

## FACULTY SENATE MINUTES

October 3, 2017

### IN ATTENDANCE:

Monty Abbas, Alan Abrahams, Biko Agozino, Diane Agud, Mehdi Ahmadian, Robin Allnut, Susan Anderson, Arthur Ball, Jacob Barney, Michael Borowski, Bryan Brown, James Campbell, Virgilio Centeno, Alan Esker, John Ferris, Matthew Gabriele, LuAnn Gaskill, Leon Geyer, Ellen Gilliland, Tracy Gilmore, Nicolin Girmes-Grieco, Roger Harris, Bob Hicok, Kathy Hosig, Eric Kaufman, Bettina Koch, Roberto Leon, Eric Lyon, Zachary Mackey, Margarita McGrath, Cayce Myers, Mike Nappier, Sean O'Keefe, Philip Olson, Marie Paretti, David Radcliffe, Susanna Rinehart, Hans Robinson, Tina Savla, Todd Schenk, Brett Shadle, Richard Shryock, Gary Skaggs, Stephen Smith, Ryan Speer, Jim Spotila, Divya Srinivasan, David Tegarden, Jim Tokuhisa, Benjamin Tracy, Kelly Trogdon, Diego Troya, Bruce Vogelaar, Layne Watson, and Ryan Zimmerman (55 senators).

### ABSENT:

Masoud Agah, Gregory Amacher, Richard Ashley, Osman Balci, Bonnie Billingsley, Carlyle Brewster, Robert Bush, Rami Dalloul, Stefan Duma, Candace Fitch, Sierra Guynn, James Hawdon, Aki Ishida, Sara Jordan, Chang Lu, Shelly Martin, Doug Patterson, John Richey, Eric Smith, Dean Stauffer, Cornel Sultan, Dwight Viehland, and Percival Zhang (23 senators).

### 1) Approval of agenda.

### 2) Approval of minutes for 9/19/17 meeting.

### 3) Discussion of Faculty Senate cabinet meetings with Provost Rikakis.

Most of the evening was spent discussing the issues being covered in the ongoing meetings between Provost Rikakis and the Faculty Senate cabinet.

Senators had been sent the provost's memo of Sept. 29, 2017, which included an "Action Plan for Promotion and Tenure," an "Action Plan for New Initiatives," and "An Action Plan for Improved Communication."

As the cabinet/provost discussions are currently focusing on P & T, most of the evening was spent covering that topic. By the end of the night, the senators had come up with the following list of topics, questions, and requests for the provost:

#### P & T

- Clarification of the role of the provost in P & T deliberations.
- How will work by faculty on Destination Areas be evaluated in terms of P & T?
- Ask the provost to articulate the role of the Faculty Handbook.
- Request that the provost acknowledge perception of irregularities in recent P & T cases.
- The withdrawal of the individual peer cohort as part of P & T.
- Discuss a method for protecting P & T candidates from P & T expectations that change as their tenure clock ticks.
- Ask for clarification on how metrics will be balanced with qualitative inputs when measuring faculty performance.

Additionally, the FS created the following list of requests for EFARS:

- FS will have final say over when a new version of the EFAR system is ready to launch.
- A written response to the list of EFAR problems that we turned in to Peggy Layne last year.

In general, there was a split among faculty about whether the step-by-step, issue-by-issue approach the FS cabinet is taking with the provost makes sense. Some felt the issues at Tech are too large and systemic, and that only big changes will make a difference. Others felt that the only way to make progress is to deal with issues (P & T, EFARs, PIBB) one by one.

Several people said their departments have no confidence in the provost. A number of senators said they were losing confidence in the president, based on the provost's performance. A number of people felt his memo was defensive and too much about communication, not enough about process. There was a suggestion to bring the provost before the full senate, another to hold a town hall meeting between the provost and all faculty. One senator asked that we focus more on the positive, on what's working at Tech. Another asked if the provost realizes how little confidence the university community has in him. Someone said a vote of no confidence in the provost is a way of communicating the depth of dissatisfaction among faculty. Others countered that a vote of no confidence would harm the university. Two other senators said their departments had decided not to take a vote of no confidence at this time. Someone else said that the FS is not taking strong enough action. A number of people believe that if the provost shows a willingness to take up faculty suggestions, it will be a sign that he is listening to us.

In general, the following questions came up most often: does the provost really understand faculty concerns, and is the administration sticking to the Faculty Handbook in P & T cases?