



Dr. Arant made several requests pertaining to the resolution, including: that the resolution be submitted to the Provost's office for review and decision; the promotion pathway focuses on full-time/contract instructors, not adjunct instructors; a more detailed review process be explained; and starting individuals at the Lecturer level if they are highly qualified. The handbook draft currently has a policy on promotion from instructor to senior instructor to lecturer, with qualifications and extended contract terms listed and does not adequately address the review process as it focuses mainly on time served. Senator Anderson discussed how lacking this type of policy has impacted the Physics department and supports the effort to address this moving forward. Senator Starks asked if instructors are supposed to utilize the FAD, in which President McDaniel confirmed that they are; however, Dr. Arant has requested that the first year of employment for instructors should not necessarily rely on the generation of a portfolio. Senator Starks has volunteered to chair this committee and President McDaniel asked for Senators to volunteer to participate as well: Senators Anderson, Chamcheu, Golemon & Tresner volunteered to participate. Senator Tresner asked if the committee should address changing over to a tenure track and President McDaniel stated there is currently no charge to do so but felt that it should be included if feasibly possible. Senator Golemon discussed whether the University should be pursuing more economically disadvantaged and non-traditional students and having the University function differently to recruit & retain students (giving an example of adjustments being made to the tenure process) and President McDaniel briefly discussed the situation; Senator Colgrove provided input on the situation as well, mentioning streamlining bureaucracy within the institution. Senator Anderson mentioned that since the US population is shrinking that the U

	<p>process of obtaining a form from an Institution that utilizes it heavily and will complete the process herself and then report back to the committee. She asked for volunteers to try using the time sheet she receives; however, no one volunteered. Discussion arose by many of the Senators indicating that this has been tried before in the past without great success and would be more labor intensive over the current system. Senator Tice requested further discussion on the proposal to go back to monthly pay periods, sharing that she is unsure whether the majority of the faculty body would support a change back to monthly and suggested the faculty body be surveyed as a whole before the Senate endorses this type of change. A few Senators mentioned that the few altered paychecks that occur are hard to budget for and monthly helps pay some larger bills, such as student loans. Other Senators continued to advocate staying with bi-weekly. Senator Starks suggested that if a monthly pay period is not supported that a bi-monthly pay-period be considered to alleviate some of the differences in pay amounts with the bi-weekly. Senator Showers supported the option of a bi-monthly pay period. Senator Tice also discussed remembering the whole faculty being polled for their interest in changing from monthly to bi-weekly or bi-monthly and bi-weekly was the winning selection. Senator Robertson also shared that other employers utilize the bi-weekly pay periods. President McDaniel indicated that she will pause trying to change the pay-periods at this time.</p>
Committee Updates	<ol style="list-style-type: none"> <li>1. Faculty welfare: President McDaniel tasked the committee with purchasing a spirit item for each FS member, and suggested that it be a quality item with ULM logo +/- faculty senate wording.</li> </ol>
Campus Updates/ Executive Committee Report	<ol style="list-style-type: none"> <li>1. Dr. Arant rescheduled his attendance for a faculty senate meeting to 3/17. President McDaniel stated he has already dedicated a significant portion of his time to working with the Faculty Senate.</li> <li>2. Dr. Muto (out of central Florida) has been invited to give a presentation to the campus community on implicit bias &amp; President McDaniel mentioned that she will look into having some of the Senate budget fund this activity.</li> </ol>
Meeting Adjourned	1413
Submitted By	Hilary Tice
Convener	Janelle McDaniel