

UNIVERSITY OF LOUISIANA AT MONROE							
FACULTY SENATE MINUTES							
DATE	12/01/2021	PLACE	ZOOM			TIME	1230
PRESIDING	President Janelle McDaniel			RECORDING	Secretary Hilary Tice		
Roll Call (taken from zoom attendance) A = Absent, P = Present, NA = Not applicable	Anderson, John	A	Koers, Gregory	A	Starks, Stacy	P	
	Ashworth, Burton	P	Lacey, Susan	P	Tice, Hilary	P	
	Bruce, PaulRobert	P	Liu, LingLin	P	Tresner, Clifford	A	
	Chamcheu, JC	A	Morgan, Patrick	P	VanHoose, Lisa	NA	
	Colegrove, Donald	P	Pham, Long	A	Veronee, Kenna	P	
	Estis, Catherine	A	Robertson, Courtney	P	Walker, Bruce	A	
	Golemon, Deborah	A	Rowley, Brendan	P	Wiggins, Sherilyn	P	
	Johnson, Mark	P	Showers, Jo Ellen	P	Yantis, Rebecca	A	
Call to Order	12:30 pm; Meeting called to order, President Janelle McDaniel presiding						
MINUTES	Quorum not met, minutes from Oct. 21 will be voted on via Moodle; Dr. Chamcheu identified an error in the spelling of his name, which has been corrected.						
Unfinished Business	<ul style="list-style-type: none"> • NA 						
New Business	<p>1. Workplace incivility: a general discussion on the microaggression culture on campus was completed; Dr. McDaniel shared that during the FS Executive Committee meeting, one Dean mentioned there has been some ‘hazing’ between senior and junior faculty occurring; Dr. McDaniel requested permission from the FS to contact Dr. McCowan to determine her availability & interest in speaking about academic bullying/victimization/incivility to the faculty body, potentially offering this as a zoom seminar; Dr. Lacey mentioned that the Univ. doesn’t have strong processes/resources in place to address microaggressions at the departmental, college and HR level and advocated that the conversation go further than faculty development and be addressed administratively; Dr. Johnson mentioned that current policy relies on these issues being handled by HR, as he has been in several investigations w/in the last 4-5 years that use this process; Dr. McDaniel asked if senators felt the HR department would know what academic bullying was currently w/o being trained and comments made from senators indicated there may be a lack of knowledge/experience from the HR department in these matters. Senators discussed whether changes are needed in the chain of command vs making sure the chain functions as it is designed; Dr. Starks suggested that a faculty appointee position be formed to be an intermediary between faculty and the HR department, maybe sitting on a committee with HR personnel. A brief discussion about whether an ombudsman exists for the University ensued. Dr. McDaniel stated that the University does not have an official ombudsman and that she and Dr. Saulsberry would be the closest positions to one; Dr. Lacey requested that Dr. McDaniel mention this to the Deans during the next executive FS meeting, the VPAA/Provost and also suggested that things may need to be addressed at the HR level; senator Showers mentioned that the current reporting structure thru HR does not necessarily make sense; Dr. Lacey and several committee members suggested that this may fall under the purview of the Provost & therefore may need to be addressed thru that position; Dr. Johnson shared the following information in the zoom chat, which he found on the ULM website: “ANTI-DISCRIMINATION, HARASSMENT AND RETALIATION POLICY: Formal Complaint: Level 1 - Complaints of harassment, discrimination or retaliation should be submitted to the Director of Human Resources Director/EEO Officer within 10 business days of receipt of the results of the Informal Complaint or within 10 business days of the alleged incident if the complainant does not wish to use the informal complaint process. The Director of Human Resources Director/EEO Officer will initiate an investigation and provide a written summary of the outcome of the investigation to both parties within a</p>						

	<p>reasonable timeframe.” The committee discussed that this seems to circumvent the natural chain of command established for the University where a first line supervisor should be the first point of contact, unless the issue involves them, in which case the College Dean should be the point person; HR should be the last point of contact; Dr. Lacey reiterated that consideration be given to creating a faculty liaison between the faculty and HR department to help facilitate these types of complaints.</p> <p>2. Defining semester’s end for faculty: Dr. McDaniel has verified with President Berry that he supports 9-month faculty being done (ie. not physically present) for the semester once grades are submitted; however, faculty must be available via phone/email to address any issues that may arise thru the day grading closes (which is Friday for the Fall 2021 semester). Dr. McDaniel also mentioned that President Berry reminded her that faculty should not work if they are taking leave, even if a director indicates that leave be taken.</p> <p>3. Feasibility of 6 am registration start time: Dr. McDaniel has discussed with President Berry the reasoning behind starting registration at 6 am even though no technical service is available if technical difficulties arise before offices open; a reason for this seems elusive and administration is looking into this issue.</p> <p>4. Filling senate positions: Dr. VanHoose’s seat, secretary-elect and president-elect positions are currently empty; Senator Lacy Davis was a senator from last year and has agreed to fill Dr. VanHoose’s seat, Senator Davis is also willing to run for Secretary-Elect; Stacy Starks has stated an interest in filling the president elect position; due to the expectations of workload generated by the new Provost for the president position, Dr. McDaniel stated she would like to advocate for the president elect and past president positions to receive a course load reduction for the 22-23 academic year, since the past president will most likely need to support the President with an increased workload demand; President Berry has stated support for initiating a course-load reduction for the past president position; Dr. McDaniel also suggested that after the 21-22 academic year is completed, a course load reduction be considered for the president elect position starting in the Spring semester; Dr. McDaniel will post a voting poll for secretary-elect and president-elect on Moodle.</p> <p>5. Faculty senate (FS) participation and workload: President Berry has shared with Dr. McDaniel an interest in meeting with a group of senators, or the senate officers, to generate ideas on how faculty participation on the FS can become more attractive and make workload more equitable; Dr. McDaniel asked senators to think about how this could be implemented.</p> <p>6. Campus Emergency Response Team (CERT) training update: Dr. Johnson provided an update on the CERT training; the target number has been reached with 50 people signed up to participate; he clarified that any ULM related student affiliated with an individual completing the CERT training is welcome to attend; Dr. Johnson touched on the active shooter training; he has talked with Director Torregrossa, who has stated he supports scheduling this during the University week training.</p> <p>7. Misc: Dr. McDaniel mentioned that she will try to have the new Provost meet with the senate as soon as possible after he starts, possibly coming to the Jan. meeting; she also discussed that the Provost seems interested in looking at programs to analyze financial stability.</p> <p>8. Schedule of Spring FS meetings: FS will switch back to meeting every 3rd TH of the month during the spring semester since the flex schedule was not well attended during the Fall semester.</p>
Committee Updates	<p>1. Faculty welfare: Senator Wiggins has reached out to Director Torregrossa and Rebecca Yantis requesting that the active shooter drill be added to the faculty development week in Jan. Dr. Wiggins asked if any other individuals should be</p>

	<p>contacted and Dr. McDaniel supported her contacting Dr. Fields.</p> <p>2. Communications: Dr. Morgan is the chair of the communications subcommittee. Senator Morgan stated that the ‘contact the faculty senate’ link on the ULM FS homepage has been updated to allow him to receive any communications submitted through this link. Nothing new has been submitted at this time. He also noted that FS meeting minutes are being posted to the website as well.</p>
Campus Updates/ Executive Committee Report	<p>1. Provost/VPAA position – Dean Simpson was invited to give an update of the selected Provost to the FS committee during this meeting; however, he was unable to attend. Dr. McDaniel provided some input on Dr. Arant and the interview process; she felt that though the interviews were scheduled quickly, they were put together and scheduled well; the expediency of the scheduling precluded including the full senate in the interview process though Dr. McDaniel had advocated for the senators to be included; Dr. McDaniel opened the floor for senators to ask questions; Dr. Johnson asked what her thoughts were on what the selected individual will bring to the campus; Dr. McDaniel responded by sharing some of her thoughts which included that Dr Arant may focus on processes, he is familiar with comparable regional environments, he is a proponent for faculty to be advisors, and the significant experience Dr. Arant brings to the position; his start date is scheduled for 1/3/22.</p>
Meeting Adjourned	1335
Submitted By	Hilary Tice
Convener	Janelle McDaniel