

**Meeting Minutes**

January 24, 2022

- I. Call to Order: 3:02pm.
- II. Attendance
  1. See Appendix 1.
- III. Adoption of the Agenda.
  1. Motion to adopt the agenda: Limb/McGrath.
    - i. Approved unanimously.
- IV. Approval of the December 13, 2021 Meeting Minutes.
  1. Approved by unanimous consent.
- V. Announcements.
  1. Dean Bresciani, President
    - i. Sent his regrets, but he is out of town.
  2. Margaret Fitzgerald, Provost
    - i. No announcements.
  3. Florin Salajan, Faculty Senate President
    - i. President Salajan welcomed the Senators returning from the break.
    - ii. Reminders:
      - a. If Senators know ahead of time that they will have a long-standing conflict preventing them from attending the Faculty Senate's meetings, then they should try to change the conflict so that they can attend. If a Senator cannot make Faculty Senate meetings for a semester or two, then they should think about stepping down so that another college representative can replace that Senator. For the Faculty Senate to do the work with which it is charged, Senators need to have institutional memory and know what the Senate has been doing during the Senator's term.
      - b. For proxy substitutions, please send the proxy to the executive team in plenty of time before the meeting. The day before or day of the meeting may make last-minute

preparations difficult to arrange for the proxy's access, especially if the person is using Zoom.

- c. Please do not send Faculty Senate meeting Zoom links to anyone other than Senators. The Zoom is for Senators and people invited to speak at the meeting.
- 4. Dennis Cooley, Faculty Senate Past-President
  - i. General Education and AHSS met to discuss ways to facilitate the validation process and achieve requirements, such as assessing classes. General Education said they would be willing to meet with others, as well.
- 5. Anastasiya Andrianova, Faculty Senate President-Elect
  - i. No announcements.
- 6. Joshua Schroetter, Staff Senate President
  - i. No announcements.
- 7. Laura Friedmann, Student Body Vice-President
  - i. Student Government is funding grants for technology that impacts on teaching. An email will be sent to faculty after the Faculty Senate meeting today about this opportunity to replace textbooks. Open Educational Resources Grants at NDSU and Open Resources Board are trying to reduce textbook and other costs to students by replacing course textbooks with more affordable educational resources.
  - ii. If faculty know of students who are a good fit for Student Senate and might be interested, then please send Student Government the names.
- 8. Philip Hunt, Registrar
  - i. No announcements.
- 9. Sigrid Jewett, Chair, Residence Hall Association Advocacy Committee
  - i. This committee wants to bring up the possibility of having firepits on campus with the administration, such as Safety. S. Jewett wanted to inform the Faculty Senate in order to broaden the conversation.
  - ii. Question: If a resolution is approved by Student Government, then will it be sent to Faculty Senate?
    - a. Yes, it will be.

## VI. Committee and Other Reports.

- 1. Budget Committee report
  - i. M. Peterson: Nothing to report as of now. The committee will be looking at the provost's ad hoc committee reports as they come in.

VII. Consent Agenda.

1. UCC Report

- i. Approved by unanimous consent.

VIII. Unfinished Business.

1. None.

IX. General Order.

1. Policy 311

- i. The vote on this policy was deferred until this meeting so that those proposing it could meet with stakeholders to gather feedback from an open forum and other avenues.
- ii. Melissa Lamp presented background information and a brief overview. If the policy change is approved, the provost's office will try to implement it in stages to minimize negative impact.
- iii. Questions and discussion:
  - a. The budget is not linked to the number of students taught during the summer?
    - a. No, it is an appropriated budget that will not grow in the foreseeable future.
  - b. Is there a firm plan to stay with the change or to go back to the policy we have in place now?
    - a. No, there is no plan to change back, but the policy will be reviewed as time passes to determine if it is working well enough.
  - c. Does this apply to faculty on 12 month salaries?
    - a. No, it is only for faculty with 9 month salaries for whom summer classes constitute an overload; for 12-month employees they would be in-load.
  - d. All departments are trying to find funds to pay for their costs, especially since budgets have been cut. If we put a cap on the salaries, we are reducing the value of what we do for instruction. Making it worse is putting the devaluation into policy.
    - a. Most universities have a cap and consider summer salaries to be an overload. NDSU's provost office appreciates the contribution to students and the university of faculty and their teaching.

- e. The current policy does not state a reimbursement percentage and does not include part-time faculty and graduate students in the language. Technically, that means that NDSU has been violating the policy by employing them. Across the board cuts more dramatically affect graduate students, GTAs, and part-time faculty. We should think more of equity rather than equality.
- f. Summer salary is the only support NDSU gives to some faculty. Other universities could have other means of supporting faculty, but this is the only one NDSU has. Concern was raised about College of Business not teaching as many classes during the summer because the reduction in salary is equivalent to a reduction in incentive.
- g. Will the policy actually change for graduate students?
  - a. NDSU has only a procedure but not a policy that determines what graduate students are paid. NDSU General Council brought the matter to the attention of the provost's office with a recommendation to formalize the structure of pay.
- h. Across the board approach does not take into account high enrollment courses which subsidize low enrollment courses. The new system might penalize people with large enrollment classes. Can there be a sliding scale for reimbursement?
  - a. A sliding scale is one mechanism being discussed.
  - b. We cannot add new classes that students need given the current system.
  - c. The policy gives Summer School the flexibility if needed.
- i. What is the trend in summer enrollments at NDSU?
  - a. Because of Covid, enrollment is down, but that makes it unclear what the overall trend is.
- j. Would this policy change help departments have a bit more money to hire instructors and shorten the time students have to be at NDSU?
  - a. This would be the opening of a conversation on the subject.
- iv. Pending motion from December 13, 2022 Faculty Senate meeting to approve (Christensen/Cooley) passed: 27 aye; 9 nay; 3 abstain. See Appendix 2.Q1.

X. New Business.

1. Resolution on Defending Academic Freedom to Teach about Race and Gender Justice, and Critical Race Theory

- i. President Salajan provided background on why this resolution has been created and presented to the Faculty Senate. Governors in some states are signing into law prohibitions to teach in these areas, including at institutions of higher learning. Last year, the ND legislature banned teaching CRT in K-12 and sex education. There is no reason to believe that there won't be more limitations in ND in the future.
- ii. Motion to approve the resolution: Ross/Roberts
- iii. Discussion:
  - a. It was noted that there was some hesitancy about the reception this resolution would receive in Bismarck but very, very strong support for standing up for academic freedom.
  - b. Is there a way to pitch this differently so that others in the state would want to sign on to it? Can the wording be less combative or hostile?
    - a. This is a draft which can be revised. But it needs a stern message to signal to the legislature that it is important to take into account the faculty voice in their areas of expertise.
  - c. Concern was raised about NDSU passing this on its own without other peer institutions.
    - a. There is ongoing work to create a coalition of institutions in NDUS, including UND, although nothing is certain. Each institution would draft their own resolution to address their own concerns, instead of one resolution being approved by each institution.
  - d. Motion to defer/postpone until the February 2022 Faculty Senate meeting, President Salajan and any others he chooses to assist him are charged to revise using comments gathered from faculty and Senators: Cooley/Christensen.
    - a. Motion to postpone passed by unanimous consent on voice vote.

2. Proposed Amendments to the Council of College Faculties (CCF) Constitution

- i. Motion to approve proposed amendments to the CCF  
Constitution: J. Jones/Wood
  - a. Motion passed: 38 aye; 0 nay; 1 abstain. See Appendix 2.Q2.

3. NDSU Core Values

- i. Motion to endorse NDSU Core Values: Christensen /Overton
  - a. Motion passed: 36 aye; 0 nay; 2 abstain. See Appendix 2.Q3.

XI. Adjournment at 4:34pm: Limb/Ross

- 1. Passed with unanimous consent.

## Appendix 1

| Name                    | Substitution | Present |
|-------------------------|--------------|---------|
| Aldrich-Wolfe, Laura    | Travers, S.  | x       |
| Amiri, Ali              |              | x       |
| Andrianova, Anastassiya |              | x       |
| Arnold, Lisa            |              | x       |
| Asa, Eric               |              |         |
| Berg, Eric              |              | x       |
| Burt, Sean              |              | x       |
| Byrd, Christopher       |              | x       |
| Choi, Juwon             |              | x       |
| Christensen, Warren     |              | x       |
| Cooley, Dennis          |              | x       |
| Creese, John            | Wing, H.     | x       |
| Emanuelson, Pam         |              |         |
| Fellows, Kristen        |              | x       |
| Harringer, Shannon      |              | x       |
| Hassel, Holly           |              | x       |
| Hershberger, John       | Hinz, V.     | x       |
| Hong, Yontao (David)    |              | x       |
| Huseth-Zosel, Andrea    |              | x       |
| Jackson, Jeremy         |              | x       |
| Kilina, Svetlana        |              | x       |
| Larson, Jamee           |              | x       |
| Limb, Ryan              |              | x       |
| Lin, Zhibin             |              | x       |
| March, Raymond          |              | x       |
| McGrath, Ryan           |              | x       |
| Nordstrom, Onnolee      |              | x       |
| O'Rourke, Stephen       |              | x       |
| Overton, Kimberly       |              | x       |
| Peltier, Allison        |              |         |
| Philbrick, Candace      |              | x       |
| Rahman, Mukhlesur       |              | x       |
| Roberts, David          |              | x       |
| Ross, Darrell           |              | x       |
| Salajan, Florin         |              | x       |
| Selekwa, Majura         |              | x       |
| Smith, Matthew          |              | x       |
| Thompson, Sara          |              | x       |
| Tian, Ruilin            | Jones, J     | x       |

|                |   |
|----------------|---|
| Ungar, Abraham | x |
| Wood, Scott    | x |
| Wu, Xiangfa    |   |
| Yan, Changhui  | x |
| Yan, Guiping   | x |
| Zhang, Qi      | x |
| Zhao, Pinjing  | x |



## Appendix 2

**Session Name:** Ballot 1-24-2022 4-38 PM

**Date Created:** 1/24/22, 2:38:19 PM      **Active Participants:** 38 of 56

**Questions:** 3

---

### Results Detail

| Last Name   | First Name  | Q1  | Q2  | Q3  |
|-------------|-------------|-----|-----|-----|
| ANDRIANOVA  | Anastassiya | AYE | AYE | AYE |
| ARNOLD      | Lisa        | AYE | -   | -   |
| BERG        | Eric        | -   | AYE | AYE |
| BURT        | Sean        | AYE | AYE | AYE |
| BYRD        | Christopher | AYE | AYE | AYE |
| CHOI        | Juwon       | AYE | AYE | AYE |
| CHRISTENSEN | Warren      | AYE | AYE | AYE |
| COOLEY      | Dennis      | AYE | AYE | ABS |
| FELLOWS     | Kristen     | AYE | AYE | AYE |
| HARRIGER    | Shannon     | AYE | AYE | AYE |
| HASSEL      | Holly       | AYE | AYE | AYE |
| HINSZ       | Verlin      | NAY | AYE | AYE |
| HONG        | Yongtao     | NAY | AYE | AYE |
| HUETH-ZOSEL | Andrea      | AYE | AYE | AYE |
| JACKSON     | Jeremy      | NAY | AYE | AYE |
| JONES       | Joseph      | NAY | AYE | AYE |

|           |              |     |     |     |
|-----------|--------------|-----|-----|-----|
| LARSON    | Jamee        | AYE | AYE | AYE |
| LIMB      | Ray          | NAY | AYE | AYE |
| LIN       | Zhibin       | AYE | AYE | AYE |
| MARCH     | Ray          | AYE | AYE | -   |
| MCGRATH   | Ray          | AYE | AYE | AYE |
| PELTIER   | Allison      | AYE | -   | -   |
| PHILBRICK | Candace      | AYE | AYE | AYE |
| O'ROURKE  | Stephen      | NAY | AYE | AYE |
| OVERTON   | Kimberly     | AYE | AYE | AYE |
| RAHMAN    | Md Mukhlesur | AYE | AYE | AYE |
| ROBERTS   | David        | NAY | AYE | AYE |
| ROSS      | Darrell      | -   | AYE | AYE |
| SELEKWA   | Majura       | ABS | AYE | AYE |
| SMITH     | Matthew      | AYE | AYE | AYE |
| THOMPSON  | Sara         | AYE | AYE | AYE |
| TRAVERS   | Steven       | NAY | AYE | ABS |
| WING      | Heath        | AYE | AYE | AYE |
| WOOD      | Scott        | AYE | AYE | AYE |
| YAN       | Changhui     | ABS | ABS | AYE |
| YAN       | Guiping      | -   | AYE | AYE |
| ZHAO      | Pinjing      | NAY | AYE | AYE |
| ZHANG     | Qi           | ABS | AYE | AYE |

Note: At times, some senators were unable to use the electronic system. Their votes are recorded below:

|               | Q1  | Q2  | Q3  |
|---------------|-----|-----|-----|
| BERG, E.:     | AYE |     |     |
| KILINA, S.    | AYE | AYE | AYE |
| NORDSTROM, O. | AYE | AYE | AYE |
| ROSS, D.      | AYE |     |     |
| UNGAR, A.     | AYE | AYE | AYE |