

Faculty Senate Minutes for 4/27/21

Attendance:

Senators Present: Wendy Bird, Chelsea Campbell, Derek Lan, Leah Rogin-Roper, Carol Martin, Heather Duncan, Janet Tarase, Sally Stablein, Ellie Camann, Erika Iverson, Candace Garrod, Benjamin Rogers,

Senators Absent: None

Guests: Lynnette Hoerner Jeremy Cox, Michele Haney, Arnie Oudenhoven

- 1) Approval of April 13, 2021 minutes
 - a. Motioned, seconded and approved

- 2) FS President's updates
 - a. Police Advisory Committee – there will be a special meeting to go over comments on Monday, May 3
 - b. Election reminder – if your term as senator is up, then please meet with your department about continuing for another term or appointing a new representative.
 - c. Faculty of the year info – Wendy spoke with both Michele and Geri, and faculty will be getting certificates. In terms of the professional development money, this will be discussed in the fall when the funds become available. We would also like to honor all faculty in some way, and Michele and Geri liked the idea of putting in a bench with a plaque for that purpose.
 - d. Following up on the post-21st century teaching forum that we held at our last meeting: Wendy hasn't had an opportunity to talk to the deans yet, but she did speak with Michele and Geri. They are interested in looking into it and want to take some of the issues to the system level. Michele wasn't opposed to doing a pilot program, but nothing has been set in terms of what it would look like. Overall, the discussion is ongoing and we are getting feedback on it from administration.

3) Update on Faculty Performance Planning Procedure with Jeremy Cox and Lynnette Hoerner

- a. Jeremy – the committee wants to get feedback from faculty senate. In broad strokes, the performance planning document was designed to focus less on a multitude of goals and instead focuses on just 1-2 goals. They also softened the language to make it less punitive and also wanted to celebrate the level that people are at in their professional development.
 - i. Jeremy said that they have administration support for these ideas.
- b. During the question-and-answer period, senators asked a couple of questions, and Jeremy and Lynnette provided follow-up comments:
 - i. There was a question about using the term “growth” as this could lead to a cycle of deans pushing faculty to continually be doing something new and different. Jeremy stated that in terms of the dean’s expectations, there will be more internal training on how they will interpret this document and how they will interpret your work over the course of the year. Lynnette added that growth should go in your favor – especially in terms of trying something new even if it doesn’t work out.
 - ii. Another question was about classroom visits, specifically in terms of who is responsible for initiating them. As it currently stands, it can be a mixed bag – sometimes the supervisor contacts faculty, and sometimes they don’t.
 - iii. There was some concern over the evaluation process, specifically in how the evaluation will be completed and signed off by the dean and vice president prior to the summary conference. The concern lies over the fact that previously, the summary conference was an opportunity to have a conversation, and faculty could add or clarify things that came up during that conversation.
 - iv. There was another question about the job satisfaction portion and whether there might be a situation in which faculty don’t feel comfortable talking about it. Along the same lines, what

happens when a faculty member disagrees with their supervisor's evaluation – can we put an appeals process in writing (with a statement that it's ok for people to utilize it)?

v. For any other comments – please email Jeremy.

4) Results of RRCC Climate Survey (Michele Haney and Arnie Oudenhoven)

a. Michele and Arnie view the climate survey as an opportunity to make improvements as an institution.

i. There are a set of questions that have been asked in previous surveys – so we can make a comparison to prior years. But there are also new questions for this year in which no comparison is possible.

ii. The administration is also looking at the comments and views them as an opportunity to growth and improve

1. For example, this is an opportunity to use ILEARN and CIP as we move forward

iii. Survey results will go to all constituent groups

b. Arnie was the point-person for the climate survey. In terms of being a bit more specific, 12-13 questions were the same as in previous surveys, but there were some special sections for this year. 285 individuals responded to the survey, and this was a higher number than in previous years. The data was gathered by the system and then sent to our school, so the faculty responses were not broken out. Arnie and Michele will check with the system office, both in terms of getting just faculty responses as well as trying to get the statistics for faculty vs. instructor responses.

c. There was a question about whether we would be able to compare rates of response at RRCC to other schools, but according to Arnie, we can only compare our school to system-wide numbers and can't see a school-by-school comparison.

d. Arnie collected a summary from the comments in the survey. There were 212 total comments.

i. There were some common themes, which were listed out:

1. Pay

2. Supervisor communication and faculty-supervisor awareness
 3. Leadership communication and accountability
 4. Diversity and inclusion
 5. Equipment/working remotely
- ii. Michele – based on these comments, leadership will work to come up with goals and strategies to improve.
 1. She doesn't want to do this in isolation and will take input/suggestions from employees.
 - e. On a final note, Michele mentioned that we are progressing toward choosing our new VPAA: they are currently in process of finalizing everything, and should be done with choosing a candidate by end of the week.
- 5) We ran out of time and were unable to get to these two items. Senate will discuss them via email prior to our next meeting.
- a. Vote to approve additional Rank & Title advancement
 - b. Other Business