

Meeting Minutes

January 23, 2023

- I. Call to Order: 3:00pm.
- II. Attendance: See Appendix 1.
- III. Adoption of the Agenda.
 1. Motion to approve: Akhmedov/Secor
 - i. Approved unanimously.
- IV. Approval of Meeting Minutes from December 12, 2022.
 1. Approved by unanimous consent.
- V. Announcements.
 1. David Cook, President
 - i. Not present.
 2. David Bertolini, Interim Provost
 - i. Email about PowerBI: everyone now has a license and access to the key metrics (e.g., enrollments, etc.). You can now see the enrollments in classes over a three-year period.
 - ii. On January 25 will hold the Leadership Assembly, and will communicate all the feedback on college mergers and budgets. Then, a communication to the group at large.
 - a. Question from Sen. Smith: Can you clarify what will be sent out for general input? Answer: Everything will be a proposal. Everything on investments, not just a discussion on the bill we need to pay, but also on what new programs we need to put in place. What the proposed cuts will be. These will be items we'll need feedback on.
 3. Anastassiya Andrianova, Faculty Senate President
 - i. Ad hoc legislative committee looped into the UND/NDSU legislative coordinating committee. There are seven bills of concern:
 - a. SB 2247: divisive concepts in higher education; waiting the results of that hearing.
 - b. HB 1404: lifting restrictions to conceal carry of firearms and dangerous weapons on campus.

- c. HB 1446: proposes pilot program on tenure review and gives university presidents power to terminate tenured faculty without appeal.
 - d. HB 1256: make a Class B or Class C felony for the reporter if an allegation of sexual harassment is found “false” or “frivolous.”
 - e. SB 2199 on the use of gendered pronouns was defeated in the Senate; awaiting further action.
 - f. HB 1039 and 1040: meant to prevent new hires to acquire the defined pension benefit (not available to faculty, but to certain staff).
- ii. Legislative public forum with Chris Wilson has not yet been added to the NPEI website, but will be soon. Very useful info on what you can and cannot do as an NDUS employee in a legislative session.
- iii. Faculty Listening Session with the Provost on January 31 at 3pm in Anishinaabe Theatre.
- iv. Faculty Senate Listening Session with the Provost on February 6 at 3pm in Anishinaabe Theatre.
 - a. Question from Sen. McGrath: Could you please restate your synopsis of SB 2247? Answer Pres. Andrianova: It would prohibit requiring diversity trainings that include “divisive concepts”; it would require those who are hired to perform diversity-related work to also strengthen “intellectual diversity”; it requires a biennial climate survey of campus employees to determine if they feel they can freely express their ideological viewpoints on campus, to be reported to a legislative committee.
- 4. Florin Salajan, Faculty Senate Past-President
 - i. Welcomed everyone back. Grateful to Pres. Andrianova for her coordination of the UND/NDSU legislative group, and working with them to track bills relevant to higher ed. Encourages folks to track them and consider submitting testimony. Among other bills, HB 1446 is of particular concern. It would establish a pilot program to “improve” the tenure process. It could allow university presidents to review a tenured faculty at any point, for any reason. This would give a university president total power to decide over tenured faculty’s continued employment. I wrote testimony, but the hearing has not been held on this bill yet.

5. Warren Christensen, Faculty Senate President-Elect
 - i. Update on the President's Council on Retention: focusing on retention, advising and teaching quality. Working on providing suggestions for improving teaching quality to improve retention.
6. Fred Hudson, Staff Senate President
 - i. Day of Honor for those we lost in the last couple of years is set for February 8 at 2pm and will be livestreamed, as well.
 - ii. Gunkelman Awards call for nominations will be going out in the next couple of weeks. It will be awarded in May.
 - iii. In addition to making a testimony, you can reach out to your representatives as private citizens because those calls and emails make a difference.
 - iv. Staff is concerned with wellbeing and ensuring that this is considered. Have nine priorities that we're working on. With all of the changes going on, making this place an environment where we can engage is of concern to us.
7. Christian Walth, Student Body President
 - i. Held the involvement fair last week with over 600 students.
 - ii. Lots of testifying in Bismarck, Seth Lumley from the Student Senate's legislative affairs committee is testifying in Bismarck on HB 1305, which loosens requirements for student scholarships and also on SB 2247, on "divisive concepts."
 - iii. Had discussions with two different ND legislators who thought their constituents agree with them on everything. They do not.
 - iv. One of the Student Senators reached out to put together a get-together with governance representatives from faculty and staff, as part of a Senates Summit in April. Students really want to meet Faculty and Staff Senators. This is scheduled for Monday, April 3 from 3-5pm. More info to follow.
 - v. Student Government thrift store where faculty, staff, and students can bring clothes which will be sold to students in need. Assistance is requested from faculty to spread the word.
 - a. Comment from Pres-Elect Christensen: Thank you for doing all this work.
8. Phil Hunt, Registrar
 - i. Happy New Year, everyone. Schedule planning for fall is underway. Remind you all who may need to refamiliarize yourselves with Policy 336 on final exams. Thank you for your assistance last semester with adjusting during the inclement weather period.

Reminder to take a look at the final exam policy to not schedule classes during exams.

9. Marc Wallman, VP for Information Technology
 - i. Background comments: received lots of emails after the December FS meeting. The list of classrooms to be deinstrumented circulated, we're soliciting feedback regarding the classes in which instruments will be pulled. Currently not making changes, just soliciting feedback; met/meeting with lots of groups before changes are made.
 - a. Question from Pres. Andrianova: How are you going to manage the scheduling in classrooms when these classrooms are pulled/deinstrumented. Answer from Registrar Hunt: There is a number of conversations going on now. We have plenty of classroom space. The issue is, as long as we spread our classes, we have space. One of the areas we're struggling with in learning spaces is that there seems to be an increase in requests in spaces where faculty can do active learning. It's difficult to define what "active learning" is, but once we identify what it is, we can determine what learning space is needed.
 - b. Question from Pres. Andrianova: Can the Registrar match an instructor's request for a specific classroom? Answer: We have the capability, but we need to take an inventory of what kind of tech is in the classrooms. We're doing an analysis now on what meets your needs.
 - c. Question from Sen. Kirkpatrick: Would it be possible to have a drop-down menu to select certain things to select the learning space? Answer: That would be an option we discussed. Those are concerns to bring to the Provost and other groups on campus.
 - d. Question from Sen. Fellows: Are you envisioning these decisions to be left to the departments on how to prioritize classes? Answer from Registrar Hunt: This goes back to understanding what our student demand is. We need to understand the changing demographics and needs of our students, and if students are working, we need to accommodate them.
 - e. Question from Pres. Andrianova: What do you do with the feedback from the stakeholders? Answer: It's going to go

back to the learning spaces committee and we need to determine whether we schedule classes there. It gets reviewed by the Provost. We are reviewing the data and we'll decide how to proceed.

- f. Question from Pres. Andrianova: How much does it cost to instrument the classrooms? Answer: We don't have money to replace almost any of the equipment. The typical room costs \$48,000 to replace equipment, some more expensive (over \$100K). It's a range. Future things we're looking at: differentiated builds of technology, need and use.
- g. Question from Pres. Andrianova: W2 forms, can you remind faculty how to be conscientious about using/storing these? Answer: If your account is accessed in an unauthorized way and if your personally sensitive info (tax returns, SSN, etc.), we don't want your confidential information compromised. Don't store these forms on your university-owned computer or send over university email. Need to notify the systems office of potential data leaks.
- h. Google Drive: we planned to charge storage, but at this point no charging will happen as we're under quota.

VI. Committee and Other Reports.

- 1. Report from ad hoc committee on faculty retention and wellness, Dr. Jeff Johnson. We made a little bit of progress on this. There is a lot going on at the university on morale, but we found a few things to focus on:
 - i. Gather feedback on what sorts of issues are affecting morale and what impacts the faculty's decision to stay here or not.
 - ii. Talked about employee engagement issues and faculty/staff perception of climate on campus.
 - iii. There are already some things going on on campus related to morale. Looking to gather more feedback on engagement issues on campus. Discussing perceptions of climate, rated very low by faculty in the 2021 Climate Survey available on the website for the Office of Institutional Research and Analysis. Low rates of endorsing the statement that "the campus has a positive climate" and that it is "welcoming." There are concerns about unwritten rules on campus.
 - iv. There's a need to improve communication on what resources are available to faculty on campus.

- v. The last issue is connection. If the faculty don't feel welcome or connected and they don't feel they are part of the community, that is a problem. Looking at faculty mentoring programs. Exploring opportunities for establishing a more effective peer-mentoring system.
 - vi. At this point, the committee is not suggesting policy recommendations, but rather gathering feedback.
- VII. Consent Agenda.
 - 1. UCC Report
 - 2. Policy 136
 - 3. Policy 155
 - 4. Policy 309
 - 5. Policy 348
 - i. Approved by unanimous consent.
- VIII. Unfinished Business.
- IX. General Order.
 - 1. Proposed amendment to the Faculty Senate Bylaws (Article IV, Sections 2, 7, 10, 11, 12, 13, 14; and Article V, Sections 2, 3, 5)
 - i. Motion to approve: Wood/Travers
 - a. Discussion
 - a. Sen. Smith: Several constituents were concerned about interdisciplinary perspective no longer represented on committees.
 - b. Comment from Past-Pres. Salajan: This has been a long-standing problem with short staffing from the Graduate School, for faculty to serve on Standing Committees as required by FS Bylaws.
 - i. Motion passed: 39 AYE; 0 NAY; 0 ABSTAIN
(See Appendix 2: Q1)
- X. New Business.
 - 1. Policy 325
 - i. Motion to approve: Salajan/Haug
 - a. Background: FS approved a previous version, but Staff Senate had amendments to consider protections for staff who participate in a research capacity.
 - a. Motion passed: 37 AYE; 0 NAY; 0 ABSTAIN (See Appendix 2: Q2)
 - 2. Policy 129
 - i. Motion to approve: Smith/Haug

- a. Background: we've seen this policy before, it's coming back to us from HR. Consulted other peer institutions' policy and proposed the change to tie salary adjustments to satisfactory completion of required and approved university trainings.
 - a. Discussion
 - i. Question about how the trainings are communicated. There are many trainings and it's not clear where they are all offered. It would be great to not have to go to multiple places. Answer from HR Director Genkinger: Agree with that statement 100%. When I first arrived, I did not know what trainings to take, as well. We're working on a project to centralize training. We'll figure out by job code to determine what training is necessary and will have a certain period of time to take these trainings. You should know whether you completed the training or not. Work towards taking the minimum training, not taking what you don't need to take.
 - ii. Question from Sen. Secor: I like your idea, simple is good, but opposed to tying salary until training is done. There are too many redundancies to training requirements.
 - iii. Question from Sen. Kirkpatrick: Similar concern on redundancies with training.
 - iv. Question from Past-Pres. Salajan: Would this platform provide personalized notifications? Answer: Yes. This is something that you should get and your supervisor should get.
 - v. Emphasizes that he wants people to take training that is meaningful. His goal is that you will want to do this training, realizing that this might not happen.
 - vi. Question from Sen. Arnold: The revision seems less specific than the original language. The initial limitation was Title IX, but there are other required trainings that need to be included. Mr. Genkinger: for example, the

fraud training from the system's office would need to be included under that umbrella of required training.

1. Motion passed: 22 AYE; 11 NAY; 3 ABSTAIN (See Appendix 2: Q3)

XI. Adjournment at 4:16pm: Fellows/Roberts

1. Passed unanimously

Appendix 1: Attendance

Last Name	First Name	Substitution	Present
AKHMEDOV	Azer		X
AMIRI	Ali		
AMBROSIO*	Tom		X
ANDRIANOVA	Anastassiya		X
ARNOLD	Lisa		X
BARABANOV*	Nikita		X
BERG	Eric		X
BRYNJULSON	Rebecca		X
CHOI	Bong-jin		X
CHOI	Juwon		X
CHRISTENSEN	Warren		X
CREESE	John		X
EMANUELSON	Pam		X
FELLOWS	Kristen		X
GAO	Jerry		X
HAUG	Karla		X
HERSHBERGER	John		
HONG	David		X
HUSETH-ZOSEL	Andrea		X
HUSEYNOV	Fariz		X
JEONG	Inbae		X
KILINA	Svetlana		X
KIRKPATRICK	Sarah		X
KIRKWOOD	Matthew		X
KRYJEVSKAIA	Mila		X
LARSON	Jamee		
LAW	Quincy		X
LIN	Zhibin		X
MARCH	Raymond		
MATTHEW	Sijo		
MCGRATH	Ryan		X
NORDSTROM	Onnolee		X
PELTIER	Allison		
PHILBRICK	Candace		X
RAHMAN	Mukhlesur		X
RAO	Jiajia		X
ROBERTS	David		X
ROSS	Darrell		X
SALAJAN	Florin		X

SECOR	Gary	X
SELEKWA	Majura	
SMITH	Matthew	X
TANGEN	Jodi	X
TRAVERS	Steve	X
VOLD	Jessica	
WOOD	Scott	X
YAN	Guiping	X
ZHANG	Qi	X

* = Alternates

Appendix 2: Voting Record

Session Name	Active Participants	Question Count		
01-23-2023 3:55 PM	36	3		
Participant	Q1	Q2	Q3	
AKHMEDOV, Azer	AYE	AYE	AYE	
ARNOLD, Lisa	AYE	AYE	AYE	
BERG, Eric	AYE	AYE	AYE	
BRYJULSON, Rebecca	AYE	AYE	AYE	
CHOI, Bong-Jin	AYE	AYE	AYE	
CHOI, Juwon	AYE	AYE	ABS	
CHRISTENSEN, Warren	AYE	AYE	NAY	
CREESE, John	AYE	AYE	ABS	
EMANUELSON, Pamela	AYE	AYE	NAY	
FELLOWS, Kristen	AYE	AYE	AYE	
GAO, Jerry	AYE	AYE	AYE	
HAUG, Karla	AYE	AYE	AYE	
HONG, Yongtao	AYE	AYE	AYE	
HUSETH-ZOSEL, Andrea	AYE	AYE	NAY	
HUSEYNOV, Fariz	AYE	AYE	AYE	
JEONG, Inbae	AYE	AYE	AYE	
KIRKPATRICK, Sarah	AYE	AYE	NAY	
KIRKWOOD, Matthew	AYE	AYE	NAY	
KRYJEVSKAIA, Mila	AYE	AYE	AYE	
LAW, Quincy	AYE	AYE	NAY	
LIN, Zhibin	AYE	AYE	AYE	
MCGRATH, Ryan	AYE	AYE	AYE	
PHILBRICK, Candace	AYE	AYE	NAY	
RAHMAN, Md Mukhlesur	-	AYE	AYE	
RAO, Jaja	AYE	AYE	AYE	
ROBERTS, David	-	AYE	-	
ROSS, Darrell	AYE	AYE	AYE	
SALAJAN, Florin	AYE	AYE	AYE	
SECOR, Gary	AYE	AYE	NAY	
SMITH, Matthew	AYE	AYE	AYE	
TANGEN, Jodi	-	AYE	AYE	
TRAVERS, Steven	AYE	AYE	NAY	

WOOD, Scott	AYE	AYE	AYE
YAN, Guiping	AYE	AYE	ABS
ZHANG, Qi	AYE	AYE	AYE

Some Senators were unable to access online voting. Their votes are recorded below:

Q1: AYE: Ambrosio, Lin, McGrath, Rahman, Roberts, Secor; NAY: 0;

ABSTAIN: 0.

Q2: AYE: Ambrosio; NAY: 0; ABSTAIN: 0.

Q3: AYE: 0; NAY: Ambrosio; ABSTAIN: 0.