

Faculty Assembly Meeting Notes

3/15/11

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I. Meeting called to order at 11:08 am

II. Meeting minutes for February 2011 meeting approved unanimously

III. Reports

a. CUSF – Dr. Chapin at CUSF meeting today

b. Other

i. Next meeting nominations for officers for 2011/12 school year will be held

• Elections will be held for:

- Chair-elect
- Parliamentarian
- Secretary

• Dr. Chapin is the Chair-elect for this year and will become the chair of the Faculty Assembly for 2011/2012

ii. Dr. Nyirenda supposed to present information on assessment today but this has been postponed until next month's meeting

IV. Old Business – none

V. New Business

A. Term Appointment for Department Chairs

a. Motion to suspend rules for the discussion of the Department Chair discussion was passed

b. Dr. Williams read the discussion item for all in the meeting:

Term-Appointment for all Department Chairs---Faculty have expressed their concerns regarding the selection of the academic department chair. The chair should be a facilitator who serves at the will of the faculty rather than take dictates from the administration or exhibit disrespectful/unprofessional disposition towards his or her faculty. Chairs have the ability to influence the department's climate and culture, the opportunity to shape the future of the department, and the responsibility to guide department dialog in positive and fruitful directions. He or she should be elected by the faculty on a rotational basis. We *should* emphasize that good leadership is *not dictatorial*. We are proposing a term appointment (preferably 2-year term) for every department chair on campus.

- c. Discussion of faculty
- i. Dr. Parker:
 - It takes skills to be a leader
 - Unwise to assume that since you have a good team everyone could be the leader
 - We have a legacy of choosing the best
 - ii. Dr. Mollett
 - If we decide to make a motion we need to remove pejorative statements
 - Further discussion needs to allow chair to succeed themselves for a second term
 - iii. Dr. Heimdal
 - Job as chair to represent faculty
 - Problem arises in selection process
 - Occasional hired as faculty member and then made chair
 - Term limits – reviewed by faculty
 - Chairs need to be evaluated by faculty
 - Tend to be reviewed by deans at other institutions
 - Need to start as an institution to evaluate administration. It is hard to review someone who has never been evaluated
 - iv. Dr. Williams
 - Does an evaluation hold any weight
 - v. Dr. Arumula
 - How do we get faculty to evaluate chairs
 - How would this work
 - We want chairs to help faculty
 - Need to evaluate administration
 - vi. Dr. Nagchaudhuri
 - Means to limit chair terms
 - Faculty could vote to allow chair to continue
 - vii. Dr. Williams
 - Need to do more than a motions for recommendation to go to administration
 - Need volunteers for ad hoc committee
 - viii. Dr. May
 - Need to know what are the expectations of a chair
 - ix. Dr. Waguespack
 - At other universities chair is always elected and has a term limit
 - At this university chair is appointed
 - Need to evaluate the chair but also other service units of the university such as IT, Registrar, Physical Plant
 - Give these other service units the idea of how faculty feels about them and how they can improve
 - Not sure on how a committee is formed to select the chair of a department

- x. Dr. Heimdal
 - Chair positions should be posted in job ads
 - They should be expected to have grant experience, teaching experience, etc.
- xi. Dr. Williams
 - We are not the only university that selects chairs from outside the department/university
 - It is a balancing act for chair because it depends upon what suits the school
- xii. Dr. Parker
 - Accountability seems to be the main issue
 - Need a dialogue to improve the role of chair and make sure they are accountable to students, faculty and administration
- xiii. Dr. Malik
 - Limiting the tenure of chair would only work if choose chair internally
- xiv. Dr. Jackson-Bowen
 - There is a process when there is an appointment as acting chair
 - 3 year limit
 - Academic affairs posts national search
 - Committee formed of people inside and outside of department
 - Committee has to be balanced and vetted by VP of Academic Affairs, HR, chair/dean of department
- xv. Dr. May
 - Is it administrative possible that we can set up to elect a chair
- xvi. Dr. Williams
 - Is there a legal reason to appoint a chair instead of electing them
- xvii. Dr. Rebach
 - Electing chairs may not get past central administration or the Regents
- xviii. Ms. Demanche
 - Issues raised have been discussed on campus for many years
 - Do we select an ad hoc committee if we are serious
 - Reminder we are still functioning without a P & T document that hasn't been updated since 1989
- xix. Dr. Chi
 - Need to ask ourselves if we are an academic or management oriented institution
 - Search committees should come from faculty
- xx. Dr. Nagchaudhuri
 - Other universities chairs, deans, etc are academic appointments
 - Not true here since at dean level they have no academic duties
 - If we still want to evaluate services that faculty receive from the university, this should be separate from the election of the chair

- xxi. Dr. May
 - Need to create an ad hoc committee to come up with a plan
 - Need to find out if this a doable under rules
- xxii. Ms. Demanche
 - Reinstate rules so motion can be made
- xxiii. Dr. Mollett
 - Don't we already have a standing committee that deals with academic affairs?
 - Would we create an ad hoc committee or use the standing committee?
- d. Rule of order reinstated
- e. Motion: To form an ad hoc committee to determine if chairs can be elected on a rotating term basis (by Dr. Mollett)
 - i. Ms. Demanche seconds the motion
 - ii. Add friendly amendment: Determine desirability of elected chairs by faculty (Dr. Rebach introduced)
 - This was seconded
 - Friendly amendment passed
 - iii. Dr. Buerkle
 - Create a deadline for the committee to report to the body
 - iv. Deadline to report back is April meeting
 - v. Dr. Chi
 - Friendly amendment: Are we an academic oriented or management service institution
 - Motion was not seconded
 - vi. Ms. Demanche – call the question
 - vii. Motion was passed
- f. Dr. Williams – volunteers for ad hoc committee
 - i. Dr. Mitra
 - ii. Dr. Cheney
 - iii. Dr. Linda Johnson
 - iv. Dr. Waguespack
 - v. Dr. May
 - Ad hoc committee will elect their own chair
 - Should meet before April 10th
 - Progress report will be made at April meeting
 - Dr. Williams will send an e-mail out to everyone who volunteered to be on the committee

B. Other Business

- a. Dr. Harter Dennis from the Department of Agriculture has a concern about the way the administration behaved relevant to the firing of a number of Deans and the way that hiring was done.
 - i. She would like accounting of this process
 - ii. She would like to know how much this is costing the state.
 - iii. Concern about the unprofessional way in which all candidates for the position were brought to campus on the same day.
 - iv. She is demanding to know why this happened the way it did

- b. Motion: Have administration come to body to explain what happened with the firing and firing of deans (by Dr. Harter Dennis)
 - i. Seconded
- c. Friendly amendment : Who made the decision for the Dean
 - i. Seconded and passed
- d. Dr. Arumula
 - i. Faculty need to bring this to attention of administration
 - ii. If we are asking for answers we need to ask with one voice to get answers
- e. Ms. Demanche
 - i. In support of statement
 - ii. May be one time we have a joint request with UMES Senate and ask administration to sit in the body
- f. Call the Question
- g. Friendly amendment – need a written response
- h. Send letter to president’s office – also to Chancellor’s office and cc Dr. Holden and Dr. Williams.
- i. Dr. Oneozeyli
 - i. Get clarification and response first before sending letter to chancellor
- j. Motion was read back for vote but did not include everything that Dr. Harter Dennis wanted in motion
- k. Dr. Jackson Bowen
 - i. Not the first time this has happened
 - ii. Deans service at the will of the university president
- l. Dr. Harter Dennis was asked to withdraw motion and to list clearly what she would like included in the motion
- m. New Motion: That the administration be invited to this body to explain why deans were terminated, a financial accounting to what this cost to the university and explanation of search process (by Dr. Harter-Dennis)
- n. Dr. Malik
 - i. Motion can’t be withdrawn because it had already been seconded
- o. Ms. Demanche
 - i. We now have second motion on floor
- p. Dr. Oneyozoli
 - i. The positions of the deans that were let go, were they permanent or interim
- q. Deans who were let go were interim deans
 - i. Dr. Shelton, Interim Dean of Agriculture
 - ii. Dr. Lamb, Interim Dean of Arts and Professions
 - iii. Ms. Bailey, Interim Dean of Library
- r. Dr. Oneyozoli
 - i. What does interim mean? If the position hasn’t been advertised can it be called firing if job is advertised?
 - ii. It is not a permanent position
 - iii. Would they be fired if the interim position ends
- s. Point of order

- t. Read the motion back – vote on motion
 - i. Yes: 20
 - ii. No: 10
 - iii. Abstain: 4
 - iv. Motion Passes

VI. Meeting adjourned at 12:20 pm

Name	Department
Donna F. Parker	PA
Linda Trotman, MD	PA
Carla Kotsifakis	PA
Jeannine Harter Dennis	Agriculture
Kelli V. Randall	English
Daniel C. Dahlgren	CRJS
Mohammad Ali	Business, Mgt & Actg.
Marcus Cheney	DNS
Marvella Rounds	Library
Theresa Dadson	Library
Joseph Bree	Library
Doug Ruby	DNS
Marilyn Buerkle	EML
Bonni Miller	EML
Maryam Rahimi	Rehab
Cynthia Nyrienda	Library
E. B. May	DNS
Sanjay Gayakwad	Pharmacy
Kirkland Hall	Exercise Science
Mark Williams	Math & CS
Robert Dadson	Agriculture
Ejigou Demissie	Agriculture
Donna Satterlee	Human Ecology
Malik B. Malik	Math & CS
Anke VanWagenberg	Fine Arts
Satish Penmatsa	Math & CS
Solomon Isekeije	Fine Arts
Beatrice A. Nelson	Exercise Science
Michel Demanche	Fine Arts
Emmanuel Onyeozili	Criminal Justice
Ted Mollett	Agriculture
Madhumi Mitra	Natural Sciences
Joe Okoh	Natural Sciences
Joe Pitula	Natural Sciences
David Alston	Social Sciences
Howard Rebach	Social Sciences
Payam Matin	Engineering & Aviation Sci
Uche Udeochu	DNA
Joseph Arumala	Technology
DiaEldin A. Elnaiem	Natural Sciences
Bessie Green	Agriculture
Andy Elsedoudi	PA
Peter M. Stanford	PA
Rakesh Arya	Math & Computer Science

Name	Department
Linda Johnson	Natural Science
Dean Cooledge	English
J. Bryan Burrows-McElwain	Engineering & Aviation Sciences
Theresa Mastrodonato	Library