

## Faculty Senate Notes 10/27/20

**Senators Present:** Tim Kjenrud; Derek Lan; Heather Duncan; Carol Martin; Benjamin Rogers; Chelsea Campbell; Chris Javan; Ellie Camann; Janet Tarese; Jeffrey Kaplan; John Padgett; Leah Rogin-Roper; Sally Stabhein; Erica Iverson

**Visitors:** Sally Cirincione; Tina Armijo

### Leadership Model:

Sally is visiting to discuss the new Leadership Model and the new extended contract model and how it has affected her, as well as wondering how others are handling it.

Sally was told a few days before the Fall semester started that there was a mistake in the original presentation and that her new Leadership Contract (180 days) changed from a 40% admin / 60% teaching to 30 / 70 work shift. She was told that she would need to teach an extra class to cover the change and take a class away from an adjunct. Those on the Delta Team said that the design was always meant to be 30 / 70, but it seems that it was communicated, in writing, to all faculty as 60 / 40 through at least January 2020.

### Old version:

164 days – 30 credits, 7 admin & 23 teaching

- o 180 days – 33 credits 40/60 split. 13 admin, 20 teaching
- o 220 days - 40 credit load 40/60 split, 16 admin, 24 teaching
  - New update is – 180 days – 30/70 admin 10; teaching 23

(Also: The difference between 180-day contract to 220-day is 1-credit of teaching, but also requires 10 hours of summer administrative / teaching work)

People from a range of departments mentioned other confusion, lack of communication, and lack of transparency around some of the details in the new leadership model. Several people mentioned working over the summer but being told they could not be paid for it; some were eventually paid in the Fall after complaining.

Robert will follow up by asking the Leadership Team

1. Is the Leadership plan on a CIP / SLAP? How is it being evaluated? What are the goals of this model and is it meeting those goals?
2. If because of the miscommunication whether those affected by it can use the 60 / 40 model this year rather than the 70 / 30 model.
3. How we can create a cohesive understanding? Deans seem to have different interpretations of various aspects of the model as well, so what can do to all get on the same page.

**Action Item:** Let your Senator / Robert know about your experiences with the new Leadership model, including confusions, SNAFUs, and ideas for what / how we should be assessing as we review model.

Other Questions / Concerns

WHY is it 70 / 30 and not 60 / 40? What is the rationale? Can this be addressed in a clear email to all faculty?

Jon Johnson attended the meeting to discuss new evaluation system :

- Course evaluations—need to move from paper evaluations to online evaluations
- Right now, there is a new widget available called “My Surveys” on all faculty D2L page. This should be available to all teachers, and will be “permanent.” You should be able to see summer course evaluations. Chairs can see adjunct course evaluations (talk to dean / chair / Jon to get this set-up). There are also some ways that faculty can tailor the evaluation.
- Evaluations are released through an automated process—basically evaluations will become available automatically in D2L one week before class ends. Students get customized communication through D2L and their student email.
- There are a standard set of questions, but additional questions can be customized by department.
- Want to have Jon talk to your department? Get in touch with Jon.
- Jon will send out follow-up email. Some of the intricacies of the new system are still under discussion through the committee (for example, how long after classes close should evals be released.)

Next meeting: Amy Braziller will attend with some updates. We will continue our discussion of equity and policing on campus.