

Meeting Minutes

December 14, 2020

1. Call to Order—called to order by Dr. Salajan at 3:02

2. Attendance

Molly Secor-Turner, Past President		x
Florin Salajan, President		x
Ali Amiri, Parliamentarian		x
Christopher Byrd	AFSNR	x
Tom DeSutter	AFSNR	x
Andrew Green	AFSNR	x
Jeremy Jackson	AFSNR	x
Ryan Limb	AFSNR	x
Birgit Pruess	AFSNR	x
David Ripplinger	AFSNR	x
Guiping Yan	AFSNR	x
Eric Berg	AFSNR	
Qi Zhang	AFSNR	x
Bakr Aly Ahmed	AHHS	x
Anastassiya Andrianova, Acting President Elect	AHHS	x
Lisa Arnold	AHHS	x
Sean Burt	AHHS	x
John Creese	AHHS	x
Pam Emanuelson	AHHS	x
Kristen Fellows	AHHS	x
Holly Hassel	AHHS	x
Dan Pemstein	AHHS	x
Onnolee Nordstrom	BUS	x
Fred Riggins	BUS	x
Ruilin Tian	BUS	x
Eric Asa	ENG	x
Long Jian	ENG	
Zhibin Lin	ENG	
Majura Selekwa	ENG	x

Changhui Yan	ENG		x
Shannon Harriger	HP		x
Mary Larson	HP		x
Sharon Nelson	HP		x
Stephen O'Rourke	HP		
Sara Thompson	HP		x
Amelia Asperin	HSE		x
Katie Lyman	HSE		x
Kimberly Overson	HSE		x
Tom Carlson	HSE		x
Laura Aldrich-Wolfe	SM		x
Josef Dorfmeister	SM		x
John Hershberger	SM		x
Ken Lepper	SM		x
Mark McCourt	SM		
Kent Rodgers	SM		x
Abraham Ungar	SM		x
Pinjing Zhao	SM		x

3. Adoption of the Agenda — Motion to approve by Dr. Aly Ahmed. Second by Dr. Larson. Vote by acclamation. Unanimously approved.

4. Approval of Meeting Minutes — Dr. Salajan noted that the P/F Option had been discussed and voted on electronically and thus removed from the FS agenda, but the electronic voting process was included as an addendum to the minutes. Motion to approve by Dr. Larson, seconded by Dr. Secor-Turner. Vote by acclamation. Unanimously approved.

5. Announcements

a. President Bresciani — *announcements about COVID positivity rate on campus remaining lower than in the community and hopeful news on vaccine distribution. He also noted that the legislative session would likely take place predominantly online, and mentioned further sweeping cuts to higher education in the Governor's proposed budget. He emphasized the role and responsibility of faculty to increase student enrollment.*

Question by Dr. Riggins about NDSU instructors qualifying as "teachers" in the first phase of vaccine distribution; answer: President Bresciani has not heard anything. Question from Dr. Rahman about the administration's efforts to increase enrollment; answer: increased diversity scholarships and efforts to increase international student enrollment through HyFlex; the retention of Minnesota residents will be particularly tough. Question from Dr. Rahman about additional resources allocated to departments/units to increase student enrollment; answer: none available. Question from Dr. Aldrich-Wolfe about action supporting diversity and inclusion, to make NDSU a

safe and welcoming place, and a plea for more transparency from the President's Office; answer: they are in the process of developing systems, but limited by what is allowed by federal law, specifically with respect to student records.

b. Provost Fitzgerald — *Dr. Fitzgerald offered thanks to faculty for making the fall semester a "success." Crisis Response Task Force is meeting regularly with student leadership from Black Lives Matter and the Black Student Association, having conversations about what they would like to see happen, and how we can respond. Student conduct policy changes—no clarity around hate speech. Working on guidelines on campus for responding to hate speech by openly denouncing it as a way to respond and remain in line with legal limitations. Looking into immediate action and long-term strategies, such as in the strategic plan. Emphasized we need to work to change our climate on campus to make it more welcoming and inclusive.*

Dr. Andrianova requested a comment on Dr. Salafia's resignation as Director of the Honors Program and asked about the status of the Honors Program. Dr. Fitzgerald reported that the Honors Program had been brought up in several conversations as potentially being terminated. Dr. Fitzgerald shared this with Dr. Salafia as his supervisor before making any decisions. Dr. Salafia and Dr. Fitzgerald had several conversations, and he was aware that he would be entitled to a year's advance notice if the Program were to be terminated. Dr. Salafia chose to submit a letter of resignation effective Jan. 15th. Looking into options for decentralizing the Honors Program into individual colleges—coordinated by Dr. Salafia. Question from Dr. Burt to clarify whether the program no longer exists; answer: Honors offerings will continue after January if colleges are willing to accept decentralization and continue with the programming. Courses for January will be canceled except for a leadership course with guest speakers staffed by GTAs.

c. Senate President Salajan — *Thanked everyone for their resilience and service during the challenges of the past semester. Added his support for the denouncement of racist and hate speech on our campus as they are counter to all that we stand for and value on our campus. Several groups are working on a response to this on campus and the Faculty Senate will join through looking at our curriculum for reorientation to be more inclusive and open. President Salajan also shared a document with useful Faculty Senate workflow/proceedings meant for Senators and faculty at large.*

d. Past-president Secor-Turner — *echoed and supported Dr. Salajan's announcements.*

e. Acting President-elect Andrianova — *currently have over 360 signatories on the open letter to support BIPOC faculty, staff, and students. Encouraged others to also sign and consider joining the Anti-Racism Coalition on campus. Question from Dr. Cordova about the task force and whether they are seeking input; answer by Dr. Fitzgerald: the task force is getting organized, you can email individual members, and there will be more ideas for faculty involvement forthcoming.*

f. Philip Hunt, Registrar — *Thanked faculty for collaboration and partnership this semester. Also thanked the Faculty Senate for the letter of support for BIPOC community. Dr. Aly Ahmed asked if there is any movement to apply plus/minus to grading options. Registrar Hunt replied that we would*

need to verify if possible through the system office and also the will of the Faculty Senate. Dr. Selekwa requested that the final day of grade submission be moved from Tuesday to Wednesday to accommodate online technology delays. Registrar Hunt requested additional time to look into that request and will make a formal response back to the Faculty Senate.

g. Kenneth Hellevang, CCF — Council of College Faculties represents the faculty of all 11 campuses in ND. There is a representative of the CCF on the State Board of Higher Education. CCF representatives work with the NDUS Board to provide faculty perspective. SBHE has come forward with a needs-based budget proposal and feels that campuses are down to the bone and have nothing left to cut. The Governor's budget includes a 2% increase in salary and an increase in proportion of contribution to retirement; the SBHE budget requests a 3% raise and no change in the retirement contribution.

6. Committee and Other Reports

a. Budget Committee Report — Dr. Miller, Chair of the Senate Budget Committee provided a report. Several proposals received for consultant to help guide budget reductions on campus. Will be reviewed by a committee that Dr. Miller is a part of. The Senate Budget Committee has been discussing their own ideas and is soliciting input on ideas for budget savings on campus.

Question from Dr. Andrianova about the timeline; answer: this could extend into the new year. Question from Dr. Aly Ahmed about why the committee rejected the proposal for tiered salary cuts; answer: this proposal was discussed at length, but found to be too complicated and not viable, adding that cuts to salary would make it difficult to recruit faculty if below competition. Clarification requested from Dr. Pemstein about competitiveness; answer: Dr. Miller has not looked into this.

Additional committee reports are on the Faculty Senate website for review.

7. Consent Agenda — Dr. Lyman motion to approve, Dr. Selekwa seconded. Vote by electronic poll resulted in 41 yes, 0 no, 1 abstain. Consent agenda passed.

a. UCC Report

b. Policy 515

8. Planning and Prioritizing Senate Action for the Academic Year — President Salajan provided a brief overview of the intention of these previously identified priorities developed by the FSEC.

a. Anti-racism, Diversity and Inclusion — the intention is to work in collaboration with others on campus to address these issues. The Faculty Senate already has a standing committee. President Salajan will follow up with instructions for nomination and appointment for diverse representation from all units.

- b. General Education Outcomes/Assessment of Student Learning — *the standing committee on General Education to develop improved student outcomes and evaluation, and potentially curricular action to address diversity, inclusion, and anti-racism.*
- c. Policies for Faculty Involvement in Provost Appointment and Dismissal Process — *review of institutional changes to put the hiring of the Provost into the hands of the faculty.*
- d. Curriculum Initiatives — *innovative look at developing degree programs that attract additional students and position NDSU to increase enrollment.*
- e. Strategy for International and Global Engagement — *think about ways to internationalize our curriculum to include global and international perspectives on our campus, in addition to recruiting international students and the study abroad program.*

President Salajan requested any additional suggestions from the floor. Dr. Lepper requested the addition of a review of Policy 325, specifically how to respond when the policy has been contravened without having to file grievances. Dr. Asa added support for Dr. Lepper's comment. Dr. Rodgers asked for clarification of his statement to ask if he is requesting a change of Policy 325. Dr. Lepper replied that there have been noticeable violations of the policy and would like to request a review of how we respond in the future. Dr. Aly Ahmed asked about the evaluation of the Deans and Chairs to clarify if there are any policies that require those reviews. Dr. Bilen-Green responded that yes, policy 327 addresses this.

Dr. Secor-Turner moved to have FSEC review these priorities and assign them to the appropriate standing Faculty Senate committees who will report back at least once during the Spring 2021 semester to the full Faculty Senate. Seconded by Dr. Andrianova. A friendly amendment by Dr. Rodgers that these reports be put on a schedule so that all are addressed; amendment accepted. Vote by electronic poll. 40 yes, 0 no, 1 abstain. Motion approved.

9. Unfinished Business — *none*

10. New Business

a. Letter of support for Provost Margaret Fitzgerald — *Dr. DeSutter provided some background. Faculty have been delayed in adding support for Dr. Fitzgerald. This letter was written by 16 Senators and sponsored by him; the intention is to end the semester in support of the Provost. Dr. Andrianova motioned to enter executive session, seconded by Dr. Aldrich-Wolfe. Vote by electronic poll to enter executive session. 37 yes, 5 no, 0 abstentions. Entered executive session at 4:25pm. Those remaining in executive session included Salajan, Amiri, Green, DeSutter, Burt, Angela Bachman, Limb, Asa, Yan, Ungar, Asperin, Andrianova, Aly Ahmed, Pruess, Yan, Byrd, Pemstein, Ripplinger, Riggins, Hassel, Jackson, Creese, Hershberger, Dorfmeister, Lyman, Lepper, Overton, Fellows, Aldrich-Wolfe, Arnold, Selekwia, Nordstrom, Emanuelson, Zhao, Tian, Limb, Thompson, Harriger, Nelson, O'Rourke, DeSutter, Carlson.*

Dr. Green motion to approve the letter as written, seconded by Dr. Asperin. Discussion.

Dr. Rodgers motion to table the discussion, seconded by Dr. Lepper. Vote by electronic poll. 28 yes, 9 no, 3 abstain. Motion to table approved.

Dr. Aly Ahmed motion to exit executive session, Dr. Asa second. Vote by acclamation to exit resulted in unanimous approval.

11. Adjournment — *Dr. Andrianova motion to approve, second by Dr. Asperin. Vote to approve by acclamation resulted in unanimous approval. Meeting adjourned at 4:38pm.*