has been decided that there will be an external appointment for the interim Dean of the College of Arts, Humanities, and Social Sciences. Faculty members have concerns that this decision does not seem in-line with decisions that have been made for other colleges. There is a concern that an external interim Dean could be unnecessarily disruptive given they don't have "skin in the game." There is additional concern given the role they will play in the tenure and promotion process given they will be unfamiliar with the various departments they are overseeing.
 - Has there ever been a situation where the interim has been an external hire?
 - Not that we know of. It is possible this was suggested by the retiring Dean. Agree that this is out of the ordinary for this institution
 - Why the lengthened timeline? (12-18 months)
 - Unsure
 - Consensus that it seems out of the ordinary but it's not unheard of. The understanding is that the Provost will choose a candidate from a registry. There doesn't seem to be a history of asking for feedback on interim appointments.
 - When will the search begin?
 - No information yet
- Faculty Senate News
 - None presented
 - Other Business
 - Should we let AAUP leadership know if we will be bringing new members to the meeting?
 - Yes. This way a membership item can be added to the agenda. Perhaps have a standing agenda idea for "membership."
 - Next Meeting is Tuesday, November 17th at 3:30 pm on Zoom (ID 505 539 0067)

- Cole Engel moves to adjourn
- Rob Byer seconded
- Adjourned 4:47 p.m.

Cabinet Meeting
August 26, 2020
Virtual Meeting

- **Policies**
 - OSSP Policy (attachment) – First Reading

- **Shared Governance Updates:**
 - Executive Leadership – Tisa Mason
 - Looking for suggestions on areas to reduce state bureaucracy
 - COVID-19 Update
 - General – Joe
 - County Funding Update – Mike
 - Quarantine and Isolation Update - Joe
 - City Commission Meeting - Tisa
 - Other
 - Faculty Senate – Kevin Splichal
 - Staff Senate – Jennifer Whitmer
 - Student Government Association – Haley Reiter
 - Foundation – Jason Williby

- **Strategy Updates:**
 - Strategic Plan – Jill Arensdorf & Brett Zollinger
 - Enrollment – Dennis King
 - Fall 2020
 - Facilities/Master Plan – Dana Cunningham
 - Update on Rarick Hall Renovation
 - Accreditation/Assessment Updates – Jill Arensdorf

- **Other Updates:**
 - Division of Academic Affairs – Jill Arensdorf
 - Division of Administration & Finance – Mike Barnett
 - ADA Services to accommodate for lack of campus shuttle
 - Division of Student Affairs – Joey Linn
 - University Relations and Marketing – Scott Cason
 - AAUP – Janett Naylor-Tincknell
 - Audit Function
 - Internal – Brett Gerber
 - External – Mike Barnett
 - Alumni Update – Tammy Wellbrock
 - Legislative Update – Jennie Rose
 - Athletics – Curtis

- **Identification of Information Gaps**

- **For the Good of the Order**