

Moore, Andrea

From: Aites, Kisha
Sent: Sunday, September 29, 2019 7:06 PM
To: Moore, Andrea; Mudrinich, Andrew; Bowden, Geoffrey; Merchan Alvarez, Lina; Yount, Lisa
Subject: 2019-2020 Faculty Senate Goals

Good evening. I hope each of you are enjoying your weekend.

At our August 27th executive meeting, we discussed two priorities that we wanted to focus on this academic year: Faculty Retention and Community Engagement. In hopes of providing some direction for the academic year, please review the goals and proposed activities to accomplish specific goals below. Provide feedback and feel free to add activities that may assist us in accomplishing each goal.

1. Faculty Retention: Faculty retention has become an escalating problem at SSU due in part to low morale following faculty/staff reductions, frustration with administration, and competing universities luring away many of our colleagues. **The goal is to monitor faculty development and retention issues and make recommendations that impact faculty success and enhance the climate, thus building a stronger SSU community.**

Proposed activities to accomplish this goal:

- **Ad Hoc Committee on Faculty Retention:** The Committee would be charged with studying the University work environment and making recommendations to the Faculty Senate which will enhance the quality of this environment.
- **Charge Faculty Development Committee to review faculty development initiatives** designed to improve teaching effectiveness.
- **Request State of the department reviews (biannual).** These reviews would be systematic and request that deans/department chairs identify and address any disparities in the allocation of resources, teaching loads, and opportunities within departments.

2. Faculty/Community Engagement: We want to hear from faculty, to partner with them and to engage them. **The goal is to increase the prominence of the Faculty Senate and encourage faculty to engage with us in addressing issues that will benefit SSU and the community.**

Proposed activities to accomplish this goal:

- **Faculty Senate Volunteer Bank:** The purpose of the volunteer bank would be to engage faculty in the senate's work and to broaden the senate's reach. This new feature would give faculty members the opportunity to potentially serve on future committees by providing their contact information and indicating their areas of service interest.

- **New monthly newsletter for faculty:** This newsletter would serve as a “a one-stop roundup of current senate matters. The newsletter would feature informative articles on senate activities as well as give faculty an insider’s look at the work of the senate’s standing committees and task forces. Possible newsletter titles include:
 - "The Tiger Alliance"
 - "SSU Engage"
 - "Alliance"

- **Ad Hoc Committee on Faculty/Community Engagement:** This purpose of this ad hoc committee would be to make recommendations regarding the promotion of policies, curricular enhancements, and campus and community events designed to foster Faculty/Community Engagement. This committee would be charged with:
 - Providing opportunities for faculty to develop the capacity to implement community engagement and/or service-learning initiatives (i.e., workshops, web-based material, Faculty Speakers Bureau).
 - Proposing policies and/or resources that will provide incentives for faculty to implement community engagement and/or service-learning activities.

3. Shared Governance: **A key goal for this year is to build on the energy of Committee work done during the 2018-2019 academic year and ensure that the Senate and Standing Committees are identifying the issues that are most important to sustain the mission of the faculty.** We will also focus on strengthening shared governance at every level of the institution by enhancing coordination with and the support we provide to Departments and Colleges. We are asking that every senator come to faculty senate meetings informed and prepared to represent the concerns of the faculty they represent and be committed to bringing back needed solutions.

Proposed activities to accomplish this goal:

- Update Committee on Committee Guidelines on Faculty Senate Web-page. To include report templates.
- Maintain oversight and reporting relationships on Standing Committees.
- Align Faculty Senate minutes and reports with accreditation standards.

Thanking you in advance for your feedback!

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