The meeting was called to order by Wayne Davis, Faculty Senate President at 4:03 p.m.

Approval of Minutes

Motion #1: The minutes of November 13th, 2014 were approved with the following votes:

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<th>Aye</th>
<th>Nay</th>
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Open Forum

No one participated in the Open Forum

Discussion of legal obligation for sign language interpreters at departmental talks

Todd Olson (Vice President for Student Affairs), Jane Holahan (Director, Academic Resource Center), and Adam Adler (University Counsel) discussed the legal obligation for sign language interpreters for public university-sponsored events. Organizers of events are required to make “good faith efforts” to provide accommodations for hearing impaired and deaf participants. This may include a sign language interpreter (Student Affairs has arrangements with Deaf Access Solutions and Gallaudet Interpreting Services) or Computer Assisted Realtime Transcript (CART) service for hearing impaired (which can also be provided by Deaf Access Solutions). The current rates are $179 for first 90 minutes for >5 days, plus $68/hour over 90 minutes; $224 for first 90 minutes for less than 5 days, and $268 for first 90 minutes for one day. If the service is cancelled, the organizers are still responsible for payment of the service.

The current policy is that GU provides the resources for students needing accommodations for course work. The university spent $350K on this resource last year. Up to $500K was spent (estimate) in entirety for these accommodations between course work and events. While the University covers courses, public events hosted and organized at the departmental/unit level are not (neither financial or staff resources to cover booking). It was suggested by this group that in order to uphold “good faith efforts,” event organizers include wording on event announcements stating that requests for accommodations should contact an event coordinator three weeks in advance to help facilitate the process. It was stressed that accommodations are not an automatic default for all events, rather, only if an individual makes a request and does so in a timely fashion.

Concerns with this issue included both financial and time resources for individual groups planning events. Anna De Fina spoke about spending over $7K on interpreting services for a conference she organized in addition to time organizing and facilitating this service. In her situation, she requested a Grant in Aid to facilitate the resource. Other suggestions to facilitate this process included adding this cost as a line item on a budget proposal for event planning in the event that these resources are utilized. Jane Holahan reported that ARC will serve as a consultant on how to access these services and that a document on the wording for these accommodations is available. Bob Groves suggested that this item should be included on an “Events Planning” checklist to ensure “good faith efforts.”

ACTION ITEMS:
1). Bob Groves will obtain an estimate of total university-wide spending on this to facilitate the discussion as to whether or not the University will be able to provide these services at public events. He will report back at the next meeting.
2). Jane Holahan will send the document containing wording for accommodation requests for events announcements to Wayne Davis for distribution.
Update on the Main Campus Non-Tenureline Faculty Framework

Adriana Kugler (Vice Provost for Faculty) provided a summary of work to establish guiding principles for FTNTL faculty on Main Campus (~340 at GU). The MCEF, Senate and Board of Directors approved the guiding principles of this framework last spring, and implementation committees worked over the summer to fill out the details. The full framework has now been approved by the MCEF. Of FTNTL faculty, 60 members are research faculty and the rest are teaching professors and professors of the practice. The goal of this group was to establish guiding principles to foster faculty growth and maintain high standards of faculty excellence at GU. The primary concerns for FTNTL faculty differed between two groups; thus, two task forces were established to address issues for teaching professors and professors of the practice and research professors.

Key elements of the guidelines for teaching faculty and professors of the practice included coherent titling, career progression opportunities, evaluation, and salary. These topics were addressed in the guidelines and current implementations include reaching out to all departments to determine the best title for each FTNTL faculty member. The department chair (or committee) will determine this, allow for comment by the faculty member, and must be approved by the Dean. Moving forward, the group was able to obtain salary data for FTNTL faculty at other institutes (from the CUPA and U of Oklahoma State studies. They found that the majority of FTNTL faculty were paid competitive salaries, but not all, and the implementation would require discussion of those below the competitive wage with unit heads.

Key elements of the guidelines for research faculty include coherent titling, flexible hiring conditions (ie, short contracts), pre- and post-award support (addressed by Vice-provost for Research Support, Janet Mann). These concerns were addressed in the guidelines.

DISCUSSION:
Several faculty members across other University campuses highlighted how these guidelines should be applied university-wide and are fitting for other campuses/sectors as well.

Jennifer Boettcher commented that FTNTL faculty members are allowed to be elected as faculty senators.

ACTION ITEMS:
None; the implementation stages of these guidelines have begun at the departmental/unit level.

Discussion of Combined and Revised Guidelines for Submission of Rank and Tenure Applications

Wayne Davis presented the history of "Guidelines for Submission of Rank and Tenure Applications". These guidelines were proposed in 1992 and incorporated into the 1999 Faculty Handbook. The results of the most recent COACHE survey reflected faculty concern of the lack of transparency regarding the rank and tenure process (Main Campus). Additionally, the current guidelines are not board-approved policy and are outdated. To address these concerns, Wayne Davis and Lisa Krim took the opportunity to revise and combine the guidelines. The new draft document was sent to UCRT committee for feedback and the Senate Steering Committee provided feedback. The goal is for the Faculty Senate to provide feedback.
and approve the draft document, an updated version sent back to UCRT, and then distributed to the entire University for feedback.

Highlights of the document include condensing the language where applicable and clarifying language. A paragraph addressing the evaluation of Collaborative Research (i.e. Team Science) was included to update the document reflecting current research environments.

DISCUSSION:
Concerns about neglecting humanities collaborative research were addressed by Wayne and Anna Celenza who highlighted where the wording specifically includes humanities research. It was stressed that this revision would not be binding on faculty currently going up for tenure.

Concerns/discussion also included a proposal by Bob Groves to bring this document to COACHE survey participants (via focus group) to inquire if the new document addressed their concerns.

ACTION ITEM:
Approval of the document was tabled until further discussion was complete. Wayne Davis will re-work the collaborative research paragraph to address concerns raised in the discussion portion of the meeting.

Motion #2: (Jennifer Boettcher) to adjourn:

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The meeting was adjourned at 6:00 p.m.

JRL/WAD/jhg

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