 <p>ACADEMIC SENATE UNIVERSITY OF THE BAHAMAS</p>	<p>Ordinary Meeting Tuesday, 10 June, 2025, 2:15 p.m. – 3:45 p.m. RBC Auditorium This meeting was recorded.</p>
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Senators Present:

Dr. Nicolette Bethel, Faculty Representative, Social Sciences, Professor, Chair
 Dr. Dion Hepburn, Faculty-At-Large, Associate Professor, Vice Chair
 Mr. William Fielding, Staff Representative, Data Analyst, Institutional Strengthening, Secretary
 Dr. A. Marie Sairsingh, Faculty Representative, Professor, English Studies, Assistant Secretary
 Dr. Walteria Tucker-Rolle, Administration, AVP, Institutional Strengthening & Accreditation
 Dr. Marlo Murphy-Braynen, Administration, Dean, Business
 Dr. Thalia Micklewhite, Administration, Dean, Social and Educational Studies
 Dr. Christine Kozikowski, Faculty Representative, Associate Professor, English Studies, Parliamentarian
 Dr. Neresa Wallace-Bandelier, Faculty Representative, Associate Professor, Education
 Dr. Larry Russell Jr. Faculty Representative, Assistant Professor, Chemistry, Environmental & Life Sciences
 Mrs. Justina Toote-Knowles, Faculty Representative, Nursing and Allied Health Professions
 Mrs. Karol Mackey-Missick, Faculty Representative, Assistant Professor, Nursing & Allied Health Professions
 Dr. Paul Jones, Faculty Representative, Professor, Communication and Creative Arts
 Dr. Marky Jean-Pierre, Faculty Representative, Assistant Professor, Communication and Creative Arts
 Ms. Catharine Archer, Faculty-At-Large Representative, Librarian II
 Dr. Amin Kabir, Faculty Representative, Associate Professor, Mathematics, Physics & Technology
 Dr. Ruth Gardiner, Faculty Representative, Associate Professor, TheCALM
 Mr. Mario Adderley, Faculty Representative, Assistant Professor, Dean, TheCALM
 Mr. Shelby McPhee, Adjunct Faculty Representative
 Dr. Dale McHardy, Faculty Representative, Assistant Professor, Business
 Dr. Camille Smith, Assistant Director, Counsellor II, Libraries/Counselling
 Mrs. Keturah Babb-Higgs, Staff Representative, Director of Government Relations & Civic Engagement
 Ms. Vivian McIntosh, Staff Representative, UB-North, Assistant Director, Enrolment and Retention
 Ms. Lennise Lopez, Staff Representative, UB North, Assistant Registrar

Absent with Apologies


Ms. Janyne Hodder, Administration, Acting President & CEO
 Dr. Maria Woodside-Oriakhi, Provost & Vice-President, Academic Affairs
 Mr. Paul McCann, Faculty Representative, Assistant Professor, Education
 Dr. Veronica Toppin, Administration, Interim Dean, Pure & Applied Sciences
 Dr. Kayla Stubbs, Faculty Representative, Associate Professor, Chemistry, Environmental & Life Sciences

Absent Senators

Dr. Sophia Rolle, Adjunct Faculty Representative
 Ms. Renate Roberts-McWilliam, Faculty Representative, Assistant Professor, Mathematics, Physics & Technology
 Ms. Natasha Taylor, Staff Representative, Administrative Assistant II, CeLearn
 Dr. Veronica Ferguson, Administration, Dean of Faculty, UB North
 Mrs. Lesvie Archer, Staff Representative, Policy Fellow, Public Policy Institute
 Ms. Claire Charlow-Patton, Staff Representative, Registrar
 Mrs. Leslie Dorsett-Lewis, Director, CeLearn, UB North

Late Senators

Mrs. Michelle Cunningham, Assistant Professor, Business
 Ms. Jessica Minnis, Faculty Representative, Professor, Social Sciences

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Resigned since last meeting


Mrs. Decoda Darville, Staff Representative, Assistant Director Campus Life

MINUTES

1. **Call to Order** - The meeting was called to order at 2:21 p.m. by N. Bethel.
2. **Roll Call** - This was taken by W. Fielding.
3. **Prayer** - The prayer was offered by C. Smith
4. **Approval of Agenda** – On a motion by D. Hepburn and seconded by N. Bandelier the agenda for the meeting was accepted as presented.
5. **Minutes**
 - 5.1 **Approval of Minutes of 11 March 2025** – On a motion by M. Sairsingh and seconded by D. Hepburn the Minutes of 11 March 2025 were approved.
 - 5.2 **Matters Arising from the Minutes of 11 March 2025 – 7.1**
W. Tucker-Rolle gave an update on the SACCOC accreditation mock site visit which happened on the 16-23 March 2025.

She reported that the visit was successful and the University received positive feedback from the evaluators. The application was amended and re-submitted on 6 May 2025. She thanked the Academic Senate and senators for their participation in the accreditation process.
 - 5.3 **Approval of Minutes of 8 April 2025** – On a motion by D. Hepburn and seconded by C. Archer the Minutes of 8 April 2025 were approved.
 - 5.4 **Matters Arising from the Minutes of 8 April 2025** – None.
 - 5.5 **Approval of Minutes of 15 May 2025** – On a motion by C. Archer and seconded by M. Sairsingh the Minutes of 15 May 2025 were approved.
 - 5.6 **Matters Arising from the Minutes of 15 May 2025** – None.
6. **Remarks** – Chair, Academic Senate – N. Bethel
Chair, Academic Senate began her remarks by thanking the Senators for all the work they did this Year; however, there is still work that is outstanding and a desperate need for catch-up.

The Chair noted that she sent out a formal letter of thanks to all members Senators regarding the service they did on their Standing Senate committees. She also sent out two other letters to Senators,

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one of them regarding changes that need to be made in order to get the Senate functioning on a continuous basis as it relates to elections.

The Chair encouraged the Senators to review the Statutes and Bye-Laws with regard to Senators' obligations relating to absence from meetings. She also reminded the Senators that the standing committee work of the Senate is very important because that is where the work of the Senate is done.

She noted that her goal is to establish a Senate Retreat at the beginning of every year with the expected start date being August 2025. She also asked Senators to check their emails consistently as there might be graduation and curriculum papers that will need approval.

7. New Business


7.1 Curriculum Papers

AS Paper No. 25-69	MARI 308: Coral Reefs (Revised).
AS Paper No. 25-70	MARI 350: Aquaculture (Revised)
AS Paper No. 25-71	MARI 418: Shark Biology and Conservation (Revised)
AS Paper No. 25-72	MARI 425: Marine Mammals (Revised)
AS Paper No. 25-76	Programme requirements Bachelor of Science: Marine Science and Sustainability (Revised)

Decision: *Following a motion moved by P. Jones and seconded by C. Archer AS Paper No. 25-69, AS Paper No. 25-70, AS Paper No. 25-71, AS Paper No. 25-72 and AS Paper No. 25-76 were approved as a batch as presented.*

AS Paper No. 25-77	Programme Requirements Bachelor of Education: Primary to Grade 12: Computer Studies (Revised).
AS Paper No. 25-78	Programme Requirements Bachelor of Education: Primary to Grade 12: Physical Education (Revised)
AS Paper No. 25-79	EDUC 302: Curriculum in the Schools – Business Studies (New)
AS Paper No. 25-80	EDUC 303: Curriculum in the Schools – Religious Studies (New)
AS Paper No. 25-81	EDUC 304: Curriculum in the Schools – Science (New)
AS Paper No. 25-82	EDUC 305: Curriculum in the Schools – Language Arts and Literature (New)
AS Paper No. 25-83	EDUC 306: Curriculum in the Schools – History and Social Studies (New)
AS Paper No. 25-84	EDUC 307: Curriculum in the Schools – Family and Consumer Science (New)
AS Paper No. 25-85	EDUC 309: Curriculum in the Schools – Visual Arts (New)
AS Paper No. 25-86	EDUC 312: Curriculum in the Schools – Music (New)
AS Paper No. 25-87	EDUC 314: Curriculum in the Schools – Physical Education (New)
AS Paper No. 25-88	EDUC 315: Curriculum in the Schools – World Languages (New)
AS Paper No. 25-89	EDUC 316: Curriculum in the Schools – Mathematics (New)
AS Paper No. 25-90	EDUC 319: Curriculum in the Schools – Computer Studies (New)
AS Paper No. 25-91	EDUC 320: Curriculum in the Schools – Geography & Social Studies (New)

Decision: *Following a motion moved by P. Jones and seconded by M. Sairsingh*

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AS Paper No. 25-77, AS Paper No. 25-78, AS Paper No. 25-79, AS Paper No. 25-80, AS Paper No. 25-81, AS Paper No. 25-82, AS Paper No. 25-83, AS Paper No. 25-84, AS Paper No. 25-85, AS Paper No. 25-86, AS Paper No. 25-87, AS Paper No. 25-88, AS Paper No. 25-89, AS Paper No. 25-90 and AS Paper No. 25-91 were approved as a batch as presented.

AS Paper No. 25-92 COMM 150: Introduction to Mass Communication (Revised)

Decision: *Following a motion moved by P. Jones and seconded by M. Sairsingh AS Paper No. 25-92 was approved as presented.*

7.2 Policy on University of the Bahamas Archives presented for approval by C. Archer.

AS Paper No. 25-49 – Policy on University of the Bahamas Archives (Revised) – A discussion ensued focused on the fact that an edited copy of the policy has not been circulated. – Voting will be done at the next sitting of the Academic Senate.

7.3 Revisions to the Academic Senate Statutes and Bye-Laws - Discussion.

The Chair noted that there is a need to re-visit the term of election/appointment of Senators so that they do not all come to an end at the same time and there are two possible ways to address this:

One option is within the powers of Senate; the relevant clause in the Statutes and Bye-Laws needs to be changed from election/appointment “held every two years” to “held every year.” The other option is to change the overall governing statutes of the University in the Act in the second Schedule and ask the Board of Trustees to change the term to three years.

7.4 Proposal for implementing a three-tier degree classification system – Information

The Chair shared this proposal with the Senators and asked them to read it so that there can be further discussion.

7.5 Vacancy on the Academic Senate for a Staff Representative – Information

There is a staff senate vacancy and it is being proposed to invite the staff member, Ms. Melissa Williams-Farrington, who came 4th in the 2024/2026 elections to join the Academic Senate and fill the position until July 2026. The next round of elections is due in January 2026. This proposal moved by W. Fielding was seconded by T. Micklewhite and approved unanimously.

7.6 Brief Report – Tenure, Post Tenure (Item added to the agenda at the request of the Chair)

M. Jean-Pierre gave a brief overview of his report however it will be circulated by email to senators for their reading.

8 Adjournment

Following a motion by D. Hepburn and seconded by C. Kozikowski the meeting was adjourned at 3:59 p.m.

UNIVERSITY OF THE BAHAMAS - ACADEMIC SENATE
PROMOTION, TENURE AND POST-TENURE REVIEW COMMITTEE
SPRING 2025 REPORT

MEMBERSHIP

Name	Group	College/School
Shelby McPhee	F	Adjunct / UB North
Kayla Stubbs	F	Pure & Applied Sciences
Marky Jean-Pierre (Chair)	F	L&FA
Dion Hepburn	F	At-Large
Jessica Minnis	F	School of Education & Social Studies
Marlo Murphy Braynen	A	Business
Christina Mosely-Rolle	NS	THeCALM

Report Overview

At the beginning of the semester, we divided our work into three categories: tenure, post-tenure, and promotion. By mid-semester, we agreed to focus primarily on developing the criteria for tenure, with the intention of addressing post-tenure and promotion in the next academic year.

We conducted research on tenure criteria at various institutions and selected four universities for focused review: Tulane University (New Orleans), Boston University, New York University, and Miami University.

Assignments

The following assignments were made:

- The task of reviewing the criteria for tenure at Tulane University was assigned to Professor Jessica Minis.
- The task of reviewing the criteria for tenure at Boston University was assigned to Professor Marlo Murphy-Braynen:
- The task of reviewing the criteria for tenure at New York University was assigned to Professor Christina Moseley
- The task of reviewing the criteria for tenure at Miami University was assigned to Professor Shelby McPhee.

To increase coverage and cross-analysis, Professor Kayla Stubbs was in charge of looking at the criteria for tenure at Tulane University and Boston University, myself (Marky Jean-Pierre) did so for New York University, and Miami University and Professor Dion Hepburn had the option to pick up any two of the set of 4 universities.

We express our sincere thanks to all colleagues for their contributions and collaboration.

Debriefing Meeting – May 5, 2025

During our final meeting of the semester, we conducted a debriefing to evaluate our progress and set priorities for the next semester.

The discussion focused on:

1. A review of tenure criteria at the four selected universities.
 2. Key concerns, challenges, and questions related to tenure criteria at UB.
 3. Action items for the first part of the 2025–2026 academic year.
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Summary of Tenure Criteria Review

We found that tenure criteria generally revolve around institutional mission alignment, teaching, research/scholarship, and service, with some institutions allowing flexible combinations of these elements. We found that these patterns closely align with UB's current faculty promotion practices.

Concerns, Challenges, and Points for Reflection

- Ongoing concerns about tenure policy distinctions, particularly the one-year permanent status for Bahamian faculty versus a formal tenure-track system.
- Disparities in treatment between Bahamian and non-Bahamian faculty.
- Alignment of tenure criteria with SACS accreditation standards for faculty qualifications.
- Coherence between proposed tenure criteria and existing UB policies.
- The challenge of adapting tenure criteria to the local academic environment while ensuring international competitiveness.
- Consideration of a 3-year tenure-track (as opposed to the 5-year model typical in the U.S.).
- Designing a tenure-track that prioritizes promising Bahamian scholars (with at least a Master's degree), supporting them toward PhD completion, while also facilitating residency pathways for foreign faculty.

- The difficulty of promoting local faculty without PhDs in reference to the need to balance local hiring with academic standards.
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Tasks for the Next Semester (AY 2025–2026, Part 1)

- Review Standard 6 of the accreditation application and examine relevant definitions before making final proposals to the Senate.
 - Schedule a meeting with Dr. Tucker, the VP of Academic Affairs Dr. Oriaki, and the VP of Human Resources early in the semester to gather feedback.
 - Use insights from these meetings, the tenure criteria reviews, and internal committee reflections to draft a tenure criteria proposal for the Academic Senate.
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