

Senate Meeting Minutes - Sept 6, 2022

Ethan Bloch, Chair, Katherine Boivin, Deirdre d'Albertis, Sanjaya DeSilva, Brooke Jude, Mike Tibbets, Cole Heinowitz, Michelle Murray, Matthew Mutter, Pavlina Tcherneva, Emily McLaughlin, Peter Gadsby, Michael Sadowski, Nate Shockey

Items reviewed from last year:

1. The Exec. Community needs to find a replacement for FEDERC, which applied for an extension on its work.
2. First Year Seminar has proposed a course release for FYS Faculty.
3. The status of our current email system is being questioned.
4. The EPC started two years ago to do a Senior Exit Survey. Mark Halsey will be talking to the Curriculum Committee about it.
5. The CC received a proposal about "Secondary Programs," an alternative to the Joint Major.
6. Intellectual Property Policy.
7. Dispute Resolution and Peace Building Plan
8. Faculty Housing and Facilities Proposal (language for handbook).
9. A proposal for a 13th member of the Senate; a directly elected chair.

New Business

1. Dispute Resolution and Peace-Building Resources Charter was discussed.
 - This was brought from questions from the Diversity Committee.
 - The charter was filtered through strong faculty leadership.
 - Having tiered levels of support is important. The representatives of these levels would
 - Hector Escalante point of contact for the DRPB, along with Susan Grover.
 - Faculty would directly contact the DRPB. Ethan Bloch asked who would handle those issues once they were brought.
 - DRPB would not be mandated reporters to Title IX
 - Is there a sense of what might constitute a reasonable, actionable concern?
 - Coleen Alexander, Lauren Gretina and Nicholas Lewis worked tirelessly to help create this document.
2. First Year Seminar Compensation. *"Faculty on non-tenure-track appointments with at least 10 semesters of service at the College and faculty on tenure-track appointments receive an additional one teaching credit for every two sections of First-Year Seminar they teach. There is no time limit between the two sections taught for faculty to receive this additional credit, nor is there a time limit on when a faculty member chooses to apply this additional teaching credit to their contractual obligation"* describes the process. Language is being designed to better clarify to faculty this might apply. Perhaps the language should be inserted about the timing of the course to be taken in consultation with the program director. Replacing "teaching credit" with "course release" was discussed to accommodate Bard's teaching load setup.

3. A formal procedure for complaints against faculty was discussed. The provisional “Faculty Advisory Board,” was discussed. Prof. Bloch recommended removing language about the “Faculty Advisory Board” and replacing it with the DRPB, but this doesn’t address complaints by students against faculty. There are many systems for students, such as DEI, Chaplaincy, Dean of Students and many others. Questions of whether the VI and VII policy should be included were raised. It was raised that there should be clarification of how student complaints are dealt with.

Senate Meeting Minutes - Oct 4, 2022

In attendance: Ethan Bloch, Katherine Boivin, Deirdre d’Albertis, Sanjay DeSilva, Peter Gadsby, Cole Heinowitz, Sky Hopinka, Felicia Keesing, Gideon Lester, Michelle Murray, Matthew Mutter, Nathan Shockey, Erika Switzer, Pavlina R Tcherneva, Michael Tibbetts

The Senate:

- Heard a presentation by Peter Gadsby on the new Crite sheet web interface.
- Reviewed proposed changes to the Faculty Handbook, as they relate to the Campus Facilities Committee. Inquired about the rationale for striking the rental rates clause. This was an oversight and will be corrected. Discussed the need for overnight faculty accommodations and lead paint abatement in faculty housing.
- Proposed that the Facilities Committee and the Senate start a conversation about overall faculty/staff office space needs.
- Proposed to invite Taun Toay to the Senate to discuss space issues.
- Discussed the transition from EUS to ES and the First-Year seminar compensation/course release policy.

Respectfully submitted,
Pavlina R Tcherneva

Senate Meeting Minutes - Nov 1, 2022

In attendance: Ethan Bloch, Katherine Boivin, Deirdre d'Albertis, Sanjay DeSilva, Peter Gadsby, Cole Heinowitz, Felicia Keesing, Gideon Lester, Michelle Murray, Nathan Shockey, Pavlina R. Tcherneva, Michael Tibbetts

The Senate:

- Open-ended discussion of possible agenda items for the faculty-led faculty meeting (none) and future senate meetings (conversions, part-time faculty, campus housing, budget issues, how to support students).
- Discussed a revised version of the proposal initially brought to the faculty last year that would add text to the faculty handbook articulating both informal and formal options for resolution of concerns and complaints against faculty members. Proposed revising and moving one part of the draft to an administrative/best practices document, which would not be included in the faculty handbook.
- Welcomed Peter Klein with an update about the EUS/ES change.

Respectfully submitted,
Pavlina R. Tcherneva

Senate Meeting Minutes - Dec 6, 2022

- I. The meeting was called to order by Senate Chair Ethan Bloch at 8:40 AM.
- II. The Chair provided an update on the proposal regarding faculty complaints. Faculty representatives have met with the college attorney, and the proposal is under consideration by the authors of the proposal.
- III. The Chair provided an update on the Faculty Evaluation Document Review Committee (FEDRC). The FEDRC has requested feedback from the Senate, e.g. a possible FEDRC/Senate retreat in January. Discussion suggests that a short document from the FEDRC outlining the key issues for discussion would help members of the Senate understand how best to proceed, and what the major issues are.
- IV. The Dean of the College (DOC) informed the Senate that Richard Harrill and Bryan Billings are here this week to talk about the new Bard program in Brooklyn. They are mostly talking with students, but are also available to faculty. Senate members discussed concerns about whether tuition & housing costs will be handled in an equitable way, and were informed that there is ongoing discussion about the pricing. Faculty

pointed out that resolution of this is important for them to feel comfortable promoting the program to students.

V. The Chair presented a proposal about how the Chair of Faculty Senate should be determined. The current 12-member Senate consists of the members of three major faculty committees (Planning & Appointments, Curriculum, Executive), where the chair of the Senate is chosen by the Senate from among its 12 members. The proposal outlines a plan by which a 13th member would be elected by the faculty explicitly to serve as Chair, from any division, and would serve a two-year term. The two-year term would provide greater continuity than the current system in which the Chair serves a one-year term. The new format would also give the Chair the time to meet with various constituencies, to have a better understanding of what's going on across the faculty. There is also not currently a member of the Senate or other faculty leader directly elected by the entire faculty. The proposal indicates that the person should have previously served on the Senate for two semesters, and should not be on sabbatical or leave during the two-year term.

Discussion ensued, including a number of potential responsibilities and opportunities provided by the new format. There was a question about whether the term should be three years; that has advantages, but there was concern that it might be harder to get someone who qualifies if it's a longer term. There was much discussion of the time commitment that might be required of someone who took on this role. There was also a comment about the importance of giving faculty leadership opportunities that do not involve becoming a member of the administration.

Much discussion ensued about the appropriate process for presenting this proposal to faculty and getting feedback. There was general enthusiasm for bringing forward the proposal as written for discussion but no vote at an upcoming faculty meeting, with a vote to be conducted at a subsequent meeting.

VI. CFO Taun Toay joined the meeting at 9:20 to answer questions. One major point of discussion was faculty office space – quantity, quality, and timing of availability. There was discussion of issues raised from an informal survey of Social Studies faculty. Members pointed out that offices affect the quality of the experience for students because when an appropriate office is available, faculty are on campus, available to meet with students, and have a meeting space. Toay discussed both space availability and deferred maintenance. This year, inventory for office supplies was particularly challenging, which is why some slow set-ups occurred; Toay will look into the supply issues with Purchasing. Deferred maintenance is very deferred, so cosmetic touch-ups are not as high

a priority because the underlying structures need to be repaired. Toay indicated that the College has doubled the budget for deferred maintenance budget, and is working on this issue.

Toay says the College is looking at the possibility of trailers to provide more office space. There are some longer-term shifts in space use that would also free up some potential offices.

There was discussion about B&G staffing and the need for expansion of staff. Toay indicated that this is an ongoing challenge connected in part to contractual issues.

There was discussion about how the processing of payments differs between OSUN and Bard budgets. Toay indicated that the process is the same, but the budgets charged are different. There have been challenges of Bard's role as a vendor to OSUN, and there is a desire for this process to become more streamlined and efficient with time.

VII. The meeting was adjourned at 10:00 AM.

Respectfully submitted,
Felicia Keesing (Biology)

Senate Meeting Minutes - Feb 7, 2023

In attendance: Ethan Bloch, Deirdre d'Albertis, Laurie Dahlberg, Sanjay DeSilva, Peter Gadsby, Cole Heinowitz, Brook Jude, Gideon Lester, Michelle Murray, Matthew Mutter, Pavlina R. Tcherneva, Michael Tibbetts

The Senate:

- Discussed a proposal by the Executive committee to issue a statement in support of faculty who may be facing students who object to (or are triggered by) certain assigned texts. Where would such a statement go? Who is the audience? How would it be communicated to students? The EC agreed to draft a statement to be reviewed by the Senate at a future meeting. Once approved, it will be circulated to faculty, students, FYSEM training sessions, and the FEDRC.
- Reviewed the updated consensual relationship policy. Proposed additional changes to clarify how this policy applies to different categories of students and different types of professional relationships.

- Discussed moderation plans for transfer students. The Dean requested that each program discuss pathways to moderate them early and include those plans in the annual program review. Discussed the possibility of using a different nomenclature for the moderation process, including “sophomore review” and/or “transfer review”.
- Discussed and approved proposed edits by the Faculty Facilities Committee to the faculty handbook.

Respectfully submitted,
Pavlina R. Tcherneva

Senate Meeting Minutes - Mar 7, 2023

In attendance: Ethan Bloch, Deirdre d’Albertis, Laurie Dahlberg, Sanjay DeSilva, Peter Gadsby, Cole Heinowitz, Brook Jude, Gideon Lester, Michelle Murray, Matthew Mutter, Pavlina R. Tcherneva, Michael Tibbetts

The Senate:

- Heard a brief report by Curriculum Committee Chair Cole Heinowitz on the CC’s meeting with members from Admissions and DOSA on the matter of supporting transfer students
- Reviewed and approved edits to Consensual Relationship document
- Welcomed the FEDRC to discuss proposed new processes and proposed major changes to existing processes in the Faculty Evaluation Document
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- Suggested separating the “Evaluation Proposal for Hiring Faculty with Tenure” from the “Evaluation Proposal for Hiring Faculty on a Fast Track”
- Proposed to have a more formal process of getting input from the division for such hires
- Suggested changing the nomenclature: e.g., In proposed section C-2: Evaluation for Promotion to Full Professor for Administrator, replace “Administrator” with “Faculty in Hybrid Positions” or something similar
- Discussed proposed changes to the evaluation process for promotion to full professor
- Noted that a number of these procedures (e.g., hiring with tenure) are not settled and require additional discussion.
- Reviewed only half of the proposed FEDRC document and agreed to welcome the FEDRC back to the Senate for a continued conversation.

Respectfully submitted,
Pavlina R. Tcherneva

Senate Meeting Minutes - April 4, 2023

In attendance: Ethan Bloch, Deirdre d'Albertis, Laurie Dahlberg, Peter Gadsby, Cole Heinowitz, Brook Jude, Gideon Lester, Michelle Murray, Matthew Mutter, Pavlina R. Tcherneva, Michael Tibbetts

The Senate:

- Discussed proposed changes to the faculty handbook regarding the Chair of the Faculty Senate

- o Discussed a possible expansion of the faculty senate

- o Recommended a voting procedure for the appointment of the chair of the Senate based on simple approval voting

- o Suggested that the document restate who is eligible to vote, as outlined in the faculty handbook

- o Discussed a process for appointing a faculty representative to Trustee meetings, who would come from a wider pool of eligible faculty members

- Welcomed the FEDRC back to discuss proposed new processes and proposed major changes to existing processes in the Faculty Evaluation Document

- Discussed the section on "Evaluations of non-tenure-track faculty members"

- The proposed language is to allow non-tenure track faculty to vote on their programmatic colleagues when they are in a program with a minority of tenure-track/tenured members (see document for details).

Question raised: Would this change necessitate that all non-tenure track faculty be enfranchised with similar voting capacity in all evaluations.

- Discussed proposed language in the section "Promotion to Full Professor"

- Question raised: Does removing external evaluators and enumerating various scenarios illustrating increased "flexibility" in evaluation, make the process clearer or more ambiguous and subjective.

Respectfully submitted,
Pavlina R. Tcherneva

Senate Meeting Minutes - May 2, 2023

In attendance: Ethan Bloch, Deirdre d'Albertis, Peter Gadsby, Cole Heinowitz, Brook Jude, Gideon Lester, Michelle Murray, Pavlina R. Tcherneva

The Senate:

- Proposed that the current and F23-S24 members of the Student Affairs Committee meet before the end of the semester, along with the Dean and a representative from the EC.

The aim of the meeting is to chart a new path/mandate for the committee's work.

- Proposed to organize a session on the ethical aspect of using ChatGPT at the next fall faculty/professional development meeting.

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- Welcomed the FEDRC back to discuss Promotion of Non-tenure track faculty and work of the CEC in the Faculty Evaluation Document

- Raised questions about 'new language about voting,' specifically the clause giving eligibility to vote to d) (2) (f) "...regular no-tenure track on a teaching contract of 7/13 and above (more than half time), and have successfully passed one CEC evaluation.

- Suggested an amendment to the CEC evaluation procedures to specify "success in all 3 categories" to ensure that enfranchised non tenure track faculty have demonstrated it, if they are to vote on rehiring, tenure, promotion and conversion

- The Senate would endorse the change to be brought for a vote before the Full Faculty, provided that the document includes the amendment above, and that the change has been brought for a discussion before the divisions.

Respectfully submitted,

Pavlina R. Tcherneva