

The College of Liberal Arts and Sciences  
Senate Meeting Minutes  
September 19, 2022  
3:15 pm • Armstrong Hall 240  
Zebulon Pearce and Family Conference Room

---

- I. Call to Order  
Rhian Stotts called the meeting to order at 3:18 pm
- II. Approval of May 2, 2022, meeting minutes  
A. Motion to accept the minutes. Vote: Approve-27; Oppose-0; Abstain-0
- III. Welcome and Overview—Rhian Stotts, Presiding Officer, and Sarah Bolmarcich, Presiding Officer-Elect
  - A. 35 Senators (quorum 18)
    - i. No requirement for each unit to have a representative for quorum
  - B. Represent College at large as well as unit
  - C. In case of absences-inform Director and get a replacement from your unit
  - D. Possibility of disbanding Committee of Review
    - i. Not active for past 8 years
  - E. Senate priorities in 2022-2023
    - i. NTE faculty
    - ii. DEI
    - iii. Graduate student stipends
    - iv. Academic dishonesty
  - F. Concerns raised by individual members
    - i. Interdisciplinarity should affect teaching evaluations
    - ii. Gender-affirming care and facilities
  - G. The PowerPoint presentation will be placed in the Senate Dropbox
- IV. Dean's Report—Patrick J. Kenney, Dean of The College
  - A. Strongly encourages in-person meetings, particularly for crucial decisions (e.g., tenure)
  - B. Enrollments in The College
    - i. Up 2.8% overall
    - ii. Up 9.1% online

- iii. Question on enrollment increase goal for the next year: it is +5%
- C. Merit exercise this fall; no details yet
- D. Hiring
  - i. 43 new T/TT hires in 2021-22
  - ii. Question on faculty demographics in The College (TT/NTT).  
Currently 800+ T/TT faculty in the College; 404 NTT (196 lecturers, 176 instructors, 112 FAs)
  - iii. 40 retirements/resignations
    - 1. Notes that replacing a faculty line costs 1/3 more than it did to hire them because of changes to budgeting, etc.
  - iv. Hiring plan for 2022-23 has been approved; there will be no secondary hiring plan allowed as per usual
- E. Salary compression/NTT changes
  - i. New salary base for all instructors and lecturers set at \$60,000
    - 1. No more funds from the Provost to address any salary compression this year
    - 2. ABOR has raised the multi-year cap from 15% to 30%
  - ii. New stipend of \$21,879 for TAs
- V. Establishment of a Dean's Advisory Council on NTT faculty, change to bylaws:
  - A. Proposed text for bylaws (second read): The Dean's Advisory Council on Non-Tenure Eligible Faculty shall advise the Dean on issues related to compensation, workload, job security, working conditions, and other topics as they relate to NTE faculty in The College. The committee shall consist of 9 NTE faculty, two elected from each of the three divisions of The College and three elected at-large from The College Committee members will serve 3-year terms. The committee will report its findings and recommendations to the Dean and The College Senate at least once per semester.
  - B. Because we are mid-election cycle for committees, an ad hoc committee will be formed for this academic year and begin work immediately
    - i. Volunteers requested from the Senate; there are a number of them
  - C. Vote on formalizing the committee in the bylaws tabled until the spring semester

- VI. Curriculum Committee Report--Paul LePore, Associate Dean
  - A. Question on new general studies designations implementation: there is no set timeline; colleges are still being asked for their impact statements
  - B. Because so many students are transfer students, General Studies may not change that much (will still use old designations for them)
  - C. Motion to approve report. Vote: Approve—27; Object—0; Abstain—0
  
- VII. Announcements
  - A. First-read to disband Committee of Review at October 31 meeting
  
- VIII. Adjournment
  - A. Rhian Stotts adjourned the meeting at 4:29 pm

**The College of Liberal Arts and Sciences  
Senate Meeting Minutes  
October 31, 2022  
3:15 p.m. • Armstrong Hall  
Zebulon Pearce and Family Conference Room**

- I. Call to Order
  - A. Presiding officer Rhian Stotts called the meeting to order at 3:15 pm.
  
- II. Approval of September 19, 2022, minutes
  - A. Minutes vote. Approve – 29; Oppose – 0; Abstain - 0.
  
- III. Dean’s Report (Dean Kenney was unable to attend. Jennifer Fewell, Associate Dean of the Faculty, stood in for him and took questions. The questions are listed below, with any answers given; all questions are being referred to Dean Kenney for answers.) Discussion points included changes in title from lecturer to teaching professor, and merit exercises relative to issues of compression.
  - i. The units are aware of the issue of compression relative to recent changes in instructor salaries. Unit directors have talked with their divisional deans about this issue.
  - ii. The College also will look at this issue as part of the merit exercise. However, The College is not mandating how units must perform the merit exercise, because issues vary across the different units.
  - iii. It was discussed and acknowledged that the merit exercise does not address all issues of compression.
  - iv. Clarifications were made about the recent change in salaries to make sure salaries were at or above \$60,000 per AY. Clarification was made also that the change in base pay does not necessarily exclude faculty from the merit exercise.
  - v. The change in titles for lecturers is effective immediately. Terminal degrees will be a mandatory feature of job ads going forwards. What constitutes a terminal degree varies across colleges and units, but for most units in The College it is a doctorate.
  - vi. Those already hired as Lecturer with a Masters will transition also to Teaching faculty titles as legacies.
  - vii. It was discussed that Instructors are valuable contributors also and that changes for instructional faculty should be considered.

IV. Curriculum Committee Report

- A. A Senator objects to SPA 381, Healing Traditions of Latin America, as too similar to the SHESC course "Traditional Healing and Medicine," which has a focus on Latin America. Proposes SPA 381 be only conditionally approved until a letter of support/impact statement is secured from SHESC. Notes that even then the course may conflict with offerings in the College of Health Solutions.
- B. Curriculum Committee report vote is: Approve – 29; Oppose – 0; Abstain - 0, with the rider that SPA 381 is only approved conditional upon receiving a letter of impact from The School of Human Evolution and Social Change.

V. Bylaws change – first read to remove the Committee of Review

- A. The Committee of Review established in The College bylaws has not met in a number of years and is not currently staffed.
- B. Bylaws text: "Committee of Review shall hear faculty and academic professional complaints and assist in resolving personnel differences over matters within the purview of The College, including performance evaluation. The committee shall not handle appeals of recommendations made by the Dean's Advisory Councils, and shall attend to situations for which no regular channels of procedure exist or only after all normal appeal procedures in the originating unit have been exhausted. The committee shall consist of 6 faculty members with tenure and one academic professional with continuing status. The committee shall use non-adversarial fact-finding procedures and shall report its findings and recommendations to the Dean."
- C. Motion to move the disbandment of the Committee to a second read at the 11/28 meeting passes, 29-0-0.

VI. Report – new ad hoc NTT committee

- A. The new ad hoc NTT Committee met on October 17 and identified the following issues:
  - i. Salary compression.
  - ii. Survey of bylaws in the College: what rights, including voting rights, do career faculty have in each unit?
  - iii. Promotion criteria and assisting career faculty with promotion.
- B. Associate Dean Fewell notes that she has asked for clarification about the promotion process as part of the Provost's initiative on career faculty.

VII. Announcements

- A. A motion is introduced from the floor.
  - i. Text: "RESOLVED. The College of Liberal Arts and Sciences Faculty Senate notes that the recent changes to career faculty names are an important beginning, but they do not yet address issues of salary

compression and inversion among career faculty ranks. We recognize that this is an issue beyond the ranks of career faculty, and we call upon The College leadership to seize this moment as an opportunity to address and resolve in the immediate future the systemic university issue of salary compression and inversion, beginning this year. And we call upon The College leadership to uphold and advocate for ASU's commitment to leadership and innovation in our local, national, and global communities by addressing salary issues at the New American University in a way that substantially supports the sustainability of teaching faculty, in part by compensating them appropriately."

- ii. Some Senators request data on salaries, especially relative to peer institutions, before a final vote, others wish to share the text with their colleagues.
- iii. The motion to pass the resolution to a second read at the 11/28 meeting passes, 25-0-4 (4 abstentions).

VIII. Open Forum

- A. No concerns or questions are brought forward.

IX. Adjournment

- A. Rhian Stotts adjourned the meeting at 4:13 pm.

**The College of Liberal Arts and Sciences**  
**Senate Meeting Minutes**  
**November 28, 2022**  
**3:15 p.m. • Armstrong Hall**  
**Zebulon Pearce and Family Conference Room**

I. Call to Order

- A. Presiding Officer Rhian Stotts called the meeting to order at 3:15 pm

II. Approval of October 31, 2022 Minutes

- A. Minutes vote: Approve – 22; Oppose – 0; Abstain - 0

III. Dean's Report

- A. Call to participate in commencement

- B. 195,000 seats for the College this semester (online and in person)

- a. Most College majors are flat, but more online students/majors

- i. Sciences are up, humanities are coming on

- ii. 32,000 students seeking degrees in The College

- b. Merit exercise

- i. Slightly less than 4% allocated in academic units

- ii. This year The College contributed 59% of the merit pool, the central budget 41%

- iii. Merit increases will be seen in the first January paycheck

- iv. For compression paying special attention to lecturers

1. Raises to 60K salary base represent a 2.6 million investment

2. Directors were encouraged to pay special attention to lecturers during merit exercise

3. At this point, directors have submitted merit recommendations, Provost's office must still approve

- c. Salary compression

- i. The College and units will pay attention to this in the merit exercise but merit can only partially address the issue

- ii. Unknown why target was 60K base for lecturers and instructors and not say a blanket % raise

- iii. Can The College do anything on its own to address any salary compression for anyone?

1. The College can infuse money and has done that in particular for staff

2. Could also do this for teaching faculty, but has not done this yet
- d. ASU has a budget of \$4B, <\$300M coming from tuition.
  - i. Grants support a great deal of the university's research
  - ii. Only flexible money from tuition
  - iii. 35-40% online students in state but still pay online tuition rates
  - iv. TT salaries come from in-person tuition
  - v. Units get 80% of online tuition dollars, College gets 20%
- e. Academic dishonesty
  - i. With the growth of the university and a growth in scalability of courses comes growth in academic dishonesty (and not just online)
- f. Mental health issues (approximately  $\frac{1}{3}$  of students overall)
  - i.  $\frac{1}{4}$  of freshmen already being treated for mental health issues
    1. Students are screened at health services for mental health even if the flu
  - ii. Grad student mental health issues on the rise
  - iii. Administration has increased number of healthcare professionals
- g. Worries about threats and violence on campus
  - i. Seen an escalation in threats, even to the administration
  - ii. Threats violate the ASU Code of Conduct
- h. Students not coming to class
  - i. Should there be a broader policy on late assignments or faculty training on them?

#### IV. Curriculum Committee Report

- A. Vote: Approve – 28; Oppose – 0; Abstain - 0

#### V. Second read - bylaws change to remove the Committee of Review

- A. Vote: Approve – 28; Oppose – 0; Abstain - 0

#### VI. Second read – motion for The College to address salary compression

##### A. Questions:

- a. Apply to all faculty? Yes
- b. Difference between lecturers and instructors; why include instructors since they received the salary bump?
- c. Too wishy-washy as a non-binding resolution
  - i. More specifics, such enforcement

- B. Associate Dean of Faculty Jennifer Fewell: The College can review in January how merit exercises have impacted lecturer salary compression

##### C. Move to send motion to ad hoc committee

- a. Vote: Approve – 27; Oppose – 0; Abstain - 0 to send to ad hoc committee to review language



b. Will vote at next meeting

VII. Announcements

VIII. Open Forum

A. No concerns or questions were brought forward.

IX. Adjournment

A. Rhian Stotts adjourned the meeting at 4:30 pm

**The College of Liberal Arts and Sciences  
Senate Meeting Minutes  
February 3, 2023  
3:15 p.m. • Armstrong Hall  
Zebulon Pearce and Family Conference Room**

- I. Call to Order at 3:15 pm by Presiding Officer Rhian Stotts
- II. Approval of November 28, 2022, Minutes
  - A. Approve-26; Oppose-0; Abstain-0. *Motion passes.*
- III. Curriculum Committee Report
  - A. A typo is noted in the Asian-American Immigrant Health (APA 365) course proposal.
  - B. Approve-27; Oppose-0; Abstain-0. *Motion passes.*
- IV. Dean's Report: Patrick J. Kenney, Dean of The College
  - A. Dean Kenney presented data on Career Faculty salaries pre- and post-merit and discussed the issue of Teaching Faculty salaries
    1. Reminds us that last summer the Provost budgeted \$2.6M to raise instructor and lecturer salaries to a \$60,000 base.
    2. This year, the central administration supplied 41% of The College's merit pool, The College 59%, with a mean merit pool to units of just under 3%.
    3. The College examined merit distributions by units. Teaching Faculty received larger merit distributions on average than the mean of the pool. This does not completely alleviate compression, but the merit pool cannot realistically accomplish that.
    4. Notes that over the last 5-7 years teaching professors have done better salary-wise on average in units that have boosted their online teaching dollars.
    5. Hopes for another merit exercise in 2023.
    6. A small group of teaching faculty from the humanities brought to Dean Kenney's attention that the workload of teaching professors may not equal that of instructors, given their service workload, even with course releases. The College is looking at some type of supplemental income for that group, which is taking on a lot of extra work.
- V. Announcements
  - A. Career Faculty mixer: Monday, February 20, 4 pm. Invitation coming.
  - B. Adrian Fontes, Arizona Secretary of State, is headlining a College event on Thursday, February 23, from 6:30-7:30 pm, "From the border to the state capitol": [From the Border to the State Capitol: A conversation with Arizona Secretary of State Adrian Fontes | ASU Events](#)
- VI. Open Forum
  - A. No issues are raised.

VII. Adjournment by Rhian Stotts at 4:15 pm.

The College of Liberal Arts and Sciences  
Senate Meeting Minutes  
April 3, 2023  
3:15 p.m. • Armstrong Hall  
Zebulon Pearce and Family Conference Room

- I. The meeting was called to order by President Rhian Stotts at 3:16 pm.
- II. Approval of February 6, 2023, Minutes
  - A. *Approved-33; Opposed-0; Abstentions-0*
- III. Dean's Report—Patrick J. Kenney, Dean of The College
  - A. Enrollments and Modalities of Instruction in The College
    1. 185,000 seats filled in Fall 2022, larger than the next four colleges combined
    2. Modalities (percentages are students, not numbers of courses in each type of modality)
      - a. 50% in-person
      - b. 12% hybrid
      - c. 12% i-courses
      - d. 26% o-courses
    3. Only colleges that have more students in-person are Barrett at 88% and Engineering at 70%
    4. The Provost wants to ensure that students have the option to be in class physically
  - B. Majors and Retention
    1. Another data point: 50% of The College freshmen switch majors after one year, either to another college or to another department
    2. 92% of the university takes at least one course in The College.
    3. 88% retention rate.
- IV. Curriculum Committee Report
  - A. *Approved-33; Opposed-0; Abstentions-0*
- V. Career-Track Faculty Salary Resolution
  - A. *Approved-31; Opposed-0; Abstentions-1*
  - B. Text: RESOLVED. The College of Liberal Arts and Sciences Faculty Senate recognizes the recent changes to position titles and the increase of the base salary to \$60,000 for an academic year, full time salary. However, the University's decision to adjust the base salary with no systematic adjustment to all Career-Track Faculty salaries has worsened the issue of salary compression and inversion among the ranks of Career-Track Faculty. While salary compression and inversion

are an issue across all ranks of faculty, the recent changes, though welcomed, have an immediate impact on Career-Track Faculty and thus require a more immediate response. Specifically, we call upon the Dean of The College to ask the University Provost to:

- Provide a substantial, one-time raise pool to address the salary compression and inversion amongst Career-Track Faculty created by the recent adjustments.
  - o Raise the minimum base salaries for each rank of Teaching Professors
  - o Make proportionate compression adjustments to all salaries within the same rank
- Develop a transparent compensation plan to reduce and prevent compression and inversion now and in the future. This should be shared with The College Senate and updated annually.
- End the practice of using merit exercises to address systemic issues and instead separate cost-of-living exercises/market adjustments from merit exercises.

VI. Bylaws Change to add the Dean’s Advisory Council on Career-Track Faculty

A. *Approved-31; Opposed-0; Abstentions-1*

B. Text: The Dean’s Advisory Council on Career-Track Faculty shall advise the Dean on issues related to compensation, workload, job security, working conditions, and other topics as they relate to Career-Track faculty in The College. The committee shall consist of 9 Career-Track faculty, 2 elected from each of the 3 divisions of The College and 3 elected at-large from The College. Committee members will serve 3-year terms. The committee will report its findings and recommendations to the Dean and The College Senate at least once per semester.

VII. Call for Nominations—Presiding Officer-Elect

A. Please email both Rhian Stotts ([rstotts@asu.edu](mailto:rstotts@asu.edu)) and Sarah Bolmarcich ([sbolmarc@asu.edu](mailto:sbolmarc@asu.edu)) with your nominations. Self-nominations are acceptable.

B. Any full-time faculty member in The College can nominate anyone, and any full-time faculty member in The College is eligible.

VIII. Announcements

IX. Open Forum

A. Question to be directed to Associate Dean Fewell: Are those who receive a midyear-salary bump, either a promotion or a salary adjustment, eligible for merit that same calendar year?

B. Discussion of ChatGPT

1. the university should allow more cameras to see what students are actually doing rather than just their faces
2. VP of Undergraduate Education Anne Jones has formed an ad hoc committee that should be releasing information shortly
3. possible solutions:
  - a. have students do assignments in class
  - b. use requirements ChatGPT can’t handle, such as a request for a “core source”
  - c. test in different means than traditionally (orally, for instance)
  - d. video essays

4. Some Senators expressed discomfort about trying to control student computers too much. Others pointed out video proctoring can increase student test anxiety.
5. Rhian Stotts will look into inviting Amanda Smith to speak on ChatGPT at the next Senate meeting

X. Adjournment by President Rhian Stotts at 4:21 pm.

**The College of Liberal Arts and Sciences Senate  
Agenda  
May 1st, 2023  
3:15 p.m.  
Armstrong Hall  
Zebulon Pearce and Family Conference Room**

---

- I. Call to Order by Presiding Officer Rhian Stotts @ 3:15 pm
- II. Approval of Minutes for April 3, 2023
  - Approved 19-0-2*
- III. Dean's Report
  - A. Jennifer Fewell, Associate Dean of the Faculty, substitutes for Dean Kenney and offers The College's thanks to all The Senate faculty for their hard work this academic year
- IV. Standing Committee Annual Reports
  - A. Committee on Committees (not yet received)
  - B. Academic Standards Committee
  - C. Curriculum Committee
  - D. Student Affairs and Grievances Committee
  - E. Committee on Quality of Instruction
  - F. Dean's Faculty Advisory Council
  - G. Dean's Academic Professional Advisory Council
  - H. Dean's Advisory Council on Equity, Diversity, and Inclusion

*All reports are accepted by The College Senate without questions.*

  - I. College Senate Ad Hoc Committee on Career-Track Faculty
    - 1. report still in progress, expected over the summer
  - J. Dean's Advisory Council on Career-Track Faculty Update
    - 1. the committee will be appointed for academic year 2023-24
    - 2. the ad hoc committee has created committee bylaws
- V. Curriculum Committee report
  - Approved: 25; Opposed: 0 Abstentions: 0*

## VI. Election of 2023-24 Presiding-Office Elect

*Kristin Dybvig-Pawelko, School of Communication, elected*

## VII. Announcements

A. Next year The College Senate will be doing its triennial review of its bylaws

B. 2023-24 leadership team:

1. Sarah Bolmarcich, SILC, Presiding Officer
2. Kristin Dybvig-Pawelko, Communication, Presiding Officer-elect

## VIII. Open Forum

A. Amanda Smith, Academic Integrity Officer for the College, reports on ChatGPT:

1. All discussions of solutions at Provost's Office level
  - a. information website for ASU launched
  - b. working with the University Senate
  - c. guidelines for syllabi will be provided
  - d. there will be an AI detector tool, piloted in summer 2023 classes
  - e. the increasing volume of academic integrity complaints is a problem because of understaffing (one academic integrity officer for the entire College)

B. Reactions and questions:

1. How will Provost-level initiatives work on the College level?
2. Comment on how faculty keep adding syllabi language, to little effect.
3. suggestion of using ChatGPT in class as a starting point, e.g., students use it to make a draft (=learn to write), use it to brainstorm or fact-check
4. More support for instructors reporting academic integrity violations is needed

IX. Meeting adjourned by Presiding Officer Rhian Stotts @ 3:54 pm