THE UNIVERSITY OF SOUTH CAROLINA

MINUTES OF THE FACULTY SENATE MEETING

Wednesday, November 3, 2021

This session was held entirely online.

PRESIDING Chair Audrey Korsgaard

Call to Order

CHAIR AUDREY KORSGAARD called the meeting to order at 3:00pm EST.

CHAIR KORSGAARD welcomed the members to the Faculty Senate.

Corrections to and Approval of Minutes

There were no corrections to the minutes; they were moved and accepted.

As a reminder, all senators need to log into the Blackboard page to be able to vote.

Invited Guest

TRUSTEE THAD WESTBROOK provided background on the Presidential search. During summer 2021, the search committee (hereafter Committee) asked for input from university stakeholders. This happened through online information gathering and 29 in-person information gathering sessions. From these efforts, 1) a leadership profile was developed regarding attributes in a president the Committee seeks and 2) issues facing the next president. This profile was published in September 2021. During the next two months, the Committee and the search consultants (Funk & Associates) worked to recruit candidates for the pool. At present, the pool is greater than the number of applicants anticipated. The pool is diverse and of high quality. Candidates will be discussed on Friday November 5, 2021. The Committee will make sure the candidates interviewed are of high quality and diverse individuals. Based on the November 5th meeting, a plan will be developed to conduct interviews with selected candidates. It is hoped that interviews will be conducted prior to Thanksgiving. This process is fluid. The Committee provides the guidance on when further action in the interviewing process can proceed. After the Committee does its work, the Board of Trustees (hereafter The Board) reviews the candidates and talks with them. This process is outlined by the Board Chair. The Committee is mindful of several other Presidential searches being conducted throughout the country. The Committee wants to move forward so the university doesn't miss an opportunity to acquire an excellent candidate, at the same time the Committee does not want to rush the process.

SENATOR TAVAKALI inquired about the diversity of the candidate pool.

TRUSTEE WESTBROOK stated that there are more than 50 candidates in the pool. Approximately 50% are women or persons of color. There was soft deadline for applications on Monday November 1, 2021. The Committee is anticipating a few additional applications.

SENATOR VALTORTA asked if The Board will interview candidates before the Committee selects candidates.

TRUSTEE WESTBROOK stated that may be possible. The exact process has not yet been solidified. There are timing issues with the upcoming holiday and Christmas break. The Committee may want The Board's feedback. A clearer idea will be known after the Committee meets on Friday November 5, 2021.

SENATOR JARRELLS asked if there are plans for faculty to interact with the finalists.

TRUSTEE WESTBROOK has already met with Chair Korsgaard regarding 1) the final steps and 2) what would be beneficial for the faculty. The information has been taken back The Board. The Committee is working on developing a plan for identifying ways to get stakeholder input as the final stages of the search approach.

SENATOR ALBRECHT asked for explanation regarding differences from the past presidential search process.

TRUSTEE WESTBROOK reminded the Senate that he wasn't on the prior search. He did, however, gather information about the last search. Differences between the two search processes are as follows:

- A new search policy was adopted in August 2020.
- The composition of the Committee is different. It is larger and has more faculty input.
- Significant time was spent obtaining stakeholder input via an online survey (N=6,000) and 29 listening groups.
- A different consultant group is being used (Funk & Associates).
- The consultant group participated in nine listening group sessions.
- The Search Committee is providing regular updates throughout the process.
- The pool looks much different this time…in a positive way.

Report of the Officers

INTERIM PRESIDENT PASTIDES is not available today; he is having a medical procedure. Faculty Senate wishes him well.

INTERIM PROVOST CUTLER thanked the Faculty Senate for their leadership and service to the institution. A few weeks ago, the University of South Carolina hosted the UN. Educational, Scientific, and Cultural Organizations (UNESCO). They were at the university on October 24, 2021. UofSC hosted a forum regarding international media, freedom of the press, disinformation,

and hunger. The reason hunger was addressed is that former Governor Beasley was a guest speaker. Governor Beasley is recognized for his work with UNESCO, and as a noble laureate because of his efforts in feeding the poor throughout the world. Governor Beasley talked about the impact social media is having on how people are thinking.

Interim Provost Cutler recognized the work Randy Covington (College of Information and Communication) provided for the forum. Dr. Covington put a lot of energy into making this event happen. UofSC was able to obtain an endowed chair from UNESCO. This endowed chair will focus on data and media in our society. The endowed chair will be housed in the College of Information and Communication. There are 21 UNESCO endowed chairs already in place. This will be the 22nd endowed chair by UNESCO.

UofSC hosted a cyber workshop last week (week of October 25, 2021). Attendees included Department of Defense and the National Security. This is based on a program UofSC is offering; a true collaboration of colleges across campus including the 1) College of Arts & Sciences' Walker Institute leading the effort, 2) College of Information and Communication, and 3) College of Engineering & Computing. The National Security Administration is very interested in what UofSC is doing regarding cyber education. Two individuals at the workshop were UofSC alumni; a 3-star general and someone high up in national security, Kenneth Bible. The workshop was used to 1) discuss UofSC' s cyber intelligence program, 2) how the program can be integrated more across the university, and 3) how students can be developed and educated to fill gaps within the state and in the country. In the state of South Carolina, there are approximately 7,000 open positions in this sphere.

The Civil Rights Center, Ann Franks Center, and the Provost had a meeting with Development. There is an interest in housing these programs in the Provost's Office, not that the Provost would take authority. Individuals who didn't graduate from the UofSC but may want to give to these endeavors would have a central clearinghouse.

The University's ask from the General Assembly is approximately $600 million; it is still in place. The University has not heard of many cuts. Some cuts are anticipated. Asks (i.e., requests) include 1) medical school, 2) deferred maintenance for approximately 14 campus buildings, 3) and other infrastructure. UofSC should hear of the funds around January 2022 when the General Assembly is back in session.

Several dean positions are being examined. One is an interim dean position; the other position is a dean who will be retiring. Provost Cutler respectfully stated that he needs to hold off stating which dean positions are being examined. Information will be forthcoming shortly.

Interim Provost Cutler reported numbers for COVID-19:

- Week of October 25, 2021, the rate was 0.22,
- Week of October 18, 2021, the rate was 0.46,
- Week of October 11, 2021, the rate was 0.53, and
- Since August 1, 2021, the positivity rate on campus was 1.79%
- According to the University Health Services, COVID-19 is no longer the #1 viral infection on campus. It is the #4 viral infection on campus. The other three are typical viral infections during this time of year.
- Vaccination rates continue to be strong. Almost 68% are fully vaccinated on campus (those who report). President Biden has a issued an executive order (#14042). There is a safety requirement for federal contractors to be vaccinated. UofSC is being compliant with this executive order. UofSC is working closely with MUSC and Clemson. There are exemptions for this executive order. Exemptions will be identified through Human Resources. Additional information will be forthcoming.

Interim Provost Cutler continues to place mental health on campus as a high priority and concern. He is aware of the impact the past 19 months has had on the faculty, staff, and students. Interim Provost Cutler gave a video update to the UofSC community during the week of October 25, 2021. The purposes of this video were to 1) provide advice to faculty if/when he or she encounters a student who is struggling, and 2) tools available throughout the university (e.g., CTE training in dealing with mental stress, wellness programs). In addition, a taskforce is being developed to examine the university's resources that can assist in these efforts.

CHAIR KORSGAARD commented on the need for attention to mental health on campus. She appreciated Interim Provost Cutler's efforts.

SENATOR MCGILL thanked the Interim Provost Cutler for the video regarding mental health and wellness as well as available resources. Senator McGill has many students who are under stress. A question was asked 1) Is the food pantry still in existence? and 2) Are COVID-19 emergency funds still available for students? If so, how do they apply for the funds?

INTERIM PROVOST CUTLER did not know if the emergency funds are still available, but he will find out. The food pantry is something we all can contribute to.

SENATOR RANDAZZO asked Interim Provost Cutler's opinion regarding the recent request from the Commission on Higher Education for syllabi regarding the REACH ACT. Several faculty members are concerned that the State will begin to target individual faculty. What sort of protection will the university provide to make sure faculty members are not targeted? Senator Randazzo recognizes that syllabi can be obtained by a Freedom of Information Act request by the Commission on Higher Education. If we willingly turn over syllabi information, the information could go to partisan or political entities that may have a vendetta. Faculty members

are increasingly being targeted for their political agendas. This is potentially creating a chilling effect. Please talk about the protection the university will provide.

INTERIM PROVOST CUTLER has been looking at this issue closely. He is a big fan of the constitution and freedom of speech. The intent of academic freedom is to protect people from being persecuted by the church. Academic freedom is the foundation for any institution of higher learning. Interim Provost Cutler stated that he will do what he can to avoid releasing personal identification information on syllabi. He wants to protect faculty. He would like a task force that gets the university ahead of the situation. UofSC can anticipate that something else will "come down the road". Interim Provost Cutler asked for volunteers to serve on the task force.

VICE-PROVOST SANDRA KELLY stated that the request for syllabi with faculty information (i.e., names) was a big surprise. Generic syllabi for teaching the founding documents were submitted to the Commission on Higher Education (hereafter CHE). Seven courses are approved for teaching the founding documents. The university plans to indicate the number of sections for each course (e.g., 16 sections of course XYZ). The syllabus for each section will be submitted with the section number deleted. Vice-Provost Kelly understands faculty members' concerns. The Provost's Office will protect faculty members to the best of his or her ability. This is a very different political environment.

SENATOR RANDAZZO responded that this a second or third request for information. This is a "slippery slope" of academic freedom and potential chilling effect it may have on faculty. With each request the University moves one step closer to the slippery slope. It is time for the University to draw a line in the sand. This puts faculty members, many who are temporary or women of color who are already scrutinized further under a microscope. Senator Randazzo is requesting something more tangible, and someone to take the lead. Senator Randazzo stated that he would be willing to serve on a task force if it were developed.

SENATOR HARRISON endorsed Senator Randazzo's call for a statement from the Administration regarding academic freedom. The chilling effect is already here. Months ago, a faculty member was targeted. This summer, most of the South Carolina congressional delegates addressed Interim President Pastides in a letter demanding that classes be eradicated where Critical Race Theory is taught. A colleague who teaches in this area was named. A response was not heard from the Administration regarding the faculty member's teaching and service efforts. Senator Harrison asked, "what will it take for the administration to publicly support faculty members' academic freedom"?

INTERIM PROVOST CUTLER responded that he is very protective of academic freedom, not just for tenured faculty but for all faculty. It goes back to before there was a university. It relates to when people were being persecuted several hundred years.

SENATOR YENKEY supported his faculty members in the Departments of Political Science and History. The question raised was "what would it take to him [i.e., Interim Provost Cutler] to stand up"?

INTERIM PROVOST CUTLER takes academic freedom very seriously. Interim Provost Cutler responded by stating that he already stood up today with the President of the Commission on Higher Education. He [Interim Provost Cutler] identified issues to protect the faculty, including redacting personal identifiers on the syllabi.

SENATOR YENKEY responded that this effort is greatly appreciated. The redaction is important.

SENATOR YENKEY followed up by stating that most of the faculty in the Senate are not in the frontlines of the issue related to the Founding Documents. The Founding Documents issue is centered in a small number of departments and instructors. It is, however, a critical line in academic freedom. Senator Yenkey believes that it is an impingement on several faculty that impacts us all. He encouraged the faculty set additional time at the next Faculty Senate meeting to hear from faculty who teach the Founding Documents. He stated his concern regarding anytime the legislature sends a letter regarding a course and the administration doesn't respond.

INTERIM PROVOST CUTLER stated that he has not read the letter (regarding teaching Critical Race Theory), so he was unable to comment. He was knowledgeable of administrators who reached out to the faculty member; they were supportive of the faculty member's efforts.

UNKNOWN SPEAKER: When will there be public support rather than just reaching out to the faculty member?

INTERIM PROVOST CUTLER stated that he is unable to comment on this question. It needs to "bubble up" to warrant public support. Interim Provost Cutler stated that he has had discussions with the General Assembly regarding "we teach students how to think, not what to think".

<p align="center">Reports from Faculty Committees</p>

Curricula & Courses Committee Report, Stacy Winchester, Chair

CHAIR WINCHESTER: The Committee presents 46 proposals:
- College of Arts and Sciences (n=13)
- College of Business (n=15)
- College of Education (n=9)
- College of Hospitality, Retail, and Sport Management (n=1)

- College of Information and Communication (n=1)
- College of Medicine (n=1)
- School of Music (n=4)
- College of Public Health (n=2)

The proposals were accepted.

Instructional Development Committee (InDev) Professor Ramy Harik, Chair

CHAIR HARIK: The Committee developed a timeline and presented it at the October 2021 Faculty Senate meeting. There are three options regarding the number of faculty representation on the InDev Committee.

College/School/Unit	Option A		Option B		Option C	
	# Faculty Rep.	% Committee	# Faculty Rep.	% Committee	# Faculty Rep.	% Committee
College of Arts and Sciences	1	7.69	3	20.00	5	27.8
Darla Moore School of Business	1	7.69	2	13.33	2	11.1
College of Engr & Computing	1	7.69	1	6.67	2	11.1
College Hosp Retail Sport Mgmt	1	7.69	1	6.67	1	5.6
Arnold School of Public Health	1	7.69	1	6.67	1	5.6
Information & Communications	1	7.69	1	6.67	1	5.6
College of Nursing	1	7.69	1	6.67	1	5.6
College of Pharmacy	1	7.69	1	6.67	1	5.6
College of Education	1	7.69	1	6.67	1	5.6
School of Music	1	7.69	1	6.67	1	5.6
College of Social Work	1	7.69	1	6.67	1	5.6
Palmetto College	1	7.69	1	6.67	1	5.6
University Libraries	1	7.69				
Total faculty representatives	13	100.00	15	100.00	18	100.0
Total members including ex-officio	15		17		20	

Reach out to Ramy Harik for additional information about each option. The Subcommittee is continuing to move forward to ensure a smooth process.

Report on Carolina Online Subcommittee

The approval process for adding online modality to existing degree programs is moving forward. The Subcommittee met with the Provost's Office. It has been agreed that there will be a pre-authorization process in the provost's office with certification in APPs. C&C will review proposals through APPs and field questions.

Pre-authorization:
- Program Change form assesses questions of demand, impact, resources, and sustainability.

- The process ensures the unit as assessed and come to an agreement with the administration regarding needs for additional technology, faculty, online support services, or other additional needs.

APPS:

- The first question APPS will ask is in relation to the Carolina Core. When adding online modality, the proponent will need to check (i.e., verify) that there is a fully online pathway for the Carolina Core.
- List each course and identify the college(s) or school(s). The online sections must be offered on a regular basis (e.g., at least once a year).
- Acquire letters of concurrence from all colleges and/or units offering Carolina Core courses.
- The second question APPS will ask is in relation to the impact on other units or Palmetto College Campuses. When adding online modality, provide an assured fully online pathway through all remaining degree requirements, including minors or cognates, and all major coursework.
- The third question APPS will ask you is in relation to Assessment Plans. Specifically, the proponent will be asked "will the proposed assessment measures, targets for acceptable performance, and/or program oversight for collecting and responding to assessment results remain the same as those for the existing face to face program"? The proponent is not allowed to change assessment measures for the online program, compared to the face-to-face program, because then the online program is being changed. The assessment for face-to-face and online programs needs to be identical if the program is identical except for modality.
- The fourth question APPS will ask you is in relation to the impact on face-to-face program within the major. Specifically, the proponent will be asked to explain the impact the addition of online modality will have on the face-to-face program. What measures will be taken to ensure the sustainability of both programs? What previously approved online programs does UofSC offer that are closely related to the proposed program and how are they related? The proponent should highlight any similar programs offered by the UofSC system including Palmetto College. It is important to articulate differences between the proposed program and those already approved.

The above will be brought forward at the December 2021 Faculty Senate meeting. A vote is expected during this meeting.

Dr. Harik's role on InDev was supposed to end in May 2021. He accepted an extension until December 2021. He formally steps down December 2021. Elections will occur and a new chair will be stepping in January 2022.

SENATOR CORLEY asked if the Faculty Senate will be asked to vote on changes to the Carolina Core in the December 2021 meeting.

CHAIR HARIK stated that changes to the Carolina Core will not be voted on during the December 2021 meeting. The subcommittee will be presenting "what is the best process" for changing the Carolina Core.

SENATOR RANDAZZO asked if the document developed by InDev would be circulated for review.

CHAIR HARIK stated that the document would be circulated with the agenda for the December 2021 meeting. Senator Randazzo requested that the document with the three options could be distributed well before the meeting to have time to 1) read through the document and 2) obtain feedback from faculty.

Report on the Carolina Core Subcommittee

CHAIR HARIK explained that the Carolina Core Subcommittee is comprised of members from InDev. They are examining the optimal timeline to create for The Board of Trustees. There are multiple steps. Today is an update of one of the elements. This element is to form a Carolina Core Subcommittee. This subcommittee will develop three different options. Eventually, options will be voted at InDev and brought forward to Faculty Senate for a vote. At this time, it is not anticipated that a vote will be forward in December 2021 for a vote. Discussions are still ongoing. Once the document is finalized, it will be brought forward. It is still, however a working document and not ready for discussion at Faculty Senate.

SENATOR RANDAZZO responded that he would still prefer to see the document as a draft. There may be input that as a senator he may be able to provide.

CHAIR HARIK agreed to this request. His email was provided to all Faculty Senators. Any Faculty Senator (or faculty member) who wishes a draft of the document may obtain a copy by emailing Dr. Harik at harik@mailbox.sc.edu. He will communicate the request with the chair of the subcommittee.

Update on the Carolina Online document
CHAIR KORSGAARD asked for confirmation that the chair of the Carolina Online subcommittee would be sharing the Carolina Online document and soliciting input before the December 2021 Faculty Senate meeting.

CHAIR HARIK stated that the document is 99% completed. He requested the completed documented to be sent with the December 2021 Faculty Senate agenda. It will be available for Faculty Senator review by November 12, 2021, via Blackboard. This provides members three weeks for review of the document.

CHAIR KORSGAARD agreed that the document can be distributed with the December 2021 agenda.

SENATOR HENDERSON-PLATT [in the chat] asked for clarification on whether Faculty Senate will vote on the Caroline Core process.

CHAIR HARIK confirmed that faculty senators will vote on the process.

CHAIR KORSGAARD recommended that the Caroline Core process also be posted on Blackboard. This allows senators to carefully review the process in advance of the vote.

CHAIR KORSGAARD thanked Dr. Harik for his efforts on these important committees.

Faculty Senate Information Technology Committee, Professor Chun-hui Miao and Scott Phinney, Co-Chairs

SCOTT PHINNEY and JEFF HOSTILO, presented a resolution. The resolution states that "the Faculty Senate of the University of South Carolina-Columbia, on behalf of its faculty that in the interest of advancing University teaching and learning environments
1. Affirms the critical role high-quality classroom technology plays in teaching and learning; AND
2. Affirms the value of the upgraded classroom technology provided through the LITE in Year 1 (FY20-21) of its five-year program; AND
3. Calls upon the Advisory Committee on Finance & Budget (ACFAB) to resume funding for the LITE Initiative in FY22-23 and succeeding years to complete the five-year program to upgrade the technology in the University's classrooms.

MR. PHINNEY provided background to this initiative. It is to upgrade classroom technology in response to the 2019 faculty IT survey and the 2020 Strategic Plan. The plan is in two (2) parts. The first part relates to infrastructure. The goals are to 1) modernize instructional technology in approximately 500 classrooms over the next five years with a goal of approximately 100 classrooms per year; 2) establish a standardized highly dependable classroom design, 3) have a Department of IT supported desktop in every classroom, and 4) establish a sustainability refresh plan that would begin at the end of this 5-year plan. The second part of this plan is 1) the establishment of five zones across the university campus and 2) to hire employees to support each of the zones.

MR. PHINNEY explained that funding for the first year (i.e., the 100 classrooms) was approved. Funding for each additional year requires an additional initiative. Funding for year 2 was not approved. This resolution is to demonstrate faculty support for restoring funding FY2022-2023 and the following years to complete the five-year program.

SENATOR KHUSHF asked for clarification on why the Advisory Committee on Finance and Budget did not approve year 2.

MR. HOSTILO stated that requests were made asking why funding was rejected. No explanation was provided.

SENATOR FENIMORE asked if year 1 of the funding was provided via CARES (or COVID-19) funding.

MR. HOSTILO stated that year 1 funding was outside of the CARES funding.

SENATOR TAVAKOLI asked for clarification of the plan should funding be obtained (i.e., what classrooms will be worked on first).

MR. HOSTILO stated that the working with the Registrar's Office is very challenging. That is, it is difficult to identify which classrooms can be taken offline. The task will be completed by semester. At this time, it is difficult to predict what rooms will be worked on first. The selection of rooms to work on is based heavily on the logistics of classroom scheduling.

SENATOR KENISON stated that she is a member of the Faculty Senate IT Committee. She is impressed with the information provided. She inquired about the specific upgrades for each of the classrooms.

MR. HOSTILO listed the following improvements:
- The standardized design will be "all inclusive".
- When the pandemic hit, UofSC experienced some issues with the hybrid courses. This design brings hybrid designs into the space. It will accommodate multiple modalities of teaching. It will reach remote students as well as provide quality recording of the class sessions.
- Cameras are being added to all the classrooms.
- Sophisticated microphone technology is being added that will pick up the instructor's voice and classroom participation.
- Blackboard collaborate and Teams can be used, while simultaneously recording the session.

- A digital document camera will be available. A video source will be available through the digital document camera.
- A monitor on the lectern will be touchscreen.
- Accommodations have been made to faculty response systems; a management in class response system is available.
- Accessibility is one of the biggest improvements. Coordination with the Student Disability Center is ongoing. Students requiring hearing assistance can obtain hearing packs and supplemental audio materials.
- Projection quality has been increased. Laser projection are "super crisp".
- Bulb projectors (also called lamp projectors) are no longer used on the campus. As such, bulbs will no longer burn out.

SENATOR KENISON stated that the nice aspect with the LITE system is that no matter what classroom a faculty member is assigned, the set up is identical.

SENATOR ABSHIRE asked if the IT survey satisfaction level (or level of dissatisfaction) dealt with the actual technology or the user's knowledge of how to use the technology.

MR. HOSTILO did not have the information of the survey. He did state that the LITE system is designed to 1) make the technology easy to use, 2) make information available to faculty/users, and 3) orientation sessions can be scheduled with technicians in the classroom of the faculty member's choice. In the past, there has been a huge negative response to technology and classroom spaces. This plan is design to make technology help achieve the academic goals.

SENATOR ABSHIRE inquired if the responses in the survey would change if training would be obtained. The resolution is heavy on the technology as opposed to training.

MR. HOSTILO addressed the second part of the plan (i.e., the five zones). In Mr. Hostilo' s opinion, currently the University is doing a terrible job at supporting technology in the classroom spaces. This is due to 1) we were resource deficient and 2) we were logistically not set up to respond quickly to issues. This initiative, through the second part, will help the university better respond to faculty needs. The campus map is used and divided into 5 zones. IT technicians will be embedded into the zones (as opposed to located in the IT unit). Each zone will have more than one technician. There will be a "technician cop". This person manages IT tickets and sends them to the technicians. This "technician cop" will know which technician is available in each zone through the management system. This management system was started in summer 2021. The time to acknowledge the call and fix the issue as dropped dramatically (i.e., has proved to be extremely successful).

SENATOR MINETT spoke in support of this resolution. Current technology is not adequate for his needs. This is a shared governance issue as well.

SENATOR MCGILL stated that this issue is important, however, she is concerned that every issue that is not funded, Faculty Senate will be going through a lot of things. Additional information is requested regarding the amount of funds spent on technology during the past year. How much money is needed to complete this five-year plan?

MR. PHINNEY stated that $4.7 million is requested for each year in upgrades and staff. The financial request for the entire five-year plan is $23.4 million.

A vote for the resolution was held. The resolution passed.

Report of the Secretary: nothing to report

Chair's Report

CHAIR KORSGAARD "closed the loop" on the report from InDev. The work from InDev was the result of a resolution passed through Faculty Senate during summer 2021. There are still several issues in the resolution that are open, including course load, and the impact of the admission standards. The Welfare Committee will be called upon to investigate these issues. The December 2021 Faculty Senate meeting will be busy. 1) InDev will give a report. 2) A preliminary report will be provided by the Freedom of Expression Ad Hoc Committee. 3) Ad Hoc Committee on Professional Conduct will also give an update regarding:

- Bullying
    - Defining bullying (interpersonal and professional conduct) and that type of behavior.
    - Identifying the role of faculty in investigating and judicating the violation of our standards.
    - Developing policy for the procedure that committee will use.
    - Developing a policy for a progressive discipline system.
- Consensual sexual relationships
    - Developing a policy regarding consensual sexual relationships.
    - Developing a more precise statement in the faculty manual.
    - Developing a description of how the faculty members is involved in the investigation and judication.
    - Developing a policy statement that addresses the investigation and judication
    - Developing a policy that addresses the progressive discipline system.

Chair Korsgaard anticipates the documents will be available for the December 2021 meeting. If not, there may be a called meeting. She also reminded Faculty Senators that the list for upcoming committee volunteers will be forthcoming. Recently there has been difficulty in retention in committees, yet committee work is so very important. Please reach out to faculty and encourage them to participate.

Old business: none

Good of the order: none

The meeting concluded at 4:43pm EST