**Report to NDSU Faculty Senate**

**June 05, 2023**

**Faculty Affairs Committee**

*This report describes the activities of the Faculty Affairs Committee during the 2022-2023 academic year and plans for 2022-2023*

Faculty Affairs Committee Membership Fall 2022-Spring 2023

**Glenn Dorsam**, AFSNR

Sarah Crary (left committee following Fall 2022 semester)  
**Jessica Jensen**, AHSS  
**Jeff Chen**, BUSN  
**Lisa Arnold,**CSWF  
**Jordi Estevadeordal**, ENGR  
**Mark Strand**, HP  
**Teresa Shume**, GC  
**Jeff Johnson (Chair)**, SM

The Faculty Affairs Committee (FAC) met a total of six times during the 2022-2023 academic year. Meetings took place approximately monthly between September 23rd, 2022, and April 21st, 2023.

Over the course of the academic year, FAC worked on the following policies:

1. Policy 361: Emeritus Title – Jeff Johnson attended a meeting of the Faculty Senate, who requested additional modifications to this document. These were implemented and the document was approved.
2. Policy 191: Data Ownership – Work on this continued throughout the 2022-2023 academic year. Jeff Johnson formed a sub-committee consisting of Jolynne Tschetter, from RCA, Marc Wallman, from IT, and Jolie Graybill, from NDSU Libraries. This group met on three separate occasions to work on the policy, but more is left to do. There is a meeting scheduled for September 2023, when it will be taken up again.
3. Policy 325: Academic Freedom – Revisions to this policy were approved by the Faculty Senate in its final meeting of the Spring 2022 semester. The President reviewed the policy and sent several proposed modifications in May 2023. These modifications are currently underway and are expected to be finalized soon and the document hopefully approved by the end of Summer 2023.
4. Student Ratings of Instruction/Student Course Experience Survey Transition Committee Recommendations – FAC continued to work on addressing issues related to the SROI-SCES transition in the Fall 2022 semester. After reaching out to staff from the NDSU Office of Teaching and Learning regarding modifications to the SCES format and data, Stacy Duffield joined us for one of our meetings and filled us in on a proposal to purchase a new Qualtrics-based course survey package that would address the majority of the remaining issues we had flagged for follow-up. Jeff Johnson subsequently joined Stacy Duffield and other OTL staff for a series of meetings related to proposed modifications to the SCES process. Jeff updated the rest of FAC on these meetings and solicited their input on various matters, which he then conveyed back to OTL. Acquisition of the Qualtrics survey software is still pending, but modifications to SCES are moving forward. FAC will continue to monitor progress on this front and re-visit the SROI-SCES committee recommendations again in the Fall 2023.
5. Draft Faculty Workload Equity Policy – FAC provided input to VP Bilen-Green and others working on this policy. We spent the better part of a full meeting discussing this and sent a number of comments and suggestions to Canaan. Some of these were incorporated in a subsequent revision of the policy and specific issues were addressed directly in a letter from Erin Gillam, an ADVANCE Faculty Fellow working on this issue under VP Bilen-Green.
6. Faculty retention and morale – In the Fall 2022, FAC was charged with looking into issues related to faculty retention and morale and with making any recommendations for addressing these issues that seemed desirable. This topic was discussed during a FAC meeting and on the basis of this discussion, Jeff Johnson convened a sub-committee consisting of himself and Lisa Arnold, from FAC, Emily Hegg, the Associate Director of Campus Wellbeing, and the Ombud’s, Kristine Paranica. The sub-committee met two times about this and Jeff reported on progress at the January, 2023 Faculty Senate meeting. Short story is that there are a number of activities taking place already that are addressing these issues—e.g., President’s council for wellbeing is looking into commissioning a poll that would provide more information about faculty engagement across campus; Lisa Arnold, who is a current Faculty Fellow focused on Faculty Mentoring, is reviewing the relevant literate and working on crafting a plan for a new, more effective, mentoring system at NDSU, which could help address some issues that came to light in the 2022 Campus Climate Survey; Lisa and Kristine Paranica are also planning to meet again to discuss ways to improve communication with faculty about policies and resources of relevance, which could help address feelings of isolation and the presence of “unwritten rules” that many faculty report experiencing. In light of these activities, it was decided that no new initiatives or policy changes would be pursued by this subcommittee or FAC at this time. The plan is for this sub-committee to continue to meet on a semi-regular basis (~1-2 times per year) to stay up to date on what is happening and to assist ongoing efforts if/when necessary. If roadblocks to progress that could be addressed by new initiatives or policy changes, FAC will take these up, as appropriate.
7. Ombud’s Annual Evaluation: Jeff Johnson (Chair), Sarah Crarey and Glenn Dorsam served on the Ombud’s Annual Review Committee, which met on two separate occasions during the Fall 2022 semester to review and draft the evaluation letter.