



Faculty Senate 2024–2025

MINUTES: November 13, 2024

Location: Whirlpool Room, Chan Shun Hall

Time: 6:00-8:00 pm

A. Bosman, Chair; J. Lim, Executive
Secretary

Present [20]: M. Bacchiocchi, S. Badenas, A. Bosman, J. Cadet., K. Cave, R. Choi, G. Chi, B. Davis, E. Gallos, B. Gibson, P. Gregor, S. Hatfield, B. Henry-Saturné, J. Johnson, J. Lim, K. Koudele, B. Maguad, Z. Plantak, L. Sabas, K. Thompson

Regrets: [10] S. Elkins-Bates, R. Gatón, D. Gonzalez-Socoloske, L. Hamilton, N. Isaac-Dennis, J. Kidder, M. Moreno, K. Reiner, B. Sanou, B. Sheppard

Staff Senate Representative: M. Umana

Guests: [3] K. Bailey, W. Kuhn, K. Ferreira

Votes and Actions taken (numbers [n] represent items on original agenda)

[2] Minutes of Prior Faculty Senate Meeting (J. Lim)

MOTION: VOTE passed [unanimous]. To approve the minutes as presented.

[4] Council Reports (B. Gibson)

Council Reports were received as follows.

- Graduate Council. (October 2, 2024). Enrollment presentation. Vote to recommend to FMC to reconsider the cost of the international student deposit. PDRC program items. PDRC terms of reference voted.
- Faculty Policy Development Council. (October 3, 2024). Worked on the Educational policy, and classroom observation into working policy; ETLAC, faculty grants, reviewed the department of music request regarding faculty load.

VOTE to accept the council reports passed (unanimous).

Senate Discussion & Announcements

[1] Forward in Faith (A. Bosman). Worship thought. A. Bosman. Thoughts on academic freedom from visiting Calvin University. The creeds they subscribe to are the wells and walls. Wells of inspiration and walls to outline the perimeter of where we operate. Does this concept translate to Andrews University? Discussion of wells and walls and our Andrews

history. 1888 Minneapolis proposal: "Nothing to be taught in our school at Battle Creek contrary to what has been taught in the past, or as approved by the General Conference Committee. Motion failed. Ellen White response: "Instructors in our schools should never be bound about by being told that they are to teach only what has been taught hitherto. Away with these restrictions. There is a God to give the message His people shall speak. Let not any minister feel under bonds or [be] gauged by men's measurement. The gospel must be fulfilled in accordance with the messages God sends. That which God gives His servants to speak today would not perhaps have been present truth twenty years ago, but it is God's message for this time." 5LtTMS MS 8a 1888. Note of these tensions/balance within the working policy wording for academic freedom. And the preamble to our Adventist fundamental beliefs. Proposed similar analogy for Andrews University: Fountain and hedges. Romans 12:3 & James 3:1.

[3] Forward in Mission. B. Henry-Saturné, Interim VP for Strategic Enrollment, Marketing and Communication. We need to pull in the same direction. We need to change the way we think. Status of admissions for spring 2025 and fall 2025. The challenge of our international deposit amount. Focus on increasing efficiencies and reducing bottlenecks within our processes. 400 transcripts have been evaluated in the last two months; they are being evaluated within 24 or 48 hours. Undergraduate admissions policies that need changing. Our sticker price needs adjustment as well.

Ongoing efforts include prompt processing of admissions, extensive media coverage over the last three months, campus visits, and great traffic on social media and our website. Most of our undergraduate enrollments come from Michigan and Indiana. Recruiters are in those schools, but we need to reach our 70% of young people who are in public schools. Free webinars. Faculty can go to academies and public schools to present. Even though the readership of the Lake Union Herald is older, we need their support and promotion.

We need a welcoming attitude and the concierge service. Advising is the step to select their courses; and then to Student Financial Services to pay. Sometimes they cannot reach their advisor. We need a simple way to assign advisors so that they get assistance as soon as possible. Departments need to be proactive to be growing. The best recruiters for the school are the faculty.

Expectations: Promptly follow up with inquiries, prospects, incomplete applications. Process ALL completed applications within 24-48 hours. Work with departments/programs to encourage them to promptly make an admission decision for the applicants or to assign an academic advisor. Make sure that admission students register by the end of November (for spring semester).

Other plans under consideration include Esperanza TV, common app, advertising in the AU territory and partnerships with Lake Michigan College.

How to accomplish this? Spiritual renewal (Psalm 127), faith in God, positive attitude, high expectations. The AU brand: vibrant spiritual life, solidly Adventist, academic excellence, research, service community; effective and timely communication; processes and policies; organizational culture and customer friendly service; collaboration on campus - synergy; identify new pools of potential students; make it a priority.

After the presentation, a discussion. Significant support for fixing our sticker price. Bringing us into the 21st century for the website; priority in fall 2025. Sometimes transcripts seem to be lost or get sent to the wrong office. Senate chair asked for feedback on two items discussed at cabinet: (1) if faculty would be willing to give up some control to achieve consistency and better public facing website; and (2) if faculty would be willing to support professional advising for incoming freshmen and transfer students. Thorough discussion, and overall support.

[5] ETLAC Announcements. No report. Please read the Monday emails.

[6] Updated University Vision Statement (A. Bosman). New vision statement voted by the board on October 28, 2024. Mission statement is short; and then institutional outcomes, unchanged. Process: last summer the board reflected on the vision statement with advice and facilitation from AdventHealth, several constituencies were invited to give feedback, including faculty, and several groups gave feedback. Many of the faculty voices had a significant impact on the vision statement. The vision statement was read aloud. Brief discussion on particular elements.

[7] Adjunct Contracts: Addressing Delays (S. Badenas). Challenges that adjuncts find for access to LearningHub, contract process taking forever, delay of payments until midterm. It makes a difference of how much is withholding dependent on the timing of the payment starting. Several proposed solutions. Exec officers are going to meet with HR to discuss solutions further. Request for additional feedback from Faculty. CAS Dean is handling contracts to make it more efficiency. Request to include Shari Smoot from the Seminary regarding contract situations. Deby Andvik has feedback too. Losing adjuncts for not only not getting paid on time; but also for getting less pay when the students are less. Not getting paid when the class is canceled but they've taught for two weeks. On the other side, sometimes teachers don't upload their grades.

[8] Announcements (A. Bosman).

Chief Academic Officer (CAO) and VP for Strategic Enrollment, Marketing and Communication searches are ongoing. Help spread the word and encourage people to apply.

GC Delegates. The delegates from Andrews University will be the President, CFO, CAO, Dean of Seminary, Chair of Faculty Senate, Chair of Staff Senate and 3 additional delegates appointed by the president. Feedback can be passed on to the Faculty Chair. Suggestion to send faculty who have church experience in serving Lake Union, NAD & GC, ie Seminary & CEIS. Request for diversity of representation on the delegates.

Time capsule 150 anniversary. In our upcoming meeting we can think of what items we might want to include in the time capsule. Idea of the Andrews COVID mask. Tassel with the 150 years. Think about it.

K. Ferreira offered closing prayer.