Faculty Senate Meeting

April 18, 2018

Quorum called at 16:34 pm

**Present:**

* Gayane Barseghyan
* Michael Andrews Bashan
* Norayr Ben-Ohanian
* David Davidian
* Hrant Davtyan
* Gagik Gabrielyan
* Christian Garbis
* Irshat Madyarov
* Agassy Manoukian
* Nshan Matevosyan
* Jenny Paturyan
* Fanis Varvoglis
* Arto Vaun

**Excused**

* Aram Keryan
* Varduhi Petrosyan

**Guests**

* Randall Rhodes
* Gevorg Goyunyan
* Ashot Ghazaryan
* Alex Gubbins
* Vahram Ter-Matevosyan
* Elham Shayegh

**Agenda:**

* Approval of the current agenda
* Approval of the February 27 meeting minutes
* Discussion of salaries (with AUA leadership and Budget Committee)
* Parking Policy discussion, and related to that: Student Code of Conduct; Standing Committee on Student Conduct and Ethics Procedure Regulation (attached are proposed changes to parking policy and Student Code of Conduct)
* Also related: Culture & Discipline at AUA.
* Procedural: Should FS discuss policies after a final decision has been made by the executive to officially record FS's stance or dissent? Follow-up on class size policy?
* AOB

**Notes:**

* Approval of the agenda. Arto proposes to add a point about AUA messaging regarding the street protests. Accepted
* Minutes from the last meeting. Approved
* Discussion of salaries. Budgeting and Faculty Affairs committees discussed how to build upon the discussion in the past years. Making salaries more competitive over time as a recommendation from the past. Short term, long term. At the beginning of the academic year we heard that the Board thinks salary increases are not realistic this year. Gevorg: thanks to previous work we have benchmarks for salaries and international faculty benefits. We still have a long way to reach those benchmarks. Fiscal 2018 budget made an effort to come closer to the benchmarks, fiscal 2019 made more modest attempts to reach the benchmarks because of demographics of incoming students. Discussion on how to make salaries more competitive. Gevorg’s point is that we can improve efficiency, we can save money and spend that on salary increases: small classes are not efficient. Aghasi: better focus on bringing money, rather than saving money. We are thinking of increasing the number of full-time faculty. **Action point:** Have a meeting between Budget and Faculty committees, brainstorm, come up with topics or suggestions. Irshat: is there a document the Budget committee could receive to get started? Gevorg: we just got our budget approved, I can do a presentation, did that last year at Academic Affairs (steering, not FS Academic). A discussion of salary rates: adjuncts vs full time, differences between colleges. The goal is to equalise between colleges, because we inherited unequal pays. Randall: we can have a conversation with the Board when they are here. This could be part of it
* Parking. Ashot and team came up with a proposal to strengthen the parking policy and link it to code of conduct. Nshan proposes some changes. A discussion. Gagik: isn’t this too harsh to dismiss students from the university for parking? Michael: how about banning all parking? Ashot: that is our long time goal. But we need the policy anyways. Randall: if you are going with two strikes and you are out, you need to be consistent about other violations as well, such as plagiarism, and so on. There seems to be an informal rule of three strikes and you are out regarding plagiarism but that is not in writing. Vahram: what about faculty cars? Ashot: we can revisit the policy on allocating parking space to the faculty. We can also ask about how many faculty/staff has cars and needs parking. **Action point:** Nshan and the exec will work on the policy language. Nshan would like to see the map. Shahan can send it. Randall: do you want student input on this? Discussion and let them ask questions, but don’t give them too much chance to change. This is not negotiation.
* Skip on the policy process discussion, because Shari is not here
* Events in the city. Some students and faculty are confused and frustrated about the messaging from the university. Randall: I intentionally made it a transportation issue, not to make it sound either pro-government or anti-government. The university statement is something, faculty to student communication is something else. There is also an issue if faculty encourage students to participate and the students get injured. Apparently, some faculty openly said, in writing, go and participate. We need a discussion on how messaging works, we need templates.

Meeting ended 6:11