

# Academic Planning Steering Committee

April 21, 2010 at 12:00 pm

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*Present:* Bill Byrnes, Karl Stevens, Megan Lloyd, Justin Nelson, Christine Frezza, Scott Lanning, Kim Craft, Deb Hill, Kurt Harris, Artis Grady, Patrick Clarke, Molly Campbell

*Excused:* Sarah Brown, Gerry Calvasina, Bruce Tebbs,

## I. Agenda Review

- Bill Byrnes handed out a packet summarizing the meeting held in Salt Lake last week focused on LEAP – an event sponsored by AAC&U on April 14; he also went over how many of the goals in the packet are in line with SUU's goals.

## II. Update on status of plan and budgeting process

### • Review of Salary Equity Plan

- Kim Craft passed out a salary equity model which contained an example of how salary distribution could work to improve faculty salaries.
- The target salary is based on CUPA benchmarks and worksheets developed by HR
  - People who are furthest below the target get a larger percent increase, however everyone who is beneath the target gets some increase. Salary increases are proposed as part of 4-year plan.
  - The average person would get 2.9% increase, although numbers range from 0% - 12.8%
  - Average department is currently at 89.9% of the CUPA faculty salary benchmark
  - Bill mentioned there is a similar salary equity plan in place for staff, although it's more complicated because staff members have varied jobs that can't always be defined by CUPA standards.
  - Kurt Harris raised the question – Are we losing benefits to be able to raise salaries? Bill indicated the money allocated for salary increases was net of benefit costs.
- Bill also announced that a search for an Institutional Research Director will be started in the next few weeks, instead of waiting a year. A job description is currently being created so that job postings can be created.
- There is a Dean's Council retreat on Monday May 3<sup>rd</sup> to discuss online and distance education.

## III. Review of Strategic Objectives

- Bill Byrnes raised the question – How does the APSC fit in relative to the existing university-wide committee charged with institutional effectiveness and assessment?
  - Megan Lloyd pointed out that all the focus groups reported to us, but are now working on their own. Maybe it's time to turn it over to them?
  - Deb Hill mentioned the APSC is a good oversight group and should not to be completely disbanded, but maybe to be used as a resource, since the APSC represents groups from all over campus with diverse points of view.
  - Based on other's suggestions, Bill recommended that we continue to exist meet 2 or 3 times a semester or as needed as an advisory capacity.
  - Bill also mentioned that various people on campus have responsibilities for parts of the plan. He is working to set up a training session for them to show them how to use the software, which will allow them to track/monitor the areas assigned to them.
  - Bill went on to talk about the status of the various faculty workload policies and overload policies. Much work still needs to be done. The wide variability with which workload is administered by departments and colleges make it difficult to create policy changes that make sense and are practical to administer

## Discussion on the Academic Roadmap Plan

- Strategic Initiatives for Section 5 of the Plan

- 5.1 Create University College: Plans are moving ahead with creating the university college. We are on target to get it up and running by fall. There is going to be an Interim dean position created to lead the new UC.
- 5.2 Regularly assess alignment of college and academic programs: Bill mentioned he is meeting with the Program Review Committee on Monday, April 26 to review the plans for the upcoming year. He pointed out there is a need to do several 3-year reviews for new programs.
- 5.4 Library holding and services: Plans for enhancing the Library are moving forward with very specific goals that have been set by Dean John Eye. Scott Lanning also mentioned they are using one-time funds to buy access to multiple databases in support of the plan.
- 5.5 High Quality Student Service: This objectives represents a very active section of the plan. That group meets Thursday (April 22) to review the supporting detailed related to 5.5.
- 5.6 Effective Technology: The details of this goal hasn't been completely developed yet. Getting classrooms mediated is the only part of what is currently being worked on.
- 5.7 Online and Distance Education: Bill reiterated that there is a Dean's Retreat on this topic on May 3<sup>rd</sup>.

- Strategic Initiatives for Section 4 of the Plan

Bill mentioned that there is a lot of detail involved in this area – Student Success and there is a committee meeting Thursday for this area.

- 4.1 Master plan for Student Success and Enrollment Management: Detailed implementation plans will be discussed in the April 22 meeting of the sub-group dealing with these planning items.
- 4.2 and 4.3 Academic Advising and Graduate School Advising: Plans are moving forward with centralizing support for the academic advisors.
- 4.4 and 4.5 – Creating a campus atmosphere that promotes intellectual stimulation and student involvement: A lot of good ideas have been surfacing for this goal. The idea is to build a stronger bond between a student's connection to campus so that students don't feel the need to abandon campus on Friday night. Ideas to improve the campus and Cedar City residential experience are being discusses. Bill notes that campus activities aren't just be about having fun. We are trying to create an intellectual environment that is a combination of study/work/play.

- Strategic Initiatives for Section 3 of the Plan

- 3.1, 3.2, 3.3 Experiential Education & Interdisciplinary Programs & Honors: The EER It is being worked on right now through putting together faculty advisory councils and looking for opportunities students have that fit the theme of the learning centers. It has to be determined how to create a set of standards that students would be able to match up to in order to meet the rigor of the expectations. The Provost has identified interim people to work on this.
- 3.4 General Education: It will take enormous and directed effort to re-envision out GE classes at SUU. Our current Smorgasbord approach lacks a focus that supports the ideas we have articulated about the outcomes we are trying to achieve through the Academic Roadmap. Committee members commented:
  - Departments teaching GE classes would be upset if there are changes made that have a negative impact on SCH and faculty loads
  - Could we do more sections of the class – team teaching? Would need 8 -10 sections instead of 1.
  - It was noted that there are almost 200 more students signed up for orientation than there were this time last year which will put additional pressure on the whole GE class system
  - One committee member notes if we can convince chairs and deans they're not going to lose resources with changes in the GE program more people might be amenable to the idea.
  - Another committee member notes that some required classes in majors are also GE classes which may limit enrollment flexibility.

## Next meeting

Plans for communication over the summer were discussed, but Bill didn't anticipate meeting again until late summer.