

Faculty Senate Meeting

Thursday, October 15, 2026, 3:30 p.m.

Allen 101

Faculty Senate Chair, Dr. Lee Bidwell, called the meeting to order at 3:30 p.m.

The following members were present:

Dr. Ann Bailey Yoelin	Dr. Khawaja Mamum	Dr. Rebecca Wetmiller
Dr. Dale Beach	Dr. Angela McDonald	
Ms. Jennifer Beach	Dr. Dan Michael	
Dr. Lee Bidwell	Dr. Kris Paal	
Dr. Chris Bjornsen	Mr. Cam Patterson	
Dr. Marissa Bolin	Taylor Patterson	
Dr. Wade Edwards	Dr. JoEllen Pederson	
Dr. Ken Fortino	Dr. Jeannine Perry	
Dr. Jennifer Gerlach	Dr. Ron Pike	
Dr. Scott Grether	Dr. Phillip Poplin	
Dr. Carl Harvey	Dr. Jack Reeder	
Dr. Jennifer Hutchinson	Dr. Larissa Smith	
Dr. Rebecca Johnson	Dr. Ben Topham	
Dr. Alison King	Dr. Javier Fernández Urenda	
Dr. Alyssa Lowery	Dr. Yulia Uryadova	

Mrs. Sherry Reynolds,
Recorder

Also present were – Dr. Bill Abrams, Danika Bellamy Sankar, Dr. Sarai Blincoe, Dr. Audrey Church, John Glaeser, Dr. David Lehr, Dr. Elizabeth Narehood, Dr. Shannon Salley, Dr. David Shoenthal

The [September 3, 2026, minutes](#) were approved as submitted.

Career Experiences Hub Presentation – Danika Bellamy Sankar & John Glaeser, Alumni and Career Success

Dr. Elizabeth Narehood, Senior Director of Career and Professional Engagement, thanked Faculty Senate for allowing the presentation. Danika Bellamy Sankar, Director of Work-Based

Experiences and Partnerships, and John Glaeser, Career Data and Outcomes Coordinator, spoke about the Career Experience Hub and what it offers.

- Research findings and recommendations led to:
 - Hub development
 - Expanded resources
 - Virtual internship pilot
 - Addition to Solomon website with HUB information
 - WBL Task Force to lighten the load of faculty and coordinators
- The Hub offers students resources, experiences, and support:
 - Work shadows
 - Micro-internships
 - Teamship
 - Virtual Internships
 - Internship Readiness Badge
- Refer students to the Hub:
 - Classroom workshops
 - Appointments
 - Employer partners
 - Share opportunities
- Coming on Board:
 - Internship tracking pilot
 - First destination survey
 - Results for departments
 - Mini-grants available for faculty/coordinators who help pilot tracking

New business:

- Dr. Scott Grether addressed senate on behalf of himself, Dr. Melissa Kravetz, and Dr. Chris Bjornsen. He presented concerns as outlined in the following notes which were requested to be included in the official meeting minutes (in italics):

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1. *There is no official process in how proposals to amend the FPPM are handled.*
 - a. *There is nothing which clearly outlines the process from beginning to end, nor is there information on who makes these decisions.*
 - b. *We call on the faculty senate executive committee to form an ad hoc committee, comprised of any and all Senators who volunteer to serve, to put into writing what the official process looks like.*

- c. *If we value and believe in shared governance, faculty and administration need to agree upon an official process to amend the FPPM.*
 - 2. *Without any official process, we're concerned about current and future Senates being able to, "... advise and make recommendations on matters of curriculum, academic programs and policies; faculty development; and faculty status." (FPPM, p.278)*
 - a. *By way of example, our proposal.*
 - i. *Three senators wrote and submitted a proposal to amend FPPM policies on use of SELF data for P & T consideration, merit raises, awards, and any other use tied to faculty career advancement.*
 - ii. *The Proposal sought to eliminate the use of SELF data in all of these circumstances; NOT to eliminate the administering of SELF.*
 - iii. *The Senate executive committee provided 3 conflicting statements regarding how they will handle this proposal*
 - iv. *Timeline:*
 - 1. *April 2026*
 - a. *Senators submitted the proposal to the faculty senate chair.*
 - b. *Exec, "... agreed that the most appropriate course of action is to forward the proposals to the relevant Senate committees—the P&T Committee and the Faculty Awards Committee—at the beginning of next semester."*
 - 2. *September 2026*
 - a. *"the Executive Committee concluded that it would be premature at this time to present the proposal to eliminate the use of SELF from these processes to Faculty Senate."*
 - 3. *October 2026*
 - a. *"As a next step, we will share your proposal, along with a series of additional questions we developed, with the Academic Chairs Council Executive Committee at its October 7 meeting, and we will ask them to consider adding the topic to ACC's agenda and gathering feedback from department chairs."*
 - b. *This week (of October 12th) the ACC provided chairs with a survey to respond to how/why/in which way SELF responses are used in P&T and annual evaluations.*

- c. *We're confused by the necessity of this step because the chairs already commented on this issue during the ad hoc committee's work on revising student evaluations into the SELF.*
 - v. *We bring this up to illustrate that there is no process on how to handle proposals. Without a lack of process, what is to stop future proposals from experiencing similar fates? How can faculty debate the ideas put forth in any future proposal if they die in committee? They will likely not see the light of day unless there is an official process in place.*
- 3. *Our final concern is about attendance at faculty senate executive committee meetings.*
 - a. *We do not know if the reluctance to advance our proposal is coming from the elected leaders of the faculty or the administration.*
 - b. *Our bylaws state the purpose of faculty senate is, "...to represent the faculty and exercise the delegated authority of the faculty in the consideration of all policies that affect the academic mission of the institution." (FPPM, p.278)*
 - c. *We see it as a conflict of interest to have the office holder of the Provost attend Senate executive committee meetings, as the Senate executive committee is designed to represent and serve the interests of the faculty. Faculty governance and representation loses its independence when the authority whose decisions faculty may need to challenge occupies a seat at the very table intended to reflect the autonomous judgment of the faculty.*
 - d. *Whomever occupies the office of the provost is the second most powerful person at the university. They wield outsized influence and sway when the Senate executive committee deliberates faculty matters and proposals brought forth to the Senate. Their presence alone in these meetings may unduly influence the discussions and decisions of the Senate executive committee in a way that hinders faculty autonomy.*

*Dr. Scott T. Grether
Associate Professor of Sociology
Co-Director U.S. Race & Ethnic Studies
Senator for the Department of Sociology, Anthropology, and Criminal Justice Studies*

*Dr. Melissa Kravetz
Professor of History
Co-Director of Women, Gender, and Sexuality Studies
Senator for the Department of History, Political Science, and Philosophy*

*Dr. Chris Bjornsen
Professor of Psychology
Senator for the Psychology Department*

- Dr. Bidwell explained that when the proposal was first received, it was at the end of the academic year and before a new senate executive committee had been elected. Knowing that the newly elected senate exec. would need to address the proposal and because of the time restraint, Dr. Bidwell responded as to the usual process for how proposals are handled once received and that the new executive committee would have to address the proposal accordingly once they convene.
 - The initial meeting of the new senate executive committee was to prepare the agenda for the opening faculty meeting.
 - The senate exec. reviewed the proposal the end of August when preparing the agenda for the September meeting.
 - The senate exec. team decided that further input would be needed from the department chairs and thus the executive committee of ACC (Academic Chairs Counsel) was charged with obtaining additional information from chairs about how teaching is and can best be assessed for annual evaluations, promotion, and tenure. ACC exec will compile a report based on chair feedback and send it to senate exec. The executive team collectively issued the committee's response to the authors of the proposal.
 - Dr. Bidwell apologized for any errors on her part in the process.
 - The floor was opened for feedback, input, and comments.
- A formal motion was made by Dr. Grether, with additional verbiage offered by Dr. Bjornsen that:
 - "Senate executive form an ad hoc committee to write down what the process looks like when proposals are put forth to change the FPPM staffed by any member of senate who wishes to be a member."
 - The motion was seconded by Dr. Yulia Uryadova.
 - There was no discussion.
- With 6 in favor, 10 opposed, and 4 abstentions, the motion did not carry.

The Provost and Dr. Bidwell said they hear the concerns that were shared regarding transparency and communication, and that perhaps putting a report from senate exec on the agenda could be useful.

Announcements:

- Provost Larissa Smith thanked everyone for their work this week around the internet outages. The new cables have arrived and an update should be forthcoming. Hot water will be turned off for 8 hours to replace the cable. The provost also mentioned two upcoming events: the dedication of the Jones Center for P-12 Outreach next week, and homecoming Nov 6th & 7th, with the tailgate “Party with the Colleges” from 10 am - 2 pm on the 11/7. Everyone is invited to join the fun.
- Dean Angela McDonald noted that she was impressed by the faculty and staff in Willett, CSTAC, Hull, and Bedford for their ability to adapt and maintain continuity of instruction.
- Dr. David Lehr, MBA Program Director, mentioned Longwood’s MBA course that is fully online and can be completed in as few as 10 months. There is also an undergrad flex option so this is a great benefit for all students. Dr. Lehr provided flyers and encouraged faculty to speak with their students and offered to speak with anyone who wanted more information.
- Dr. Jack Reeder noted that the music department concerts will begin next week. Dr. Bidwell mentioned the excitement of the final steel beam being signed and placed in the construction of the new music building.

There being no further business, the meeting was adjourned at 4:36 p.m.

Respectfully submitted,

Sherry Reynolds

Faculty Senate Administrative Assistant