



Faculty Senate

May 2025 Senate Organizational Meeting Minutes

Tuesday, May 6, 2025

3:30 – 5:00 pm

Curris Center Barkley Room

Senators in attendance: FS President Michael Bordieri, FS VP Heidi Ortega, FS Secretary Brian Bourke, Najib Sahyoun, Stephanie Ford, Thomas Powell, ZB Smetana, Oliver Beckers, Shri Singh, Ken Sutrick, Jessica Pryor, Landon Clark, Ash Stemke, Faris Sahawneh, Kelly Taylor, Alison Brown, Jonathan Lyon, Marshall Hayes, Eran Guse, Michelle Panchuk, Michael Busby, Elana Picech, David Pizzo, Carol Terracina-Hartman, Shauna Mullins, Susan Miller, Jenilee Williams, Paul Foote, Amanda Joyce, Erica Brown, Barbie Papajeski, Chris Trzepacz, Ray Horton, Marcie Venter, Chad Gaylord, Aaron Irvin, and Megan Smetana.

Special guests: Melony Shemberger, Faculty Regent; Gary ZeRuth, Faculty Regent Elect; David Roach, Outgoing Faculty Senate President; Renee Fister, Associate Provost.

- I. Call to Order at 3:30 PM by President Michael Bordieri
- II. Welcome and Sign-in
- III. Approval of Minutes
 - a. Motion made by David Pizzo
 - b. Seconded Carol Terracina-Hartman
 - c. Vote 31-0-0
- IV. Recognition Ceremony – Faculty Stoles and Cords
 - a. FS President Michael Bordieri presented certificates to exiting Senators: Abdul, Jeremy Philips, Selise, Samer, Brenda Reeves, Cintia, Braun Oldencamp.
 - b. FS Vice President Heidi Ortega presented cords to Najib Sahyoun, Ash Stemke, Aaron Irvin, Landon Clark, ZB Smetana, Chris Trzepacz
 - c. Outgoing FS President David Roach presented the presidential stole to Michael Bordieri
 - d. Michael Bordieri presented the secretary of the senate stole to FS Secretary Brian Bourke
- V. Distinguished Guest
 - a. Faculty Regent, Melony Shemberger
 - i. Regent Shemberger offered remarks noting the end of her term. She then welcomed Regent Elect to his new role. From there she shared a story of visiting her alma mater of WKU, where she was honored with an alumni award. From there she offered remarks about her reflections on her time in higher education, her experiences in shared governance, and the importance of shared governance.

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- ii. Michael Bordieri then presented Melony Shemberger with a gift
- VI. Faculty Senate Summary 2024-2025, Outgoing Faculty Senate President, David Roach
- a. He offered a recap of accomplishments of the prior year:
 - i. Evergreen
 - ii. Retirement of President Bob Jackson
 - iii. Addressing summer budget shortfall
 - iv. Advocating for tenure track promotion dollar amounts to be increased
 - v. There are important pending items before the Senate today:
 - 1. Instructor promotion pathway
 - 2. Post-tenure review
 - vi. Michael Bordieri then presented a gift to David Roach
- VII. Action Items --Faculty Senate Standing Committees
- a. Executive – Faculty Senate President, Michael Bordieri
 - i. Vote: FSH 24-25-9 --- Annual Evaluation of Faculty & Post-Tenure Review
 - 1. Discussion
 - a. Michael Bordieri offered an overview of the process of the development of this policy proposal
 - b. Question from Senator Foote about performance and productivity expectations. In his response, Michael Bordieri provided an answer reflecting the unique expectations across colleges, schools, and departments. He also explained the importance of advancing this policy now given the Jan 1, 2026 deadline (as stated in HB 424), the requirement of two readings at the BOR, and the likelihood of two BOR meetings prior to Jan 1, 2026.
 - c. Senator Horton shared a comment endorsing the proposed policy document. He also shared the strength of the alignment with the AAUP document. There is also a working group comprised of AAUP members across states, as well as UCW members with the intent of keeping an eye on implementation.
 - d. Michael Bordieri shared information on the implementation period, e.g. the pilot.
 - 2. Vote 31-1-0
 - ii. Vote: FSH 24-25-10 --- Enhancing Faculty Development and Recognition
 - 1. Discussion
 - a. Michael Bordieri explained the rationale for this item.
 - b. Senator Foote asked for explanation of the \$35,000 ask. Michael Bordieri explained the history of the process that began with a \$20,000, and how that increased in discussion with the Provost's Office.



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- c. Senator Guse expressed concerns about this being an appropriate incentive. He shared seeing the same names on awards.
- d. Senator Pizzo shared that part of the intent of the funds is to provide funding to support those in the development process
- e. Senator Beckers made a point of clarification of the timeline for implantation, and where funds might kick in. Michael Bordieri answered that funds could be used during the pilot phase.

2. Vote 29-2-0

iii. Vote: FSR-24-25-1rev2 --- Promotion Path for Instructors

1. Discussion

- a. Michael Bordieri explained the details of revisions, including timeline of voting in the Senate during 24-25 year. This resolution is a framework to guide the framework to guide the needed handbook revisions.
- b. Senator Powell asked what the path would be – how would we know we can move forward?
 - i. Follow-up: do we any indication in terms of anticipated shifts with Dr. Patterson becoming President on July 1?
 - 1. Michael Bordieri shared that President Jackson wants to have these, especially PTR. We anticipate working with Dr. Patterson in the coming year on these.
- c. Senator Guse commented being against this because of it not being applied retroactively. And, is against because of Evergreen.
- d. Senator Busby responded to Senator Guse with an explanation of not even having anything, and this would at least give us something to get the conversation started.
- e. Senator Irvin offered that a policy like this makes lecturers more vulnerable. We should be pushing for more tenure track lines.
- f. Senator Foote offered perspective of rationale for fixed dollar amount, and the importance of advancing this policy.
- g. Brenda Reeve shared that at some institutions senior instructors receive multiyear contract.

2. Vote 29-1-0

VIII. Faculty Senate Appointments

- a. Budget Advisory Committee
 - i. Faculty Senate President, Michael Bordieri (ex officio)
- b. Parking Services Advisory Committee (two appointees)
 - i. By acclamation, Michael Busby and ZB Smetana elected



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- c. University Committee on Naming of Facilities, Programs and Activities (one recommendation)

- i. By acclamation, Heidi Ortega elected

- d. Affirmative Action Committee (two recommendations)

- i. By acclamation Michael Bordieri and Anna Fowler

IX. Faculty Senate Elections

- a. At-Large Members of the Executive Committee (three positions)

- i. Nominees: Chris Trzepacz, Megan Smetana, Faris Sahawneh, Susan Miller, Barbie Papajeski

- ii. Votes: Chris Trzepacz, Megan Smetana, Faris Sahawneh

- b. Academic Council Faculty Senate Representatives (three positions)

- i. Nominees: Ray Horton, Carol Terracina-Hartman, Marcie Venter

- ii. Votes: All elected by acclamation

X. Faculty Senate Meetings 2025-2026 Schedule

XI. Reports

- a. Faculty Senate Standing Committees

- i. Academic Policies – Interim Chair, David Pizzo

- ii. Finance – Interim Chair, Kenneth Sutrick

- iii. Governmental Affairs – Interim Chair, TBD

- iv. Handbook and Personnel – Interim Chair, Thomas Powell

- v. Rules, Elections, and Bylaws – Faculty Senate Vice President, Heidi Ortega

- vi. Executive – Faculty Senate President, Michael Bordieri

- 1. Stephen B White Award Vote Tally Request

- b. Other Committees

- i. Faculty and Staff Insurance and Benefits Committee

XII. Old Business

XIII. New Business

XIV. Adjourned at 5:00 by Michael Bordieri

XV. Subcommittee Meetings and Chair Elections following Adjournment