

1-1

Focused on two main areas: Senate communication and Tenure and Promotion process compliance

- Senate communication
 - New appendix in FS Bylaws defining the role of Senior Senator; includes detailed instructions about communication with constituents. Senior Senators report their activities in the monthly Senior Senator meetings.
 - On the agenda for a vote during the first meeting of Fall 2019
 - New flowchart outlining communication between faculty, Senior Senators, and administration adopted by Faculty Senate EC in May 2019.
https://docs.google.com/document/d/1Shj2Ar6q_82-qQgiJ3cpIDp_MogoSj42VsSYkO72S1A/edit?usp=sharing
 - Educating and “onboarding” senior senators at their first meeting, beginning 2019.
 - Talking points sent to all Senators from the FS Secretary following each FS meeting, implemented November 2018.
- Tenure and Promotion process compliance, in collaboration with the Office of Faculty Affairs
 - Four workshops, Spring 2019 (continuing)
 - Two for faculty members going up for tenure and/or promotion, including one with an introduction to UNLVFolio.
 - Two for faculty members serving on department or college level tenure and promotion committees.
 - Creation of a short online educational video for faculty serving on T and P department/unit or college committees, detailing the responsibilities of committee members.
 - Creation of a new, more detailed confidentiality form to be signed by all faculty serving on T and P department/unit or college committees. Includes statement that faculty member has either viewed the online video or attended one of the workshops for T and P committee members. Housed with the department/unit Chair or college Dean.
 - Office of Faculty Affairs has augmented the Tenure and Promotion website resources, adding information on processes and procedures and forms.
 - Office of Faculty Affairs now provides written guides for candidates, committee members, and chairs to walk them through the tenure and promotion process.
 - Office of Faculty Affairs has implemented web-based system, UNLV Folio, for faculty to track teaching, job, research, and service activities concurrent to performance, facilitating review for tenure, review, and annual evaluation as well as collection of benchmarking data.

1-2 Depth and Diversity of Faculty Participation

Focused primarily on increasing the investment of adjunct and part time faculty in both shared governance and shared university goals.

In a study of a state system of education, Jaeger and Eagen (2010) found that the use of high concentrations of contingent faculty in first-year courses reduced retention rates to the second year of college at doctoral-extensive, master's, and baccalaureate institutions. Similarly, Ehrenberg and Zhang (2005b) found that increases in part-time faculty reduced graduation rates at some institutional types. According to Hendrickson, Lane, Harris, and Dorman (2013), when full-time contingent faculty teach first- and second- year students, they should be included in the curriculum development and faculty governance activities and be fully oriented to all the learning resources available. The Board of Regents has mandated that UNLV improve graduation rates and retention. To improve graduation and retention, and to improve adjunct faculty satisfaction, we are looking at a number of ways to be more inclusive of adjunct faculty.

- Executive Director Kaalberg formed a sub-committee within the Top Tier committee to focus on adjunct faculty issues. (Meetings began Spring 2019)

- The Faculty Senate will conduct a campus climate survey only for adjunct faculty to learn their specific concerns, Fall 2019.
 - Faculty Senate Ad-hoc committee: Allison Sahl, Bill Robinson, Douglas Unger, Janis McKay
- Adjunct faculty will be invited to an orientation beginning Fall 2019; they also will be given a packet of tickets to UNLV events.
- A proposal to add 3 adjunct faculty members to the Faculty Senate was created by the Senior Senators and is being vetted by the University Bylaws committee for probable vote in Fall 2019.
- Various other new proposals and strategies, coming from the subcommittee.

Addressing diversity issues is the next step. The Faculty Senate Chair will meet with Barbee Oakes to discuss ideas and strategies, either summer or fall of 2019.