

Faculty Senate
January 29, 2004

Present:

Martha Hyder, David Lund, Virginia Stitt, Elise Leahy, Robert Eves, Ken Laundra, Luciane Berg, Jim Aton, David Rees, Kim Craft, Wayne Williams, Scott Hansen (Proxy for Mike McGarvey), Eric Brown, Doug Molash, Darin Wadley, Kathy Black, Deb Hill (also proxy for Judy Higbee), Seth Armstrong, Steve Heath, Richard Eissinger, Steve Barney, Rea Gubler, Roy Johnson, Marty Larkin (Proxy for Ty Redd)

Robert Eves/Ty Redd/Marty Larkin: Motion to accept Oct., Nov., and Dec. minutes. Ken Laundra: seconds. In favor: unanimous.

David Lund: The senate has control of a large account: \$10,000; to have access to it requires that we have all kinds of signature cards which requires social security numbers that carry tax implications on amounts \$10,000 or greater. We could bring the account into the SUU accounting department to avoid tax implications. Kathy Black: The scholarship people have endowed scholarships, wouldn't it be better in there? David Lund: Rea will check with Lori Blackner to find out how the scholarship would work.

Kathy Black: I move we transfer those funds to the restricted scholarship fund in name of faculty senate so we're still in control of who gets the scholarship. Wayne Williams: Seconds . Rea Gubler: We just need to move it to campus now. Then can decide on the specific account. Kathy Black: I'll amend it to bring it back to campus with the idea that Rea will look into it as discussed. Wayne Williams seconds. 23 in favor; 1 abstention. Passes.

David Lund: On March 13th we host Utah Faculty Senate Leaders Meeting on campus. There will be 10 people. David Lund will take care of the arrangements.

Rea Gubler: We pay \$10 per month for the office phone. We may want to rethink having that phone since no one is ever in that office to man it. We have \$2,018.33 in checking; \$2,856.00 in savings; \$10,511 in a CD.

Robert Eves/Ty Redd: Moves we disconnect the phone in the office. Eric Brown: Seconds. Vote was unanimous in favor.

David Lund: Matt Barton needs a replacement faculty member to serve on Staff Association Committee once a month to replace him. Any volunteers or do you have any faculty members in your departments that may be willing to serve? Ken Laundra: Dr. Chin Hu is looking for a university committee to serve on. David Lund will contact Dr. Hu.

Policy Arbitration Committee: Tenure Policy, Faculty, Professional Responsibility Policy, and Course Fee policies.

Only the Course Fee had little changes, nothing significant. It was sent on to the President's Council. The other policies required substantive changes. Added in collegiality for tenure. The Provost is adamant that it be in there. Robert/Ty: Policy on policy concern and the fact that an arbitration committee's working on it. How can we arbitrate without a policy? David Lund: The faculty voted 2 meetings ago to establish the arbitration committee and its function. The policy on policy, there was a 1 1/2 page thing; we'll take care of it and get it to you. Mike Richards should have had that to you two months ago. Robert Eves: The senate needs to know we are not arbitrating policies that the faculty senate has passed, we are revisiting issues in the policies we've sent forward and the deans have not seen that. My concern is dean's council will say this doesn't work and we're back where we started. David Rees: Let's have a meeting with you and I and the Provost to reiterate to the Provost that we arbitrate policies that both the faculty senate and dean's council have seen and we're there to reconcile differences.

Ken Laundra: Where do we stand with Distance Ed issues? David Lund: There was an ad hoc committee formed to look at D.E. We have a policy that was drafted by that committee. They met with the Provost on Friday. They looked at other institutions to come up with a model to insure that departments got their share, faculty their share,

and DE their share. Also most campuses designate a small portion toward faculty development. There is a built in “hassle factor” which allows extra pay for high number students over certain numbers. Wayne Williams: Two concerns relative to distance ed and restriction of overload. What about Maymester? There is a lot of emphasis on online courses. Policy 6.9 talks about the 22% factor. Where does faculty stand with that? We may violate the policy when asked to do online courses if we don’t have a clear understanding. David Lund: Policy will address load and how that works, issue of getting students from outside the university and how that will work. It will do a couple of things for the university: 1) Provide quality courses, controlled by faculty when they are for credit. 2). Use DE to provide services for the people around us and to generate income for the university. Rea: Did concurrent enrollment and distance ed pay to the institution come up? David Lund: I don’t remember. I think you’ll be pleased when Dr. Ellis and that committee are finished. Rea Gubler: Did they bring it up to the regular pay standard instead of 60% of concurrent tuition, about \$100 credit? David Lund: They’re trying to work it out so that if you teach one of those concurrent classes you will get paid the same as overload. I know that’s the goal.

David Lund: Constitution Committee? Steve Barney: It’s been resurrected. We drafted some changes, forwarded a copy to Michael Carter and David Lund to review. Michael’s supposed to get back to me today or tomorrow and then we can reconvene the ad hoc committee. We have a side by side copy of the old policy and the recommended changes. Ken Laundry: Were you swayed to change representation of colleges? Steve Barney: In the old policy, it leaves it up to the college to draft a policy if it wants to. David Rees: I have a concern that we’re losing valuable experience as the faculty senate president serves only one year. They should serve 2 years perhaps. They would maybe be a more effective voice for the faculty.

David Lund: Distinguished Faculty Lecture Committee? Steve Heath: There is a committee. We haven’t met yet. Feb. 10th is the deadline for proposals. We only have one application so far. David Lund: Senators, please mention this in your faculty meetings. Steve Heath: You’re not qualified if you’ve done it once in the last seven years.

David Lund: Faculty Development Evaluation Committee? Roy, your charge is to look at having the faculty development thing as part of our first week again that we used to have. Roy Johnson: Funding was an issue. David Lund: It cost too much for lunch, but I think we’ve figured out a way to do that.

David Lund: Faculty Publication Committee? Kathy Black: I emailed Danielle about that committee continuing and if they would allow myself and the co-chair to sit it. I haven’t heard back yet.

David Lund: Faculty Recruitment and Retention? Scott/Mike: Nothing to report.

David Lund: Any committees we’ve missed? Eric Brown: Would anyone like to serve on the Outstanding Educator committee? David Lund: Junior members become chairs at the last meeting of this year so they are ready to go in August. Steve Heath: There are some things that need to be done. David Lund: As we get these committees up and running, we hope they can be streamlined. Eric Brown: Let me know if you’re interested. Richard Eissinger: Not much corporate memory on committees. Does this sort of thing need to be in a central place? David Lund: That’s one of the things that David was working on in trying to reorganize so that there’s continuity in the senate.

Abe Harraf: Sorry I’m late. I’d like to share 2 things. 1.) The President had a tuition hearing just now with students. Proposed a 7% tuition hike. 4% first tier, 7% second tier. \$134.00 per semester for students. A number of students stood up and said they’re willing to pay more and have our faculty get more pay. 2.) President’s Council—Summer school instructors received 6.25 of base salary. Last summer they had to have an average class size of 20. Faculty have approached me and asked—how about if I take less pay, but teach just 10 students. I’m trying to create a model to keep last summer’s improvements but allow for this accommodation. A win/win situation so we don’t have to cancel summer classes. If you have 15 or more, you get 6.25%; 14-5 students get a % of that base pay. Prorated on base pay. Not finalized by President’s Council yet.

Ken Laundra: My department and college's concern is that we can't cap these courses. We'd like to have a certain amount for high numbers students. Abe Harraf: We can do that. 15 or more 6.25% base, 14 and below decreases percentage of that base. Caveat is we still want to make sure average class size is 20. Still a cap of \$3,500. Require some administration oversight. Deans have to watch numbers. Can't give money 'til after drop date. Doing this in response to faculty from Family and Consumer Science, Social Science, Education and so on. Deans are in favor. Budget people think they can support this. Steve Heath: Suppose my class has 40 in one, 10 in upper division another? Abe Harraf: Can't average. Steve Heath: That seems unfair. Canceling with 10, we lose our majors, and they'll go to BYU. It's something to think seriously about. Abe Harraf: In summer, we don't charge non-resident tuition. The revenue for the summer is not the same. Overhead. Some constraints to calculate. Fixed costs go up because we have less students on campus. I'm willing to listen to any proposal. X: How many days till drop? Abe Harraf: Maymester is May 17th. First summer session is June 15th, other one is July 20th. X: If we don't know what the compensation is going to be, faculty is not getting compensated if class does not go after 2 weeks if they can't or don't want to teach for only 10 students. Abe Harraf: Decide in advance if the class starts. Budget scenario is fluid. Can't pay for number if we don't know exactly the number. Kathy Black: Part of the problem is since we allocate overhead, as if it would go away if we don't have a class, air conditioning, is a variable not fixed cost. If student's tuition meets faculty salary, plus one dollar more that contributes to the university, it should go. Abe Harraf: There are lots of factors, administration, library; a lot of factors that have to be paid whether we have the students or not. Steve Harraf: A lot of decisions to cancel classes happens in first week of first session instead of waiting until at least a week before the second session. Abe Harraf: We made one other mistake. Some departments put both sessions on one payroll. We told deans we'll look at as 3 separate contracts. Ken Laundra: There's no way I'm going to do summer classes. There's no incentive for professors to have large classes. Rea: Is there something finite we can look at? We look really unprofessional by not knowing what we're doing one week into the summer. Abe Harraf: Your college should have an allocation for summer. David Lund: If we commit to teaching, unless the class is less than five, then the class is going to go. Rea Gubler: Last summer it wasn't a faculty decision whether we went or not. X: We're leaving out student access hours. Less time one on one over the summer. Cap at 30, because you don't have as much real time as you do rest of the year. Abe Harraf: Last year we decided to leave it to the geography of the class. The fire code of class will be a driving factor. Then we gave the colleges and departments averages and said as long as meet averages there's no problem. X: Capping at 25 or 30. Abe: I didn't suggest that. X: Not allowed to cap or run two sections. Abe Harraf: Each department decides on their own. Abe Harraf: What do you think? Bottom line. Kathy Black: If we are not taking into consideration SCH's in summer, pressure from department is not to offer. The way SCH are calculated for faculty member... Abe Heath: That's a department decision based on state allocation. We are following regent's policy. Departments say we may not have enough students in fall if offered during summer. Steve Heath: What's your timeframe on this, to hear from us? Abe Harraf: A couple of weeks. Robert Eves/Ty Redd: Make a motion to accept this proposal for this summer. Eric Brown: Seconds. Marty Larkin: I'm willing to teach a 40 student class in an elementary ed if I get compensated for teaching 10 secondary students. I'm not teaching if we can't do some of that averaging. In favor: 16 for, 6 against, 3 abstentions.

Robert Eves: This Internship Policy is from a committee, based on the experiences of John Ault. Changes: this policy only governs undergrad internships, so we took out grad language. The only other item C., Department Administration, the AAC committee felt if a person were to get 25% release time for teaching 36 students, but since we only get 2 or 3 students at a time, you ought to be able to accrue that until you get 36 students to get the release time. **Virginia Stitt: Move to approve. Rea Gubler: Seconds. Steve Barney: 3A and 4A2 are contradictory. David Rees: Can we delete 4A2 and solve the problem? Robert Eves/Ty Redd: Eliminate statement 3A3, strike the whole sentence. Doug Molash: Seconds. Virginia Stitt: Calls question. In favor: 23, Opposed 1. Passes.**

Deb Hill/Judy Higbee: We would like clarification on the one that has the italic on the first page. Does it count as load or not load and how does it fit in with Prent Klagg's guide for averaging for the department? Robert Eves: This is internship, not practicum. You get 1 credit release every time you get 12 students. Steve Barney: C1, page 3 and USHE Standard C.27.C6—calculations contradict. Robert Eves: These are not contact hours. these are

students. Steve Barney: I don't know if instructional credit hour is the same thing as a credit hour referred to in the policy here. David Lund: We need to figure out if those are the same thing or not. Steve Barney: It says for faculty contact hours, divide the credit hours by 20 for instructional credit hours the same formula applies and for student contact hours the same formula applies. Doug Molash: Where did 36 come from? Robert Eves: That committee. I have no idea the basis for it. Steve Barney: One gives us more than the other. I propose that the committee needs to figure out what policy we're following. Wayne Williams: Why would we not want to standardize? Steve Barney: Another concern. Last sentence "with approval of the chair and dean the faculty may receive". Sounds tenuous to me. I'd like to clean that up with the following statement: "faculty who are supervising approved internships receive..." **Motion: I recommend the ad hoc committee come up with paragraph x, the approval process. Marty Larkin: Seconds. In favor 22. Abstentions 2. Passes.** Kathy Black: Last sentence of italicized stuff before bolded approval by appropriate dean, page 1, does approval relate to the release time or the appropriateness of the internships? Steve Barney: Intent was to clarify that the approval was of the internships. Robert Eves: Summary of changes, not the policy. In C1, last sentence "Responsibility for Record Keeping." [More discussion] Robert Eves: Point of Order, we just voted to change this policy and form an ad hoc committee. The rest of this discussion is just a waste of time; get on with it. Steve Barney: I would be happy to serve on that committee.

David Lund: I think we ought to have that committee handle any concerns we may have. John Ault, Steve Barney, Wayne Williams, and Ken Laundra will serve on that committee.

Robert Eves: Table the last motion on the agenda. Doug: Seconds. Passes unanimously.

Steve Barney: Time-consuming process to apply for faculty development, especially if they only wanted a small amount of money. Many feel it should be up to the faculty rather than a larger committee that may or may not value what the faculty feels it needs to do. Provide faculty discretionary funds without having to go through a formalized application process. The recommendation was that we form an ad hoc committee and include the Provost in ways to explore how to give faculty more discretionary money for their development. Abe Harraf: The concern I have is that the Provost fund is not really an established fund. Secondly, that money is 2-account money. Thirdly, additional funds given to colleges and departments is decided by the deans and chairs. I cannot formalize that. The money can't be divided equally because there are different needs in the colleges. Steve Barney: We want more discretion in terms of what the faculty sees as valuable. Abe Harraf: There has to be some supervision that what you are doing directly affects your classes. David Lund: Some of the grants given were not given for conferences. The question really needs to be taken to the deans. Faculty needs to work with the deans to determine the use of discretionary funds. **Robert Eves/Ty Redd: Moves for executive session. Jim Aton: Seconds. Vote was unanimous. Wayne Williams: Motions to adjourn.**