

Faculty Senate Minutes

April 8, 2025

The regular business meeting of the Faculty Senate was held Tuesday, April 8, 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 25 meeting were approved as written.

Provost Couch made announcements.

The Senate President made announcements.

After amendment and debate, the MOTION on Merit Pay and Training PASSED.

The Faculty Senate strongly recommends that the Administration discontinue the policy of denying faculty merit pay for non-completion of training until May 2026, by which time the Faculty Senate will have had opportunity to review, discuss, and make recommendations regarding non-completion of required training.

After debate, the MOTION on an Action Plan for Faculty Not Meeting Expectations was not voted on due to running out of time. It will be taken up as Old Business at the next regular Senate meeting.

Resolved, that the Faculty Senate approve the following for inclusion in Chapter 2 of the Faculty Handbook, within "Procedures and Policies for Granting of Tenure to Faculty," and at the end of section 4, "Annual Review Procedures."

If a tenure-track faculty member's performance does not meet expectations, a specific Faculty Action Plan (or Development Plan) must be created and executed. This plan is developed collaboratively by the faculty member under review, peer reviewer(s), the department chair/school director, and the dean. The faculty member may select a colleague to assist in formulating this plan. The goal of the plan is to address areas identified as deficient and utilize SU's scholarly and financial resources for faculty development.

The development of the plan should focus on supporting the faculty member's growth. The plan should include: 1. the areas deemed deficient; 2. what actions must be taken to satisfy progress towards tenure; 3. the specific documentation or evidence needed to demonstrate progress; and 4. a clear statement about what consequences follow from this plan. The plan will be drafted and revised as needed until there is mutual agreement between the faculty member and the reviewer(s). If an agreement cannot be reached, the Faculty Development Committee will help the parties reach a consensus.

The plan must also outline a “procedure for evaluating progress at fixed intervals.” This procedure should include progress reports submitted to the reviewer(s) at least once a year, though shorter intervals may be requested by the faculty member.

Departments might use SU’s annual evaluations as benchmarks for these intervals, in accordance with Regents' policy. If the faculty member is dissatisfied with the final plan, they have the option to file a grievance with the appropriate committee.

Meeting adjourned at 5pm.

Erin Weber, Secretary

Written 4/8/25

Approved 4/22/25