

Faculty Senate Minutes

March 25, 2025

The regular business meeting of the Faculty Senate was held Tuesday, March 25, 2025 at 3:30 pm in Henson Science Hall 103. The Senate President was in the chair and the Secretary was present. The minutes of the March 11 meeting were approved as written.

Provost Couch made announcements.

The Senate President made announcements.

After amendment and debate, the MOTION on Administrative Positions Justifications PASSED.

A representative designated by the Administration will work with the Faculty Financial Oversight Committee (FFOC) to develop a mechanism to share a justification for a position whenever non-Faculty (where Faculty is defined in the Faculty Senate bylaws), exempt positions with salaries greater than or equal to \$80,000 are established (new, replacement, redefined, reclassified, or reorganized positions), prior to announcing or officially initiating the process to establish any non-emergency position. For a non-emergency search, the justification should be provided at least three weeks prior to initiation of the search. For an emergency position, a justification should be provided within three weeks after the position is established. The justification will at least explain the role of the position, the reason the position is needed, and how the position will impact other positions (for example whether the position involves completion of duties from current positions or will the duties associated be new; whether the position involves establishment of a new PIN or involves transferring a PIN). These justifications will be posted by the designated representative of the Administration on a Teams Channel to which at least the FFOC and the Faculty Senate (FS) will have access. The FFOC chair, or FFOC representative designated by the FFOC chair or by the FS President, will have administrative rights to the channel and will maintain the data provided by the Administrative representative. The FFOC will monitor the channel weekly. Prior to 29 April 2025, the FFOC and the designated representative of the Administration will outline and demonstrate the process to the FS.

After debate, the MOTION on Merit Pay and Training was not voted on due to running out of time. It will be taken up at the next Senate meeting. (Pending amendment in red.)

The Faculty Senate strongly recommends that the Administration discontinue the policy of denying faculty merit pay for non-completion of training until the Faculty Senate, through a charge to the Faculty Welfare Committee, has ample opportunity to review, discuss, and make recommendations regarding required training.

Meeting adjourned at 5pm.

Approved 4/8/2025

Erin Weber, Secretary
Written March 25, 2025

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