

Faculty Council Meeting
August 20, 2025 12:45p - 2:00p
Meeting Minutes

Members Present:

Steve LaCosse - Chair
Cliff Odle - Vice Chair
Frazier Smith - Secretary
Bill Volz
Zak Stevenson
Elizabeth Klaimon
Chris Dorr
Christopher Bruhn
Michael Dodds
Claire Fort
Joseph Mills

Jeff George
Clint Smith
Angie Sansone
Kara Andersen
Anson Koch-Rein
Rosemary Millar
Dmitri Vorobiev
Martha Golden
Abby Yager

Administration Present:

Karen Beres

1. Attendance
2. Approval of Minutes from 5/9/25 meeting
 - *Vorobiev moves to approve, Volz seconds, unanimous approval of the previous meeting's minute.*
3. Chair Report
 - a. Goals for the Year
 - *The Faculty Council should look into how to include the major teacher in meetings regarding student dismissal. Discussion tabled until next meeting.*
 - *Work should continue on clarifying what information is included in the syllabi. Syllabi have become bloated with the amount of information required to be included.*
 - b. Advancement invited to present activities during Picklestock
4. Provost Report (The Chancellor is in a special session with the BOT)
 - *The Provost was held up in a lunch session and was unable to attend the meeting.*
5. Faculty Council Teams - Jeff George
 - *General Faculty Information Distribution - has a space for each of the seven schools.*

- *Faculty Council - has spaces for all of the council and just the officers.*
- *Faculty Only - preparing curriculum change forms for EPC; can create spaces for the various standing committees; Lacosse: could be a good space to put information regarding syllabi.*

6. Faculty Search Process

- a. Sub committee to review document produced for Shared Government Summit
- *Sub-committee formed with the following members: LaCosse, Odle, Dorr, Stevenson*
- *Non-FC member Jared Miller has been nominated to serve on this subcommittee.*

7. Faculty Manual Updates

- a. Faculty Endowed Scholarship
 - i. 7.7.2 Faculty Endowed Scholarship Guidelines and are hoping to be able to have this standardized to be administered by Financial Aid in the same manner as the Elizabeth Harriet Weaver Memorial Scholarship and the Sarah Graham Kenan Scholarship in Excellence. I am working with Advancement to make this happen.
- *All scholarships that faculty vote on will have information posted in the Faculty Manual.*
- b. Faculty Grievance Committee
 - i. Faculty Grievance Committee – Needs further clarification and discussion before altering the Faculty Manual. Some of the descriptions seemed to be limiting and we think the procedures are more of a committee guide and not something that needs to be in the Faculty Manual. Perhaps the Faculty Grievance Committee could develop a committee procedural manual that could be housed in Faculty Affairs and given to the Committee Chair when needed. For now, we are not going to do the bulk of changes in the Faculty Manual until further discussion and clarification.
- *Alterations to the Faculty Grievance Committee were voted on and approved in the May 9th meeting*
- *Previously agreed up language should already be included in the Faculty Manual. Discussions regarding language and future alterations can take place at later dates in line with current procedures.*
- *LaCosse: Will proceed with requesting that the approved alterations be added to the Faculty Manual.*

8. Standing Committee Reports

- a. Campus Development Chair: Michael Dodds
- *No updates at this time.*

- b. EPC Chair: Joe Lopina
 - *No updates*
 - c. Faculty Development Chair: Rosemary Millar
 - *Will have more information at the next meeting; some applications have already come in.*
 - d. Faculty Rank Co-Chairs: Steven LaCrosse and Bill Volz
 - *Continued discussion of the mid-10 year evaluation*
 - *Should faculty who plan to retire within two years after their mid-10 year evaluation go through that process?*
 - *If you are up for a second 10-year contract, your dean has the ability to waive the outside evaluators requirement*
 - e. Faculty Welfare Chair: Anson Koch-Rein
 - *Faculty from outside the committee have raised concerns about the rise in health insurance prices*
 - *Insurance premiums will be going up; Tobacco cessation credit has been taken away*
 - *Might be discussions about the health insurance costs at Faculty Assembly; Klaimon/Odle will provide updates*
- 9. Other Business
 - *All School Meeting attendance needs to improve*
 - *There have been faculty present on Zoom for the All Faculty Meeting, but overall faculty attendance has been an issue.*
 - *Moving from Zoom to Microsoft Teams for meetings may be the best move going forward; issues with audio quality have been brought up.*
 - *Would it be better to move the All Faculty Meeting to online only?*
 - *Could there be a chance to offer training on how to use Zoom/Teams?*
 - *Is it possible that the issue is with the technology in the space(s)?*
 - *Multiple members stated that having the All Faculty Meeting, and other meetings in general, in person brings about a sense of community that an online meeting cannot fully provide. Faculty should find more opportunities to get together in person. Grabbing lunch together, finding better days and times to hold social events for faculty.*
 - *Would it be better to find a smaller venue for the All Faculty Meeting?*
 - *Discussions about potential solutions can take place in later meetings*
 - *Could we explore the possibility of providing refreshments (food, drinks) to make up for a meeting taking place during lunch time for many faculty?*
 - *A sense of community is important, but an online option for meeting attendance gives faculty members the ability to be engaged while taking care of family matters, health matters, etc.*

10. Adjournment

- *Volz motions to adjourn, seconded by LaCrosse, unanimous approval to adjourn the meeting*