

Meeting Minutes

November 14, 2022

- I. Call to Order: 3:02pm.
- II. Attendance: See Appendix 1.
- III. Adoption of the Agenda.
 1. Motion to approve: Wood/Haug
 - i. Approved unanimously.
- IV. Approval of Meeting Minutes from October 10, 2022.
 1. Approved by unanimous consent.
- V. Announcements.
 1. David Cook, President
 - i. Came with the intent to hold more of a conversation, so will defer to Interim Provost Bertolini.
 - ii. We want the Senate's engagement with where we are and where we need to go. After January we expect feedback. We're still figuring out the process based on feedback, but don't want to wait until January, but rather gather input now. We have financial challenges tied to enrollment, but also retention issues.
 - a. Question from Sen. Bumgarner: The 800 drop in student enrollment is concerning. What kind of retention issues do our peers experience (UND, etc.)? Response referred to Registrar Hunt: From a graduation standpoint, we are on par with our peers (around 56%).
 - b. Comment from Sen. Wood: Just as we can't afford to teach very small classes, we cannot afford to pour resources into students who dismiss advising. We're not trying to keep every single student no matter how much energy it takes.
 - c. Question from Sen. Gao: Are there any further actions to restructuring the university or change the reporting lines? Interim Provost Bertolini: Yes, everything is on the table. The second Huron group is here to find efficiencies. Will that be part of the January plan? We're figuring it out, through conversations in the Leadership Assembly and with this body.

- d. Question from Sen. Huseynov: What is the status of the dean search for the CoB. Answer: This is in process.
2. David Bertolini, Interim Provost
 - i. His second time here and the things he's been working on include looking at data from last year that committees have worked on using the Huron report (e.g., grad tuition waiver committee, workload committee, etc.). Doesn't have a plan yet, because he is working on strategy and tactic, gathering data and generating ideas. Intends to share feedback, and the plan will incorporate those ideas, then finalize and move forward. Top priorities:
 - a. How do we move NDSU to be better on two key aspects: a) Student success: retention, advising, and; b) R1 status. It's a multi-variable solution, it doesn't have one single approach.
 - b. Met with the Budget committee and there are two things to work on:
 - a. Suggests this body take up the issue of retention and come up with a resolution to support it. Reg. Hunt is working on a report to suggest recommendations, but asks the Senate to support it.
 - b. Minimum class size of 15; if we set it, then we can reduce our reliance on PTA money. And make sure we're equitable and people who are not fully loaded with teaching to teach more. The idea is for the Senate to look at this and work with unit heads and deans on it.
 3. Anastassiya Andrianova, Faculty Senate President
 - i. Has been in contact with and reached out to committee chairs.
 - ii. DEI committee is still missing a chair and the first meeting is happening soon.
 - iii. Ad hoc committee on duplication and overlap has just had its first meeting.
 - iv. SCOFR will soon be expanded pending approval of FS Bylaws revision. But also please (self)nominate to fill current vacancy; only full professors from CoB, CoE, and HSE who do not hold an administrative rank are eligible.
 4. Florin Salajan, Faculty Senate Past-President
 - i. Noted that Senate Resolutions are bottom-up, not top-down initiatives. Upper administration suggesting a resolution on retention to the Senate is an atypical request. Faculty have to initiate the process and outline the purpose and scope of

resolutions. It is unclear what purpose a resolution on retention would serve.

5. Warren Christensen, Faculty Senate President-Elect
 - i. Council on retention is rather large. Retention roadshow came with recommendations:
 - a. Freshman cohort is currently at 75.2% from 2021 to this fall. It is bad, but the worst for BIPOC and first generation students. We need to work on this, as this is an equity issue.
 - b. Advising, best practices and policies. We need to consider these components to improve things.
 - c. Will share these recommendations with the Senate.
 - ii. Question from Sen. Huseth-Zosel: will the outgoing students be surveyed? Registrar Hunt: Yes, that has been taken on by the R&R staff. The reasons they are leaving: some of them because they are looking for a sense of belonging, because of the lack of connection they've had with their instructors, for example.
 - iii. Comment from Sen. Fellows: We may be losing students because they don't have a chance to engage with faculty.
6. Fred Hudson, Staff Senate President
 - i. Campus staff are concerned about the same issues and trying to provide feedback on the retention process as well.
 - ii. Remote work: wide range of support across campus. It's a process and a journey that will not be equal for everyone
 - iii. February 8 at 2pm is Day of Honor. Invited everyone to attend/participate.
7. Christian Walth, Student Body President
 - i. NDSA (ND Student Gov. Association) voted against two priorities, but agreed with support and budget.
 - ii. Signed six different resolutions with NDSA.
 - iii. Want to expand testing for fentanyl.
 - a. Question from Sen. Selekwa: Which priorities did you reject? Legislative priorities because they were not brought through the constitutional process.
8. Phil Hunt, Registrar
 - i. We have an administrative policy limiting students from repeating a course more than three times. It is not helping students; we're the only institution that has it, and students may be leaving because of this policy. The policy is hurting the institution and it doesn't help students, so it should not be a blanket policy, but

rather left to the units to determine what is best for them in this regard.

9. Alicia Laferriere, NDSU Bookstore
 - i. Quick bookstore update. For Fall inclusive access has grown in leaps and bounds; the students have appreciated this.
 - ii. For Spring: if you haven't submitted your course materials for the term, the Bookstore staff are taking that information.
 - iii. Students can use the One Stop Shop option to acquire their course materials. Even if faculty are not ordering textbook, please let the Bookstore know and they can include that information.
 - a. Question from Sen. Smith about Top Hat and if it can be less expensive or not pay-per-course. Top Hat is getting better, but need to talk more.

VI. Committee and Other Reports.

1. Dr. Petersen, Chair of Budget Committee: current Huron consulting process. A second engagement that started this summer. Two foci:
 - i. Tuition-incentive program: about $\frac{1}{4}$ of the money comes from student tuition money, other money comes from other sources. The intent is to take the money to channel it directly to the Colleges, rather than through intermediary levels. Should the money follow the college of enrollment or the college of instruction for the student? Various schools doing this in different ways. The historical numbers for NDSU suggests that 75% goes to COI, with 25% to COE. Based on this, Huron is seeking feedback on which direction NDSU could take it. The Budget Committee is drafting questions for Huron about the model they are building. Asking the Senators to ask their unit reps on the Budget Committee to seek input into this process.
 - ii. Spans and layers analysis: How efficient are the processes, whether to contract or expand them. Two thirds of supervisors have two or three direct reports. Is there some opportunity for streamlining the process by reducing the direct reports?
 - a. Question from Sen. Fellows: Any data on the efficacy of such models? Success is defined in different ways. Some institutions implemented, but immediately took them away, but they are in the minority. This is a relatively new process and the jury is still out whether other institutions will continue to use such models. Follow-up question: Is this coming from Huron or is there another source to collect the data? At this point, this is all from Huron, who came in the

summer and sat down with 300 people to collect data, then map the way in which money is spent. They are tracking this info, but as far as external validation, currently there is none.

VII. Consent Agenda.

1. UCC Report
2. Policy 335

i. Motion to approve: Roberts/Selekwa

- a. Motion passed: 34 AYE; 0 NAY; 0 ABSTAIN – (See Appendix 2: Q1)

VIII. Unfinished Business.

1. Policy 129

i. Motion to approve: Wood/Haug

a. Discussion.

a. Sen. Hong: Sometimes the training programs are only offered on certain days, so some faculty cannot attend training sessions at all. Answer from Dir. Higgins-Dochtermann: Some of these times can be accommodated. For large enough groups, Title IX is willing to schedule special training sessions.

b. Sen. Smith: On salary adjustments, this is tied to any trainings that are required; can this be reduced to federal requirements to not give carte blanche to supervisors to any training they think is needed? Answer: federal training is required, but additional requirements (i.e., *et cetera* clause) can be removed or required training can be exactly specified.

i. Sen. Smith: friendly amendment to section 2.1.3. to add “and completion of federally required trainings, specifically Equal Opportunity and Title IX training”; remove “.etc”

1. Question from Sen. McGrath: Are there any quality controls to ensure the trainings are completed? Answer: Yes, track-training is updated regularly.

- a. Motion passed: 34 AYE; 0 NAY; 1 ABSTAIN – (See Appendix 2: Q2)

2. Policy 151
 - i. Motion to approve: Smith/Kirkwood
 - a. No discussion
 - a. Motion passed: 35 AYE; 0 NAY; 0 ABSTAIN – (See Appendix 2: Q3)
3. Policy 156
 - i. Motion to approve: Akhmedov/Smith
 - a. No discussion
 - a. Motion passed: 34 AYE; 0 NAY; 1 ABSTAIN – (See Appendix 2: Q4)
4. Policy 333
 - i. Motion to approve: Wood/Akhmedov
 - a. Discussion
 - a. Sen. Smith: It’s good that we are making these changes, but also sad that we had to make this policy change for students to deal with life outside of class.
 - i. Motion passed: 35 AYE; 0 NAY; 0 ABSTAIN – (See Appendix 2: Q5)

IX. General Order.

X. New Business.

1. Proposed amendment to the Faculty Senate Bylaws (Article IV, Section 8)
 - i. Motion to consider at the next FS meeting: Roberts/Smith
 - a. No discussion
 - a. Motion passed: 35 AYE; 0 NAY; 0 ABSTAIN – (See Appendix 2: Q6)
2. Policy 361
 - i. Motion to approve: Wood/Emanuelson
 - a. Discussion
 - a. Sen. Wood: What struck him was the list of the rights emeritus/a faculty have. Should the rights to serve on departmental PTE committees (recently passed) be included on that list? Past-Pres. Salajan: These are separate issues, as the right to serve on PTE committees was approved through the recent revisions to Policy 352. This now allows emeritus/a faculty to serve, if unit policies permit it.
 - b. Discussion of whether the right to serve on departmental PTE committees should be added as one of the “privileges” under Section 4, or to revisit

Section 6, which allows for “additional rights and responsibilities.”

- i. Motion to refer back to the FAC and postpone to the next FS regular meeting:

Salajan/Fellows

1. No discussion

- a. Motion passed: 33 AYE; 1 NAY; 0 ABSTAIN – (See Appendix 2: Q7)

XI. Adjournment at 4:35pm: Smith/Emanuelson

1. Passed unanimously

Appendix 1: Attendance

Last Name	First Name	Substitution	Present
AKHMEDOV	Azer		X
AMIRI	Ali		
ANDRIANOVA	Anastassiya		X
ARNOLD	Lisa		
BERG	Eric		
BRYNJULSON	Rebecca		
BUMGARNER	Jeff		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		X
HONG	David		X
HUSETH-ZOSEL	Andrea		X
HUSEYNOV	Fariz		X
JEONG	Inbae		X
KILINA	Svetlana		
KIRKWOOD	Matthew		X
KRYJEVSKAIA	Mila		X
LARSON	Jamee		X
LAW	Quincy		X
LIN	Zhibin		X
MARCH	Raymond		
MATTHEW	Sijo		X
MCGRATH	Ryan		X
NORDSTROM	Onnolee		X
PELTIER	Allison		
PHILBRICK	Candace		X
RAHMAN	Mukhlesur		X
RAO	Jiajia		
ROBERTS	David		X
ROSS	Darrell		X
SALAJAN	Florin		X
SECOR	Gary	DEL RIO, L.	X
SELEKWA	Majura		X
SMITH	Matthew		X

TANGEN	Jodi		X
TRAVERS	Steve		X
VOLD	Jessica		X
WOOD	Scott		X
YAN	Guiping	LIU, Z.	X
ZHANG	Qi		X

Appendix 2: Voting Record

Session Name	Active Participants	Question Count						
11-14-2022 2:59 PM	35	7						
Participant	Q1	Q2	Q3	Q4	Q5	Q6	Q7	
AKHMEDOV, Azer	AYE	AYE	AYE	AYE	AYE	AYE	AYE	
BUMGARNER, Jeffrey	AYE	AYE	AYE	AYE	AYE	AYE	AYE	
CHOI, Bong-Jin	AYE	AYE	AYE	AYE	AYE	AYE	AYE	
CHOI, Juwon	AYE	AYE	AYE	AYE	AYE	AYE	AYE	
CHRISTENSEN, Warren	AYE	AYE	AYE	AYE	AYE	AYE	AYE	
CREESE, John	-	AYE	AYE	AYE	AYE	AYE	AYE	
DEL RIO MENDOZA, Luis (proxy)	-	AYE	AYE	AYE	AYE	AYE	-	
EMANUELSON, Pamela	AYE	AYE	AYE	AYE	AYE	AYE	AYE	
FELLOWS, Kristen	AYE	AYE	AYE	-	AYE	AYE	AYE	
GAO, Jerry	AYE	AYE	AYE	AYE	AYE	AYE	AYE	
HAUG, Karla	AYE	AYE	AYE	AYE	AYE	AYE	AYE	
HONG, Yongtao	AYE	AYE	AYE	AYE	AYE	AYE	-	
HUSETH-ZOSEL, Andrea	AYE	AYE	AYE	AYE	AYE	AYE	AYE	
HUSEYNOV, Fariz	AYE	AYE	AYE	AYE	AYE	AYE	-	
KIRKWOOD, Matthew	AYE	AYE	AYE	AYE	AYE	AYE	NAY	
KRYJEVSKAIA, Mila	-	-	-	-	-	-	-	
LARSON, Jamee	AYE	AYE	AYE	AYE	AYE	AYE	AYE	
LAW, Quincy	AYE	AYE	AYE	AYE	AYE	AYE	AYE	
LIN, Zhibin	AYE	AYE	AYE	AYE	AYE	AYE	AYE	
LIU, Zhaohui (proxy)	AYE	ABS	AYE	AYE	AYE	AYE	AYE	
MATHEW, Sijo	AYE	AYE	AYE	AYE	AYE	AYE	AYE	
MCGRATH, Ryan	AYE	AYE	AYE	AYE	AYE	AYE	AYE	
NORDSTROM, Onnolee	-	AYE	AYE	AYE	AYE	AYE	AYE	
PHILBRICK, Candace	AYE	AYE	AYE	AYE	AYE	AYE	AYE	
RAHMAN, Md Mukhlesur	-	AYE	AYE	AYE	AYE	AYE	AYE	
ROBERTS, David	AYE	AYE	AYE	ABS	AYE	AYE	AYE	
ROSS, Darrell	AYE	AYE	AYE	AYE	AYE	AYE	AYE	
SALAJAN, Florin	-	AYE	AYE	AYE	AYE	AYE	AYE	
SELEKWA, Majura	-	AYE	AYE	AYE	AYE	AYE	AYE	
SMITH, Matthew	AYE	AYE	AYE	AYE	AYE	AYE	AYE	
TANGEN, Jodi	-	AYE	AYE	AYE	AYE	AYE	-	
TRAVERS, Steven	AYE	AYE	AYE	AYE	AYE	AYE	AYE	
VOLD, Jessica	AYE	AYE	AYE	AYE	AYE	AYE	AYE	

WOOD, Scott	AYE	AYE	AYE	AYE	AYE	AYE	AYE
ZHANG, Qi	AYE	AYE	AYE	AYE	AYE	AYE	AYE

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

Q1: AYE: Creese, Del Rio Mendoza (proxy), Hershberger, Nordstrom, Rahman, Selekwa, Tangen; NAY: 0; ABSTAIN: 0.

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

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

Q4: AYE: Hershberger; NAY: 0; ABSTAIN: 0.

Q5: AYE: Hershberger; NAY: 0; ABSTAIN: 0.

Q6: AYE: Hershberger; NAY: 0; ABSTAIN: 0.

Q7: AYE: Del Rio Mendoza (proxy), Hershberger, Hong, Huseynov; NAY: 0; ABSTAIN: 0.