

Faculty Council meeting agenda (9.15.23)

Meeting time: 9:00 AM @ Science Center room 1

1. Opening Prayer

2. Review the meeting notes from the last meeting for committee approval. Voting item #1.

3. Monthly reports to share information relevant to the Faculty Council. **Note: This is a new addition to the monthly agenda. This was put in place to promote open communication and a culture of shared governance between the faculty, administration, and the board of regents.**

- Staff/faculty rep to the board of regents (Nick E.)
- VP Academic Affairs (Cheryl M.)
- Dean of Education (Dan S.)

4. Any announcements/information relevant to the Faculty Council that faculty and other attendees wish to share.

5. Discussion items from the last meeting. These discussions require both faculty and administrative input. Administration was absent from the August meeting so it is hoped that we can complete the discussions at this meeting:

- a. New additions to faculty contracts (Faculty responsibilities, etc., ...).
- b. New summer course schedule.
- c. Creation of wait lists for closed classes after “no shows” are accounted for (consider pros and cons).
- d. Update on student elections for this academic year.
- e. What can SGU do to support faculty?

6. Action item for discussion: The need to update the Faculty Handbook. This was originally brought up at the 4/21/23 meeting. No discussion was brought forth, only the statement: “The handbook does not reflect Policy”.

Over the past year, the need to change/revise SGU’s policies has been discussed. Proposed methods have been volunteer committees, ad-hoc committees, and most recently a complaint-like form that could be filed online by any staff or faculty member.

SGU’s policy structures have been written and revised over the years by many Native American stakeholders, some of whom were most likely the university’s founders. We must take a more structured approach to the revising of these standards. In the process of revising the university policies, we must not allow other cultures to define us. The policies must reflect the cultural, historical, and educational thought of the Sicangu Oyate.

A suggestion for the Council to consider: The formation of a new committee comprised of mostly Native American staff, faculty, and other SGU stakeholders. This committee would be tasked with upholding the SGU founders’ guidance: “don’t forget to do Indian things” and to ensure that the university’s academic operations reflect a commitment to empowering Native Americans through the realization of Native American self-determination in education. One of the first assignments for this committee could be a year(s) long systematic revision of the various policies of SGU.

7. Time for faculty reflection and discussion after processing the information and results of the agenda item discussions. ***Note: This is a new addition to the monthly agenda. This part of the meeting will be for faculty only.***

8. End of meeting.



Faculty Council Committee Meeting Minutes Sept 15, 2023

DEPARTMENT	REPRESENTATIVE	P	A	E
Arts & Sciences	Mike Leneagh, Chairperson	X		
	Lisa Hoelsing	X		
Art Institute	Jerry Smith, Secretary	X		
Business	Sheila Wheeler	X		
Education	Aimee Shrader, Vice Chairperson	X		
Human Services	Dwayne Stenstrom, Sr. Sergeant-at-Arms	X		
Lakota Studies	Royal Lost His Blanket-Stone Jr.	X		
Institute of Technology	Tashina LaVallie			
Library	Diana Dillon	X		
Nursing	Laura Dunn	X		
	NON-VOTING MEMBERS:			
Staff/Faculty Rep. to BOR	Nick Emery	X		
Student Association	Madonna Sitting Bear		X	
Graduate Student Association	TBD		X	
Past Chairperson Advisor	Ned Day	X		

Others present for all or part of the meeting:

VP of Academic Affairs, Cheryl Medearis
Admin. Asst. of Academic Affairs, Patti Farmer
Acting President, Ted Hamilton
Dean of Faculty, Dan Seibel
Ihanktonwan C.C. (TBD)
Lower Brule C.C., (TBD)

Faculty and staff in attendance:

Katerina Jurich-Pipe Boy, Art Fisher, Jim Green, Jerry Lester, Ann Krejci

The meeting of Faculty Council 09/15/2023 was called to order by Chairperson Mike Leneagh at 9:05am, at the Science Building.

Agenda items:

1. Opening prayer: Opening Prayer was led by Royal Lost His Blanket-Stone Jr. at 9:07 am.

President Mike Leneagh called for a change in the agenda, to skip to Agenda Item #4:

4. Any announcements/information relevant to the Faculty Council that faculty and other attendees wish to share.

Items of which President Leneagh asked all attendees to add input about current or revision suggestions:

- a. Faculty Council duties and responsibilities
- b. Hierarchy of Faculty Council and committees
- c. Path of Faculty Council motions/votes, and usage of recommendations

Group discussion was held about where the Faculty Council Bylaws could be found on the school website; faculty noted "difficulty" in locating them. Also recognized FC Bylaws state there have been no updates since 2006. Discussion results include the statement: Bylaws the Purpose & Powers are to represent Academic and Curricular concerns, as well as to make recommendations in open communication to administration. (summary of page 1 &2 of Faculty Council Bylaws.)

Further discussion noted issues resulting from the lack of Faculty Council meetings in the summer, with administration expressing administrative decisions did not have summer faculty participation. It was suggested that faculty issues of prior August meeting would have been addressed and resolved if Faculty Council held year- round monthly meetings.

Question: Does FC represent "all" campus constituents (i.e staff, etc.)

Question: Does communication end before FC?

Statement: Department Chairs are responsible for sharing Department Meetings minutes, and proper presentations for CCG's. Class III requests route from Department Chairs, to Academic Affairs and then to the Board of Regents.

Statement: Lack of FC meetings in the summer of 2023 have resulted in Lakota Studies courses started at April 18 FC, were not completed through the procedural committees until August.

Statement: Department Chairs minutes are not found posted to SGU website.

Statement: Per FC Bylaws, the FC President should be present at the Board of Regent meetings. (Bylaws page 4, section 8.) Nick Emory attends currently.

Statement: With only 23 full-time faculty, there should be no excuse for lack of communication of Department Chairs to Faculty Council.

Statement: Faculty Council should follow the current 2006 policy until formal policy changes are made in Faculty Council.

Question: Is there too much redundancy between Department Chair meetings and Faculty Council? Should the two be combined?

Statement: Department Chairs should guide programs to fit the community, not just the University; the school represents the whole community, and our local presence should reflect the people who live here, not just attending students and faculty.'

At this time, President Leneagh asked Faculty Council and attendees to address Agenda Item #5, parts A & B.

5. Discussion items from the last meeting. These discussions require both faculty and administrative input. Administration was absent from the August meeting, so it is hoped that we can complete the discussions at this meeting:

- a. New additions to faculty contracts (faculty responsibilities etc.)**
- b. New summer course schedule.**
- c. Creation of wait lists for closed classes after “no shows” are accounted for (consider pros and cons)**
- d. Update on student elections for this academic year.**
- e. What can SGU do to support faculty?**

Statement: Faculty contracts are a legal binding contract, and by signing, faculty signify “approval” of changes, a contradiction to current “debate” or “disagreement”.

Statement: Delay in contracts was partially due to changes in HR Personnel.

Statement: Faculty Handbook Policy states that the deadline to give Faculty new contracts is May 15 for the following school year.

Statement: “Letters of Intent” signed by faculty in March imply the expectation that the upcoming contract is similar to the current contract.

Statement: The proposed changes to the summer schedule were sent to Department chairs. Lack of summer Faculty Council (and lack of Department meetings) resulted in “faculty being unaware of changes in faculty contracts” presented in August.

Statement: One advantage of having a single summer course time period in June, is to prevent the current situation of student completing summer courses days before the scheduled graduation, and grade submission interfering with students “knowing” whether they will actually graduate—an issue with summer July Final exams only a few days before graduation.

Statement: Summer school calendars need to be realistic, and of sufficient length in order to adequately present a full curriculum in a reduced time period. The June term did not change dramatically in length—the substantial change was the elimination of July.

Statement: When the Board passes changes, they want to monitor how the changes impact students.

Statement: A main focus of the Board is the 50% drop out rate of students, and 10-12 years for most Students to complete a degree program.

Statement: The Board desires that SGU have an Annual Cycle of classes.

Statement: Chair Mike Leneagh recommended that the Faculty Council should move on from this matter with the understanding that the faculty felt that Shared Governance was not applied to the adoption of the new summer schedule and the faculty contracts. The council will work with administration to plan a successful implementation of the new summer schedule. The faculty looks forward to proactive communication and cooperation between faculty and administration in future negotiations for the next faculty contract.

At this time President Leneagh asked for FC to move on to Agenda Item #3.

3. Monthly reports to share information relevant to the Faculty Council: Staff Representative to the Board of Regents (Nick Emory); VP Academic Affairs (Cheryl Medearis); Dean of Education (Dan Seibel)

Board of Regents representative: Nothing to report

VP Academic Affairs:

- Students are taking classes at multiple campuses, and it is difficult to track a student, or fund, especially with Drop/Add and issues of multiple campus coordination.
- Also, SGU is not taking part in "Fast Track", a program which is helping a large influx of Filipino teachers enter area school systems to due many unfilled positions. "Fast Track" is not promoting our students best needs, as it lacks proper training per SGU opinion/standards. Student success, such as the Praxis exams, might be blamed on inadequate or insufficiently trained teacher; and lack of student success could lead to potential lawsuits.
- Concluding remarks: We need to increase the number of students seeking Educational degrees, so as to be the teachers needed in our local area.

Discussion to the above noted issues of impermanence, as the above program allowed a five-year term, and then rotated faculty.

Discussion also reflected on the issues of part-time foreign teachers not having adequate knowledge of Lakota culture, which SGU is seeking to integrate with faculty certificates.

Faculty statement: The discussion also highlighted the high poverty of the reservation community and lack of jobs for tribal members. The "Fast Track" program aims to employ off-reservation teachers in local schools. SGU is currently offering alternative certification and is working on certification options. Creating an innovative teacher education program that provides teaching jobs for SGU tribal students could be a viable solution to address the lack of employment opportunities for tribal members.

At this time, the Ted Hamilton made remarks appropriate to the Agenda Item #3reporting, noting:

- We need intervention to stop the 50% drop-out rate, and increase retention after enrollment
- Drop out is not about academics, but other obstacles
- Students need to be taught "how to be good students"
- SGU is instigating a grant program to provide emergency financial assistance to address non-academic needs that will likely result in dropping out. This program will assist with issues related to transportation, housing, or other factors affecting regular attendance. Students will demonstrate needs to the appropriate grant reviewers, and it has the potential to help over 200 students based on the grant budget. He concluded that faculty need to stress "interpersonal relationships" with students, so that needs can be revealed and presented.

Dean of Education:

- Need to build up Councilor Support, add second councilor
- 35 Freshman attended the Freshman Success luncheon
- The number 1 reason that students drop classes is due to changing of jobs and work schedules.
- The program to issue Chromebooks at the bookstore is successful

- Response to the Student Emergency Fund: limits a student to \$500 per year award; requires student to complete counseling; any funding goes directly to a vendor, not the student; the grant can fund up to 40 students @ \$500 each; and it is tied to Retention.
- Push for as many students possible to do online registration; spring schedules are needed.
- SGU is seeking to purchase an account that works with Google to identify AI produced papers

6. Action Item for Discussion: The need to update the Faculty Handbook, originally brought up at the April 21st 2023 meeting.

Statement: Policies need to reflect Native American view, and the intentions of the original SGU Founders.

Statement: Past updates to the FC Bylaws are not reflected in the online version

Question: Who is responsible for web updates? Who submits the updates ?

Discussion result:

- Faculty Council needs to address the review of the Faculty Council Handbook, but first review the Faculty Council Bylaws, and make recommendations before tackling the Faculty handbook.
- Create an Ad Hoc committee and set a time deadline to review the Faculty Council Bylaws
- Post Bylaws to Google Classroom.
- Ask for time during the next Professional Development meeting Oct 13, in which all faculty present , not just Faculty Council, can discuss recommendations of an Ad Hoc committee. Alternative date Oct 6.
- Volunteers for the Ad Hoc committee: Mike, Lisa, Jerry S, Royal, Katerina, Ned, and Richard.

Statement: Faculty Council Chair should be a voting member of the Board, per FC policy.

Motion to create an Ad Hoc committee to review and make Bylaw Policy recommendations by Jerry Smith, seconded by Aimee Schrader. Approved 5/0/1 not voting

2. Review of the meeting notes from the last Faculty Council meeting for committee approval.

Motion to accept minutes, with requested changes (to align CCG presentations per the Curricular Request listing as presented by Patti farmer), made by Dwayne, seconded by Dianne. Approved 5/0/1 not voting.

Motion to Adjourn by Lisa, seconded by Jerry, Approved by group consensus 11:20 am.

Michael Smith

10/24/23