

Mr. Kirby Swenson, Chair of the Faculty Senate, Assistant Professor of Biology

Dr. Stephen Taylor, Professor of History and Political Science

Mr. Edwynn Wallace, Vice President of the Faculty Senate, Associate Professor of Physics

Dr. Kelly Whiddon, Associate Professor of English

Ms. Kathy Wilcox, Assistant Professor of Nursing

Absent/Excused:

Dr. Chris Hill, Assistant Professor of Mathematics

Ms. Kassi Hill, Assistant Professor of Nursing

Dr. Kara Svonavec, Lecturer of History

Ms. Stephanie Tolliver-Epps, Assistant Professor of Nursing

Mr. Swenson revie

Reports from Standing Committees and Boards

Dr. Trayers came to present her report from the Executive Committee.

Dr. Trayers asked Dr. Sabrina Wengier, chair of the Diversity Committee, to present the proposal from the committee which would create a university program to help students privately discuss diversity issues with university volunteers. The UNDERSTAND program would function similarly to the Green Zone designation. Volunteers would train with the Title IX office on diversity, inclusion, and equality, and hopefully Marketing might be able to provide stickers or similar marker to the Green Zone sticker labels. The question was raised about potential for legal liability for the volunteers. Dr. Wengier said any questions about that should be directed to Ms. Jenia Bacote in the Title IX office, who would likely work in collaboration with Mr. Josh Waters, University Counsel. A question was raised about funding. The response was that it was hoped for, to cover possibly things like the sticker labels, but it should not be much of an issue. When asked who those interested in volunteering should contact, Dr. Wengier said either herself or whoever the current head of the Diversity Committee is. The concern was raised about an expectation of volunteering when a smaller department might already be strained in terms of service load. The response was that that should not be a worry. The hope is also to work in coordination with the counselling center, especially if a student needs more professional assistance. The question was asked whether this kind of program has been tried elsewhere or is modeled on something established, other than the Green Zone. Dr. Wengier was not sure. The question was also asked if we have any information about how effective the Green Zone program has been? That is also unknown.

Dr. Anderson asked for clarification on the proposed cycle. Mr. Swenson responded that it was 1 year. Dr. Anderson said that he was concerned that an annual 360 review was that it might become a meaningless exercise. Mr, Swenson pointed out that faculty are evaluated by students every semester, and by

announced that Dr. Keith and her committee would be charged to work with Dr. Cantwell to review and edit the guidelines as needed in time for the proposal to be voted on at the first meeting of the Senate AY 2020-21 and ready for SACS.

Dr. Cantwell's second item was a notice concerning the official definition of "written complaint" which was necessary to have documented and have tracking in place for SACS. The definition needed to be set and a policy for monitoring in place; a website is being set up to house the information collected. This version of the definition has been approved by the Cabinet to go into