



UNIVERSITY OF SOUTH CAROLINA UPSTATE
Spring General Faculty Meeting
MINUTES
May 1, 2020

TIME: 2:45-4:45 P.M.

PLACE: Blackboard Collaborate Ultra Virtual Meeting Space

I. Call to Order – Dr. Zack called the meeting to order at 2:47PM.

A. Approval of Minutes

- Dr. Kamla moved to approve the minutes from August 23, 2019 and Dr. Siegel seconded. Minutes were approved unanimously.
- Dr. Kamla moved to approve the minutes from January 21, 2020 and Dr. Neibert seconded. Minutes were approved unanimously.

B. Administrative Updates

○ **Dr. Lizabeth Zack, Faculty Chair**

- Dr. Zack started by recognizing Dr. Clif Flynn. She commented on her own fortunate and positive personal experience working with him before adding that faculty, as a whole, wanted to express appreciation. She shared and read through a document of official proclamation of comments that faculty had shared to wish him well in his retirement and reflect on his contributions. Dr. Flynn thanked everyone for this unexpected and appreciated gesture. He further commented on how much he appreciates everyone and the accomplishments that have been made together.

○ **Mr. Derham Cole, Interim Chancellor**

- He started by adding his sentiment of gratitude for Dr. Flynn. He also thanked faculty for all their work during this pandemic to make the semester successful.
- He then updated the faculty on COVID-19 related information. (1) Summer enrollment is improving. Advertising and mass marketing are underway to increase enrollment. Roughly 4% down on Fall enrollment, but acceptances are up and Donette Stewart is working on improving enrollment as well by having her staff call students. (2) Based on legislature information, which will go back into session May 12th-14th to discuss continuing resolution, state appropriations are hypothesized to stay the same, but our budget will still be affected by lower enrollment. We lost approximately \$2 million this past semester due to housing and dining refunds and so the budget is going to be adjusted based on impacted

revenue and future expected impact. Strategic decisions about expenditures are currently being discussed and the goal is to put ourselves in the best position possible to fulfill our core mission of education. There was a plan for distributing CARES act funds, but this week department of education changed guidelines on who was eligible, so we are adjusting plan, but hope to still distribute this money soon. (3) As far as returning to in person operations, they are looking at a variety of scenarios for the fall and hope to decide in the next few weeks based on a variety of data, including epidemiological models. We are also looking at having an in-person commencement ceremony on August 1st if possible, otherwise it may be virtual, and August 19th will be University Day.

- He then opened for questions, but there were none.
- **Drs. Clif Flynn & David Schecter, Provosts and Senior Vice Chancellors**
 - Dr. Flynn echoed Chancellor Cole's remarks of appreciation to faculty in shifting to virtual teaching and for their care and concern toward students.
 - He then shared some faculty spotlights: (1) We have 6 Magellan Scholar program winners that went to Dr. Scott Meek (PSY), Dr. Anita Nag (NSE), Dr. Matthew Placek (HPPA), Dr. Josh Ruppel (NSE), Dr. Kim Shorter (NSE), and Dr. Scott Tanner (NSE). (2) Additional spotlight was given to Dr. Nag for working with USC colleagues to receive a roughly \$25,000 COVID-19 research initiative grant.
 - He gave additional thanks to Deans and Chairs, as well as Dr. Celena Kusch and her CAIFS staff for managing the transition. He also thanked Donette Stewart and her staff for staying in touch with students, Susanna Waldrop and professional advisors, Hannah Turpack with career management services, Dr. Kim Purdy for leading efforts. Lastly, he thanked Dr. Zack for her leadership over the past 2 years to improve the workings of shared faculty governance, welcomed Dr. Johnson as the incoming faculty chair, and welcomed Dr. Schecter to the role of Provost.
 - Dr. Schecter briefly thanked Dr. Flynn and Chancellor Cole for their assistance during his transition. He also reminded faculty that his email is open if they want to reach out to him.
- **Dr. Kim Purdy, Assistant Vice Chancellor; Dean, University College**
 - Began by thanking everyone for the extra steps they have taken to communicate with students.
 - She then shared things that University College has been doing to help students transition online. The first thing put together was a study coach program, which consisted of students helping other students manage how to organize and transition online. Surveys/Report forms were sent to students to determine problems they were having. An IT tip sheet was provided to help students get WIFI access. They were also reaching out to students based on flags raised on Starfish via a telecommuting project for some staff and students.
 - Student employees were given other projects, part of which is to check on students, which can be done remotely to keep them from losing income.
 - She noted Brit Katz has been very productive at transitioning into his role.

- Services that are up and running virtually include Dean of Students Office, Green Fund (link made available for faculty to contribute during the meeting), Counseling and Health Services, Disability Services, Career Management (who held Zoom sessions for how to navigate a job search and interview virtually), and Student Life. A Student Affairs newsletter went out last week. There have also been virtual student social activities to keep students connected. She thanked Donette Stewart and her team for their work in particular. She also indicated the chancellor had coordinated a regular email schedule for changes and updates for students.
- There will also now be a COVID-19 kudo on Starfish for faculty to use to give praise to students who particularly excelled at transitioning during this time. She is also working on a way to recognize faculty.

C. Committee Updates – Dr. Zack thanked all the chairs individually at various times for their work this year and in particular for their efforts to create documentation that would assist with the transition of chairs and committee members.

○ **Dr. Nolan Stolz, Academic Affairs**

- He started by thanking all his committee members. He gave particular thanks to Dr. Carmen Harris, Dr. Chris Bender, Dr. Pam Steinke, Dr. Richard Combes, Mary David-Fox, and Dr. Clif Flynn.
- He shared that the committee met 9 times over the academic year with most meetings lasting at least 2.5 hours. The approved items from the most recent meeting will be on the first agenda for the faculty senate in the fall. A summary of the work completed this year was presented: 127 proposals were reviewed including 5 academic regulations and policies, 26 program modification that include 7 general modifications, 18 program curriculum changes, and renaming the IDS degrees, 31 proposals for course modifications, 38 new courses, 17 course deletions, the catalogs first dual degree worksheet, 2 new certificates, a new graduate degree program, and converting the 6 concentrations of the business administration major into 6 new majors, did several grade changes, and a student appeal for reinstatement. In the final two meetings the committee discussed modifying the current forms and the chair elect, Dr. Holly Pae, will complete this task with Dr. Stolz and submit them for approval to faculty senate in August. Several sub-committees met separately to review and develop academic policies and regulations. Of the 5 proposed, 2 were passed and the other 3 will continue to be developed in the next academic year.
- Dr. Stolz also indicated he had an updated committee roster to send to Dr. Zack following the meeting.

○ **Dr. Kenneth Barideaux, Assessment**

- He started by summarizing the committee's activities. The committee met 4 times during the academic year. Assessment coordinators were able to submit either assessment report or continuous improvement blueprint. Reports from 31 of 34 units, which is an increased response rate from last year, were received and reviewed. Changes were made to the assessment

process as a result of feedback received last year: (1) “assessment reports” were changed to “continuous improvement blueprint” to better reflect our strategic plan and allow for better documentation of resources needed to assist programs in meeting their student learning outcomes, (2) a new support structure of faculty support liaisons were added for each college in order to allow consultation about the assessment reports with the committee, (3) hoping to move assessment process to a shared file management system in the next year to better facilitate assessment report evaluations.

- He then thanked Dr. Pam Steinke and Dr. Kimberly Walker for their help and support.
- Dr. Zack confirmed with Dr. Barideaux that he will serve as the assessment chair next year as well.
- **Dr. Kimberly Shorter, Faculty Excellence**
 - She started by summarizing the committee’s activities. As of March 9th, which is when TAPS grants stopped being awarded, the committee awarded \$185,177.55 for the fiscal year which resulted in additional funds being requested and granted from Dr. Flynn. Dr. Flynn was thanked for approving the request. These funds were distributed across 138 grants from 135 faculty with the average grant per faculty being \$1,309.96. Domestic travel made up 75% of awards with another 19.5% for foreign travel and the remaining for equipment, supplies, and publication costs. Thirty-two approved grants, totaling about \$45,000, were later cancelled due to COVID-19. However, \$12,000 of the \$45,000 was still used to reimburse faculty for non-refundable expenses (e.g., flights). The committee also reviewed and ranked a record of 8 sabbatical proposals. They reviewed 4 portfolios for the service award and 4 portfolios for scholarly and creative pursuits award.
 - She thanked Nancy Morrell for helping to navigate the budget during the COVID-19 crisis and also thanked the committee for their work.
 - Mr. Brock Adams was identified as the next chair of this committee. Training documentation was created by Dr. Shorter for incoming committee members and for the chair to streamline training.
- **Dr. Andrew Beer, Faculty Welfare**
 - He started by commenting on the positive experience he had with this committee that traditionally in the past had been more reactive, but that they worked to make more proactive this year in an effort to create a positive experience for faculty rather than just a less negative one.
 - He then summarized the committee’s activities. The committee met 5 times and discussed both faculty grievances and other initiatives. A written report with detail of all activities can be made available upon request. However, one specific proactive activity the committee created was the faculty lunch program. The program went very well and data to support that can be provided upon request. It is hoped that this program will resume and potentially expand next year and that overall togetherness and civility will continue to be promoted by this committee and others.

- **Dr. Michelle Garland, General Education**
 - She started by summarizing the committee's activities. Only 4 proposals were reviewed so the committee looked back at the general education program as a whole and the distribution of the courses offered and the competencies. The committee decided to adapt the current competencies and determined new student learning outcomes for the competencies so that it is more holistic and provides a more equitable degree. These decisions were made based on comparison to peer institutions, institutions from this regions, competency lists, and other places. This is still a work in progress. They also reviewed and revised the description of the committee for the faculty manual. They determined a 3-year plan at the start of this year, which COVID-19 put them a little behind on, so it has been updated to be accurate for the next few years. One of the goals for the next year is to move paperwork to a digital format.
 - She thanked Dr. Kim Purdy, Dr. Pam Steinke, and Dr. Kimberly Walker for their efforts and assistance in providing data. She also thanked the committee for their diligent and hard work. She thanked Dr. Richard Combes as past chair.
 - Dr. Courtney McDonald will be chair next year.
- **Dr. Darlene Amendolair, Promotion & Tenure**
 - She started by thanking all her committee members for their hard work.
 - She then summarized the committee's activities. They reviewed 15 promotion and tenure files, worked on a member handbook for new committee members and chair, reviewed and edited their forms to make them more accessible, reviewed faculty manual appendices and forwarded suggestions for changes, sought feedback from individuals on the process while transitioning from the old procedures to new (5 binders vs. 2 binder) to develop a workshop for new committee members regarding common mistakes, created two promotion and tenure workshops, began working on a slideshow and scripted video of the process, review 2 unit criteria (PSYC, which was approved, and SCW, which is underway), updated forms on the website, and are now looking at creating an online portfolio of P&T documents to eliminate paper copies.
 - Dr. Neibert (FACS) asked about examples of case narratives being made available. Dr. Amendolair indicated these are in the works and will be made available as soon as possible (most likely in the fall).
 - Dr. Zack noted that Dr. Amendolair will continue to serve as chair next year and Dr. Amendolair added that Dr. Mary-Lou Hightower will be the chair-elect.
- **Dr. Julie Wade, Student Services**
 - She started by thanking all her committee members for their hard work, energy, thoughtfulness, and care. Additional thanks were given to Dr. Bridget Kirkland (the former chair), Dr. Lizabeth Zack, Donette Stewart, Dr. Kim Purdy, and Mary David-Fox.
 - Then she summarized the committee's activities. They reviewed 245 cases (168 admissions cases; 49 suspension appeals; 28 appeals for

admissions). They reviewed the process and considered various possibilities for adjustments to streamline the process and improve the onboarding of new committee members and chairs.

- Dr. Zack noted that Dr. Wade will continue as chair next year.
- **Dr. Rick Hartsell, Graduate**
 - He started by summarizing the committee's activities. The committee reviewed 31 courses, most of which connected with the new Masters degree in exercise science and the new concentration in nursing education. The committee also located the current operational policies document, particularly those that relate to compensation and course load, that govern faculty who teach graduate courses and noted the document will be archived somewhere more accessible. The gist of the policies is that decisions remain within the unit rather than having an overall university policy. Subsequently, units were surveyed to see who had specific documentation regarding such policies and found that SOEHPH was the only unit with a policy. He expects other units will begin working on such policies based on this investigation.
 - He thanked his committee members.
 - No committee chair has been selected for the following academic year and he indicated someone would be selected before the end of the current academic year.
 - Dr. Zack added that the documentation regarding these policies from the university are posted on the governance section of the website where the committees are introduced. Ms. Ann Merryman (LIB) also indicated the archives will also have the documents eventually.

II. Old Business

III. New Business

A. Faculty Governance Elections

- Ms. Virginia Cononie (LIB) was elected through vote of acclamation for recording secretary.
- Dr. Jeff Edwards (PSYC) & Dr. Elham Sohrabi (MCS) were elected as graduate committee members through vote of acclamation.
- Dr. Jennifer Gray (PSYC) was elected for the seat on the student services committee by majority vote (63.6%). Voting would be reviewed to ensure that this vote is accurate.
- Dr. Holly Pae (HPH) – Thanked Dr. Zack for her service as faculty chair and congratulated her on becoming the next chair of SCW. She then made the motion to nominate Dr. Jim Griffis (HPPA) to serve as the 2020-2021 Past Chair of the Faculty Senate effective day after Graduation (Wednesday) when all other Senate and Faculty Committee positions begin serving for the upcoming academic year. She noted that the rationale for the motion was that you cannot be a department chair and a member of senate, which means Dr. Zack would no longer be eligible to hold the role of past chair. She also noted that Dr. Griffis had previously been a past chair so he would be an appropriate

selection. Dr. Zack asked Dr. Pae to provide the specific section of the faculty manual that she was referring to. Dr. Pae cited the description under faculty senate of the manual that was approved last year [“Membership in the Faculty Senate is confined to full-time faculty members, except for those in administrative roles (Chancellor, Provost, Deans, Assistant and Associate Deans, and Chairs).” pg. 15]. Dr. Coberly seconded the motion.

- Discussion of the motion followed.
 - Dr. Zack disagreed with Dr. Pae’s interpretation of the manual that she is not eligible to serve in the two roles due to chairs being administrators. She stated that the manual is unclear and inconsistent in the way it defines department chairs and faculty members. Department chairs in Chapter 1 of the faculty manual are not described as administrators and the description of administrators does not include faculty chairs. The passage on pg. 15 refers more to the elected senators that are representatives of their unit, which appears in the bylaws. She further noted that these faculty manual inconsistencies touch on the profound ambivalence on the campus about the role of the department chair and there remains a need to discuss whether the chair should be defined as administration. Discussion on this point should continue over the next academic year. She rejected the idea that she needs to step down as a result of the lack of clarity and inconsistencies in the manual.
 - Dr. Lee Neibert (FACS) inquired as to whether a faculty chair had ever been department chair before, and that if not, then we would treat this as a special circumstance rather than assume dismissal. Perhaps exceptions should be made though, such that she cannot vote on senate business.
 - Dr. Carmen Harris (HPPA) indicated there was a subsequent sentence in the same paragraph quoted by Dr. Pae that the past chair is a voting member of the senate, so the past chair needs to be considered as a senate member. Therefore, if a department chair cannot be a member of the senate, then a department chair cannot be past chair of the faculty. As far as precedence, the past chair is a new position, but department chairs have previously stepped out of other committee chair roles before, so she did not believe it was ambiguous. Dr. Harris did indicate that if Dr. Zack decided to delay becoming department chair for a year, then she could continue as past chair.
 - Dr. Warren Bareiss (FACS) remembered from being on faculty advisory a few years ago that Dr. Flynn had said that a department chair is both faculty and administration. Therefore, if you are half administration then that person should probably not be past-chair.
 - Dr. Lee Neibert (FACS) reiterated his point that this is a unique situation and since the past chair is to help with the transition of the incoming chair, then Dr. Griffis would not be as well prepared as Dr. Zack and so we should consider other possibilities, again such as not having Dr. Zack vote. Dr. Jim Kamla (SOE) responded to Dr. Neibert that the faculty manual needs to be abided by and not changed with special circumstances. Dr. Neibert responded that the manual was unclear and thus failing us in this

unique situation. Dr. Kamla agreed, but indicated we still couldn't change the manual.

- Dr. Andrew Beer (PSYC) asked what the specific concern was regarding the past chair role being filled by someone who was half an administrator. He also inquired as to whether it is more important that there is continuity of collaborative effort or not having a 50% administrator in the role.
- Dr. Colby King (SCW) asked if there could be more discussion on who would take her place and suggested that it should be a separate motion. Dr. Tim Ellis (IES) agreed that this is two separate motions and made a friendly amendment to the motion to remove the part about electing Dr. Griffis automatically. Dr. Richard Combes (HPPA) spoke for Dr. Pae and accepted that as a friendly amendment.
- Dr. Michelle Garland (FACS) asked for clarification if this discussion applied across all committees and not just to faculty senate, meaning that a department chair could not be a chair or past chair of any university committee (e.g., general education committee). Dr. Zack responded that faculty officers (chair, chair-elect, past-chair, recording secretary) are for the entire faculty, but also for senate as well, playing the same role for both of those bodies. The manual tends to treat them as officers for both those bodies, but it does make distinctions between those officers and the senators when it comes to their roles in the faculty senate.
- Dr. Darlene Amendolair (MSN) affirmed the statement in the faculty manual that administrators are not members of the shared governance, standing committees, or senate.
- Dr. Richard Combes (HPPA) addressed Dr. Beer's questions by stating that in the upcoming year, both Dr. Zack (current chair) and Dr. Lisa Johnson (chair-elect) are from the same unit and if Dr. Zack continued to past chair, they would both be engaged in deliberations with the chancellor and the vice chancellor, which means deliberations could be biased with their unit's self-interests.
- Dr. Celena Kusch (CAIFS director) spoke against the motion since the term administration is unclearly used in the faculty manual. She noted the definition of department chair is listed under university leadership and the second sentence of that definition states those who occupy key administrative roles and execute managerial and supervisory functions are within this group. It indicates that the positions of the provost, chancellors, and deans should refrain from voting and under the list of leadership roles it goes all the way down to assistant chairs, yet no one has made claims that assistant chairs, assistant deans, directors, etc. are administrators and not faculty. She stated that department chairs are not designated by HR as administrative positions, but rather they are considered 9-month faculty with summer stipends and they teach 2 courses per term, which is more than some others that are considered faculty, among their other academic roles. She also opposed the motion because she believed the motion is a symptom of a toxic subculture that faculty governance should take place without the taint and presence of

administration, which is not possible since staff and administrator input make for better faculty governance. She indicated that the motion implies that those willing to talk to administrators have a conflict of interest and she believes this sets a poor example for junior faculty that suggests we have leadership that is untrustworthy. She shared that she has never seen an administration that had its own self-interest above that of the institution and that our mission is to better students, so the notion that those who have conversations with administrators are then not faculty is counterproductive to our community. She believed the furthest we could take the interpretation of the faculty manual is that Dr. Zack would not be allowed to vote. However, she generally believed the motion takes us in a wrong direction of defining the department chair and shared governance.

- Dr. Lisa Johnson (faculty chair-elect) opposed the motion because the faculty manual is inconsistent, incomplete, and often self-contradictory, which means it warrants more work and hopes this demonstrates the importance to the faculty of why we need to work on it every fall to improve it. She believes a lot about this question depends on how we define department chairs (administrator vs. faculty) and she indicated there is a profound ambivalence about department chairs on our campus. She stated that most faculty members who are not department chairs view department chairs as administrators and perceive wrongly that they are carrying out instructions from administration. She indicated that she also noticed over this past year that department chairs have indicated that they didn't want to be categorized as administrators and that if they lose their right to vote as part of the faculty, then they might resign as department chair. Department chairs are more accurately part-time administrators. This discussion might be different if we were considering an incoming faculty chair, which is a leadership role, but we are talking about past chair, which is a more advisory than leadership role. She indicated the different roles of these two positions should not be underacknowledged. While the sentence quoted by Dr. Pae to support her motion seems clear and would suggest that the chair should not be part of senate, the information on either side of it indicates other evidence about the rights and responsibilities of the past chair and faculty members in general and the first sentence should not negate later sentences. Dr. Johnson stated that she did not believe it was right that Dr. Zack should lose her rights as a faculty member by stepping into the role of a department chair and that anyone could enter into the position of past-faculty chair as a biased individual regardless of being department chair since no one is 100% objective. She also didn't perceive administration as being likely to find any conflict of interest that might arise due to bias stemming from one unit acceptable. She also indicated that the benefits of having the current chair continue to past chair far outweigh ungrounded concerns of conflict of interest and she would not want to proceed as the current chair without having a past chair serving with her that she had been working closely with on important matters this past year, especially given the most recent

circumstances. Finally, she stated that the decision to unseat a senate officer based on perceived custom in the absence of clear-cut policy would suggest a lack of collegiality, civility, and practicality. She noted her appreciation of the remarks made by Dr. Kusch that administration and faculty are in adversarial roles of each other. She has seen many positive things so far shadowing Dr. Zack and without clear resolve she didn't see a reason to change the system currently set in place.

- Dr. George Williams (LLC) spoke against the motion because the faculty manual is unclear if chair is definitively an administration (pg. 11) and he seconded the HR comment made by Dr. Kusch is an important one.
- Dr. Ben Montgomery (NSE) spoke as a chair himself and so he believes he understands the possible conflict that may arise, but if we apply this logic to all roles, then that would mean department chairs could serve as members of other committees and senate members. He shared concern that while we may be discussing something small that we were setting precedence for something much larger. As a chair, he indicated his appreciation that he must step down from a stranding committee when he became chair since it was a lot to ask administratively. He asked Dr. Zack if she would be willing to comment on the possibility that she not be able to vote if she continues as past-chair to assuage concerns. Finally, he commented on the time (almost 5:30pm) as it was past the time limit of the scheduled meeting.
- Dr. Susan Ruppel (PSYC) asked for clarification regarding if faculty officers were considered to be members of senate; if they are, then she believed the manual seems clear. Dr. Johnson spoke to the comment indicating that there does seem to be a distinction between how senate members are defined (representatives of their unit) and how senate officers are defined (not representatives of any unit, but of the full faculty). Dr. Zack also referred Dr. Ruppel to Appendix 2 in the bylaws for a definition of senate membership as full-time faculty members elected from each academic unit, which suggests that members of the senate are only those elected from each unit and thus distinct from faculty officers.
- Dr. Christa Christ (PSYC) asked Dr. Zack to also speak to the timeline indicated in the motion since she believed that a decision regarding whether or not a department chair could be past-chair was independent of the decision that Dr. Zack automatically be removed as past-chair, but rather should be given the opportunity to consider the possibility of delaying becoming her department chair, as Dr. Harris had mentioned, and that a deadline of the day after graduation would not be enough time to consider the option.
- Dr. Carmen Harris (HPPA) indicated the offense taken that the motion has something to do with post-tenure review and that this is not related; it is not personal. But rather she believes we need to follow the faculty manual since it states the past-chair is a member of the senate and chairs cannot be members of senate. She further stated that Dr. Zack resigning as past chair would not keep her from being able to provide advice to Dr.

Johnson. Following this comment a 5-minute intermission was taken to address technical issues of faculty being unable to access the Blackboard meeting room and for Dr. Zack and Dr. Johnson to discuss faculty concerns that the meeting was extending well beyond its scheduled time.

- At 5:45pm it was noted that we do not have a quorum and thus a vote would not be permissible so the discussion and motion was tabled until the next meeting in August.
- Dr. Carolina Webber (FACS) asked for a faculty vote that a special meeting be called for the following Friday to continue discussion. Dr. Zack indicated she was unsure if, given the current unusual and exhausting circumstances, faculty could be fully prepared in one week to consider the complexities of the criteria relevant to this important motion and come together to have a meaningful discussion. However, if we hold off until August we would be in a better position to have this conversation. Dr. Webber requested the vote be conducted to see if faculty agree with that sentiment.
- Dr. Jim Kamla (SOE) suggested a motion that we vote whether to virtually meet next week and that if we have a quorum next Friday, then a vote on the motion presented by Dr. Pae would occur, and if we do not have a quorum then we wait until August.
- Dr. Carolina Webber (FACS) made a motion to table discussion until next Friday, May 8th at 2:45pm. Dr. Stefanie Keen (PSYC) seconded the motion. Dr. Colleen Kilgore (MBSN) requested the meeting be moved earlier due to a conflicting meeting in the Nursing department. The motion was amended for 1-3pm after some additional faculty input. Dr. Scott Meek (PSYC) indicated that summer session A would be in session next Friday, so he made a friendly amendment that the meeting take place from 1:30-3pm. Dr. Celena Kusch (CAIFS director) called the question.
- Dr. Lee Neibert (FACS) clarified that a vote of no would mean the discussion is tabled until August. Dr. Johnson indicated that was correct.
- The vote was 67 yes to 23 no.
- Dr. Zack stated that Tom Davis suggested a faculty discussion board on Blackboard could be created to further discussion during the week.
- Dr. Briget Doyle (NSE) asked that a secret ballot be used if we have a vote on the original motion next week. Dr. Zack indicated we can set up a Qualtrics survey to be completely anonymous.
- Dr. Ona Egbue (IES) asked that an abstain option be provided in all future polls for these virtual meetings so we don't assume non-responses indicate abstaining.

IV. Adjournment – Dr. Neibert motioned we adjourn the meeting and Dr. Doyle seconded. Dr. Zack adjourned the meeting at 6:06pm.