

Academic Council Meeting
APPROVED - Minutes
Friday, September 17, 2021
10 am-12 pm – MS Teams

Present:

Mary Lewis (AC Fellow), Amy Popovich (AC Fellow), Ruey Bruce (AC Fellow), Adam Keller (CSEA) Ben Pugno (Delaware), Nancy Pine (Delaware), Fauna Stout (Promotion and Tenure), Holly Finnegan (Promotion and Tenure), Heather Thompson-Gillis (Service Learning), Terrie Stolte (Service Learning), Jeanette Ferguson (Student Support), Jorie Schwartz (Student Support) Jennifer Nardone (Rules and Policies), Patty Allen (Rules and P), Kent Fisher (Dual Credit/Enrollment), Scott Laslo (Dual Credit/Enrollment), Nick Lakostik (Digital Learning) Martin Blaine (Digital Learning), Nicole Brandt (DEI), R. Barksdale (DEI), Tracy Koski (Instructional Success), Patricia May Woods (Instructional Success), Paul Graves (Honors) Adele Wright (Assessment), Liz Hammond (FETPD), Barry Young (Pathways)

Absent:

Lee Wayand (Pathways), Sandy Drakatos (Assessment), Bree Frick (Curriculum), Nick Shay (Curriculum), Lydia Gilmore (FETPD), Tammy Montgomery (Honors)

1. Welcome

- We started with introductions of AC fellow co-chairs followed by OAA committees' co-chair's introductions.

2. Approval of Minutes – July 16, 2021 meeting (*attached*)

- Motion by R. Barksdale to approve the minutes, seconded by T. Stolte. The motion passed unanimously, with no abstentions.

3. Council Business

- a. Status of Recommendations
 - i. Policy 5-20 and Procedure 5-20 (D) Dual Credit/College Credit Plus Recommendations
 - Marty Maliwesky said they have been approved through Cabinet and are moving forward.
 - Amy P. said that all recommendations from the past year have been accepted, except for the Study Abroad recommendation... It appears that the administration is not ready to formally accept the recommendation at this time. We will revisit it with the administration in the future.
 - b. COVID-19 Lessons Learned Discussion in Committees (*reminder to post in COVID-19 Lessons Learned folder on Teams*)
 - Committees reminded to post Lessons Learned. Amy P: Dr. Butler has expressed interest in collecting this information from faculty. Prior to meeting with her and DTH

next month, the co-chairs should compile this info. Everyone should post them in the folder on MS Teams.

c. COVID-19 Update/Spring Semester 2022

- Amy P: AC and CSEA and many faculty have been discussing concerns with the administration. Faculty concerns, coupled with the current COVID outlook in central Ohio, cabinet decided the spring 2022 schedule will be like AU 2021 (low-density on campus, etc.). The administration listened to faculty on this one and pulled back on their original “pre-pandemic” scheduling plans, as described in the email from Rebecca Butler on Thursday 9/16.
 - Ruey B: faculty can still consider adding in-person sections to the SP22 schedule, but safety measures will need to be put in place and, to that end, faculty can/should work with their chairs. Also, statistics shows black and brown students are having a harder time with succeeding in their courses during this pandemic, disproportionately so, which is why continuing to offer in-person courses, however possible, is critical to optimizing student success across the CSCC student population.
 - Amy P: with respect to masks, the college has not yet granted any mask-wearing exemptions, so as of this moment, all students should be wearing a mask. Faculty should contact Terrence Brooks immediately if they have an issue with a student who refuses to wear a mask while in-person on campus.
 - Nick L. asked if the administration or COVID teams have discussed hazard pay for instructors teaching in person, dealing with mask wearing issues, exposure to unvaccinated individuals, etc. Ruey answered that they haven’t discussed this, yet, but the issue of healthcare for adjuncts has been raised and some discussion will be occurring.
- 4. Course Evaluation (Student Survey) Recommendation – Fauna/Holly, Promotion and Tenure Committee (*attached*)**
- Amy P: giving background on the evaluations... Nick L and Martin B (DL committee) led work to revise course evaluations, to capture student feedback on the course/instructor through a lens of minimizing student bias in the way they provide feedback to the instructor(s). The DL committee invested a tremendous amount of effort to revise them, and the new surveys were implemented SU2021, with the sole purpose for the instructor to use them to reflect on their course and instruction. The AC discussed, at length, how these evaluations cannot be used for any other purpose or reviewed by administration for any purposes other than the instructor reflecting on their course(s).

We learned HR recently leveled discipline against a faculty member, using the student evaluations as a source of evidence. HR stated that student evaluations are public record.

- Nick L: clarified that these evaluations used were not the “new” evaluations, but the existing evals that were used prior to SU2021. The new evaluations do not have the same questions as the old ones.
- Amy P: AC and P&T faculty fellows met with college leadership in the past week to address this issue, since student course evals will soon begin for 5-week term classes in Au 2021, making the issue an urgent one. Although HR stated that student evaluations are public record, administration agreed to follow up with Legal to confirm if this is, in fact, correct.
- Holly F: when meeting with Rebecca and Marty, they didn’t seem to actually know the legality of the student evaluations (are they really public records, does the college have to review them, etc.). They did indicate that the HLC requires this type of evaluation process, but how it is done and how they are used, and any requirements around that, remain unclear.
- Amy P: At our meeting, Dr. Butler shared that chairs/deans are not actively looking through the student course evals, nor are they looking for concerning information to take further action. She added that this was an isolated incident.
- Holly F: presented a document that summarized the P&T committee’s ideas about potential recommendations to move forward, to allow for collecting this student feedback, improving student response rate, but while protecting faculty from future disciplinary action.
- There was a lively and engaged discussion around student surveys and how they were being used for purposes other than teaching feedback. The Academic Council discussed many aspects of this situation and agreed on a recommendation to address the use of student evals in the short term until a permanent solution can be agreed upon with the administration.

- Recommendation Letter:

- **“Academic Council Recommendation - Course Surveys (Evaluations)**

Members of the Promotion and Tenure Process Committee met with Dr. Butler, Dr. Maliwesky, and the Academic Council chairs last Monday. In this meeting, issues of concern were identified, and the administrators proposed a plan of action that included disabling comments on the current surveys as a temporary measure while asking Legal and Equity & Compliance to provide information necessary to move forward.

The Academic Council is concerned that the temporary measure of disabling comments will negate the purpose and goals of the survey process. We insist

the College stop the distribution of the survey. Instead, individual instructors may administer a survey in an alternate format.

Thank you,

Amy, Ruey, and Mary”

- Motioned to accept Nick L. motioned to adopt the recommendation. Martin Blaine seconded, and the motion passed unanimously, with no abstentions
- 5. Policy 5-19 and Procedure 5-19(D) Recommendations – Fauna/Holly, Promotion and Tenure Committee (*attached*) - Tabled
- 6. AC Committee Updates
- Meeting Adjourned.