

Faculty Senate Minutes
Thursday, April 25, 2002, 3:30 P.M.
Yankee Meadows Room, Hunter Conference Center

- I. Call to order (including introductions and acknowledgements) at 3:30 p.m. by President Steve Evans. Those attending: Senators Steve Evans (Pres.), Brian Heuett (Pres. Elect), Joe Baker (Steve Evans will have his proxy for voting (Treasurer), David Lund (Secretary), Virginia Stitt (Parliamentarian), Virginia Stitt as proxy for Darin Wadley, Rick Lambson (outgoing from EDU), Robert Eves, Ben Davidson (outgoing from EDU), Steve Barney, Ben Sowards as proxy for Eric Brown, Idir Azouz (outgoing from SCI), Ron Martin, Steve Heath (leaving for one semester sabbatical), Rea Gubler, Deborah Hill, Greg Colf (re-elected BTC), Tom Cunningham (outgoing at large due to reassigned position), Jim Mills (outgoing from HSS), Ken Laundra (newly elected from HSS) as proxy for James Aton (outgoing from HSS), Roy Johnson (elected to remain after interim membership from BTC), Curt Bostick, and Kay Anderson; Visitors: Provost Carl Templin, Assoc. Provost Mike Richards, and Danielle Dubrasky, member of the Scholarly Achievement Committee. Newly elected Senators: Kate Bell – College of Education, Scott Lanning – at large senator from library, Ty Redd – College of Science, Sarah Ann Smith – HSS Absent: New faculty from PE, Marty Larkin (newly elected senator from College of Science), and Boyd Fife
- II. Review and approval of minutes from meeting of March 28, 2002. Only one correction in spelling noted—misspelling of Idir Azouz' last name. Robert Eves made a motion to accept the minutes with the spelling corrected, the motion was seconded by Virginia Stitt and the motion was approved by a unanimous vote of the faculty senate.
- III. Organizational Reports
- A. Scholarly Achievement Committee: Danielle Dubrasky reported on the work of the committee; they had two excellent papers. The committee decided to award a Scholarship for Academic Achievement and a second Creative Achievement Award.
- B. Leave, Rank, & Tenure Rewrite Committee (Ben Davidson): The committee looked at a number of changes that were necessary to meet the approval of the Faculty Senate after the Policy Committee had made revisions. Joe Baker moved to accept the committee's revised document which made some clarifications regarding sabbatical leave--including who was eligible and how sabbaticals were awarded. Steve Heath seconded the motion. In discussion, Steve Barney wondered if eliminating the work merit was a good idea. Robert Eves said the committee felt that it would be better to delete the word and help eliminate some subjectivity. Steve Barney said this was OK; it is a matter of semantics. Rea Gubler wondered if the proposals went to the provost. Ben Davidson indicated the paper trail was specified in section F. Motion amended to change the wording by adding "to the Provost" at the end of the sentence with Leave, Rank, and Tenure in paragraph 2 of policy 6.15, III, A, 1, c. After checking with Rea Gubler and Steve Barney to see if the amendment met with their approval, the vote on the motion to accept the amended policy was taken. The motion passed with a vote of 20 in favor, 1 abstention, and 1 against.
- C. Budgetary Committee: Interim Provost Carl Templin indicated that the university was meeting budget cuts required by the state through the elimination of four positions agreed upon in the Deans Council; they should not affect the generation of student credit hour dollars. The hope is that these eliminated positions will be rehired at some future time with growth dollars. There is still some cutting to be done and they are looking at two more positions. The committee is now looking at a zero-based budget approaches. They are trying to come up with a method of allocating funds in an equitable manner that will support the students, faculty, and staff in each college and department based on the numbers of faculty, staff, and students in each college and department—they have also tried to take care of any special projects in need of funding. Basically, they want to spread the money around equitably. To

date they have not cut current travel and capital budgets. Steve Heath wanted to know how much money was saved in administration by its restructure. Provost Templin did not know. He indicated that there is a carryover budget to allow for the contingency that all of us cashed in sick leave, vacation, etc. Provost Templin thought we might have too much set aside for this purpose. Rea asked if there was a guideline for this budget item. Provost Templin said there wasn't and that President Bennion has been asked to look at this. Steve Heath asked about scholarships. Provost Templin did not comment on any cuts in this area.

D. Faculty Development and Evaluation Comm. (Tom Cunningham): Tom said they are still working on the document for evaluation. He introduced a new faculty self-evaluation form which might be included in the evaluation packet. The faculty development conference is set for August and department chairs need to let the committee over this function know who will attend in order to get a correct count for lunch. He indicated that the Student evaluation also needs to be revised. He also reminded us that he will no longer be in charge of the Center For Faculty Excellence as of the end of Spring 2002 semester. Several proposals were listed to realign this important Center. Tom felt that the final disposition of this important issue should be made by the Deans Council, the faculty Senate, and the new Provost.

A point of order was brought up at this time by Virginia (Parliamentarian), that some might not understand the motion that was made and voted on in B above regarding the Leave, Rank, and Tenure document. She thought we might want to clarify what had happened and revote. Joe Baker restated his motion to accept the document with the revision noted above, Steve Heath seconded the motion. The vote was called for again and the motion passed with 18 votes in favor, 2 votes against, and 2 senators abstaining.

E. Greg Colf reported that the Distinguished Faculty Lecture Committee had chosen Steve Heath to receive this year's award.

F. Steve Evans reported for Eric Brown, chair of the Outstanding Educator Committee, that the committee had also completed its work and the winner will be announced at commencement.

G. Rick Lambson discussed the Faculty Workload Policy and some problems with it regarding the number of independent study students a faculty member might work with in a semester. Section III E is not easily interpreted. They have proposed a section IIIF to clarify this by allowing faculty, with input from the Dean of the respective college, to decide how many independent study students they will work with when they are not teaching a contracted overload. Robert Eves moved to give this policy to the policy rewrite committee, Jim Mills seconded the motion, and the motion was approved by unanimous vote of the senate.

H. Brian Heuett then reported that the Faculty Senate Scholarship Committee had decided to award two full-time scholarships this year—the awards were made to Heather Lambert and Alisha Baker.

IV. Officers' Reports

A. Treasurer

1. Report on Finances: Joe Baker indicated that we have approximately \$13,000 in the Faculty Senate account. This amount has remained constant through this year, but only about half the faculty pay their dues, and therefore, we collect around \$2,400 per year from them. Greg Colf brought up the point that we need to increase faculty participation. Robert Eves said we need to let people know that the money goes primarily to scholarships, and that we should develop some kind of plan to let faculty know where the money goes and encourage participation, thus increasing the overall contributions of the faculty.

2. General Report on Provost Search: Joe Baker indicated that the short list is seven people, they hope to make a recommendation to the President some time next week. Joe then left for a search committee meeting (4:14 p.m.), leaving his proxy for the new officer voting with Steve Evans.

B. President-elect

1. Faculty Development Grants Committee: Brian Huett indicated that 17 grants were submitted for a total of \$34,000; over half were funded. After the applications were ranked the grants were funded in order until the \$24,000 available was gone.

C. President

1. Report on the Faculty Senate: Steve Evans presented his Final Report to the Faculty Senate. He indicated that the promised committee directory is not in the report, since it changed several times today! The report follows:

Final Report to the Faculty Senate
April 25, 2002

As the academic year nears completion and as our Faculty Senate year comes to a close, it is tradition for the outgoing Faculty Senate President to share perceptions with the Senate on what has been accomplished, what the current state of affairs are, and what insights there might be for the coming year and beyond.

You don't want to hear a long speech, and my remarks will not be lengthy, but I have selected an even ten categories to express my positive feelings about what's been done and where we are. As a general statement may I say that I think it's been a productive year and a pleasant year both for the university and for the Faculty Senate.

1. We witnessed and were a part of the wrapping up of the prioritization effort. And although the process did not provide us with big dollar savings, I think it provided us with much benefit. It enabled us to evaluate ourselves, our classes, and our programs, and it has ultimately made us a leaner and healthier institution.
2. After many decades of teaching general education classes, we have now, as an institution, "lifted up" the general education program and have "inserted" under it a new meticulously established and theoretically sound foundation of basic skill areas and knowledge areas that our students need for later education and for others of life's needs.
3. The need for accreditation at the program and college levels and for the university itself has led the Accreditation Committee and others into an extensive evaluation of SUU. Although there is still much to do, major benefits are already being achieved as programs, resources, credentials, policies, standards, and direction are scrutinized.
4. As to curriculum review, the university policy has been to evaluate classes, programs, emphases, majors, etc. every three years, and that cycle hit us during the past academic year. Thanks to an exhausting schedule of lengthy, twice-a-week meetings, the review processes were completed as appropriate, and we express appreciation to those involved.
5. With curriculum review having been so demanding on so few, the need became apparent to (1) spread it out over three years and (2) do it under the direction of the "local faculty." A significant accomplishment of the past year has been the establishment of the new curriculum approach with curriculum committees at three organizational levels.
6. Of major importance is our continuing effort to review and refine policies that relate to academic programs and activities. As many as 40 policies have been and continue to be reviewed, and benefits are already being received in facilitating processes, reducing misunderstandings, increasing efficiencies, and qualifying us for accreditation.

7. With only nine Faculty Senate meetings a year, much of the work needs to be done through committees, and a major goal this year was to “breathe life” into many of the campus committees. Through organization and communication, much of this has been accomplished; and an updated committee directory is being made available to senators.

8. The last few years have seen increasing pressures on faculty members by taxpayers, governing boards, accrediting agencies, and others, and it has been a wrenching process for many. There are still undefined areas, but the perception is that we’re increasing our comfort level with what each area expects in teaching, scholarly activity, and service.

9. There is also increasing pressure on faculty members to justify activities and measure performance, and progress has been made in the measurement methods with surveys, inter-university exams, institutional research and analysis, peer observations, etc. Thanks to excellent committee work, faculty evaluation is becoming more sophisticated.

10. After some difficult times with budget cuts, legislative decisions, accreditation requirements, competition with other universities, and a question of institutional niche, it is believed that strategic direction is now more fully established as evidenced by the new Vision/Mission Statement for SUU.

While the previous ten statements represent general areas of progress (and we have made much progress), let me be less official for a moment, and say that what may be the most gratifying for all of us is the way we’ve come together and worked together as a Faculty Senate during this past academic year.

An evidence of this was the difficult Faculty Satisfaction Survey that was considered in October. Even though we had a variety of perceptions and opinions, when the chips were down and the situation most critical, we all came together with a unanimous 23 to 0 vote, and that remains a symbolic evidence of how we’ve worked together as “one family.”

Although our accomplishments have been many, there is always work to be done, and let me mention three such areas of need. With the establishment of a new college and some re-alignment in others, it will be necessary to recalculate the number of senate seats needed per college, and that necessity will be upon us as we move into Fall Semester.

While we are adjusting numbers, we may want to adjust the terms of office. The intent of the constitution was to have one third of the senators being replaced each year. Because of growth patterns and the use of formulas, we have six slots to fill this year, eight next year, and ten the following year. We may want to adjust these terms at some point.

And finally, a significant need is the goal to modify or re-establish the senate constitution and by-laws. These documents have not kept pace with changing circumstances (like quarters to semesters) and changing times. Also, accrediting agencies are insisting on elements of shared governance that are not present in the current constitution.

Where do we go from here? SUU has amazing potential, but much of it is largely untapped. We have a beautiful setting, impressive physical facilities, a supportive community, wonderful students, loyal alumni, excellent and dedicated faculty members, and a strong educational tradition. The only problem is that it remains a hidden treasure.

Various surveys over time have generally shown that the population of the State of Utah is less aware of SUU than other universities and colleges within the State (except for College of Eastern Utah). It is my perception that one of the most critical needs of this university is to establish a solid marketing activity.

Marketing is different than public relations, fund raising, and the like. It relates to the ongoing and sophisticated process of knowing the competition, analyzing the possibilities, segmenting the market, targeting to specific groups, positioning the products and services to carefully established market niches, and then “going after it.”

If and when this is done, many of our institutional problems will be reduced in scope such as sluggish growth, budgetary restrictions, and a lower retention rate of students. Some efforts are under way to solve these problems, but a significant plan of action needs to be established even if the funds need to be raised from private sources.

Once again, thank you for a wonderful year. We have fought the battles together, and I consider each and every one of you my special friends. I look forward to a pleasant and continuing relationship with all of you in the years to come. I express my deep appreciation to all of you for your conscientiousness and significant contributions.

2. Other Items as Needed: In addition, Steve Evans wanted to acknowledge his appreciation of the Faculty Senate Executive Committee and did so.

V. Transition

A. Appreciation to Outgoing Senators: The outgoing senators were allowed to leave at this point (4:31 p.m.); the new senators were welcomed to the Senate and became voting members at 4:32 p.m.

Prior to Brian's takeover, Steve Evans clarified the fact that the President elect should have 2 years remaining in his term as a senator, as is it is a two-year commitment. Rea Gubler thought that the constitution was unclear on this matter, and wondered how we should interpret that section of it. Information regarding this matter is in article 4 of the Faculty Senate Constitution, paragraph 2. It was decided to follow the constitution as it currently reads. Other officers serve one-year terms and have no obligation to serve further, but can be reelected. At the release of Steve Evans, Brian Heuett will be the only officer; however, the secretary will continue to take minutes and complete the process for the April Meeting's minutes until they are approved and properly filed.

Brian Heuett, made a presentation to Steve Evans on behalf of the executive committee and the senate acknowledging his work and gave him a round of applause.

B. Election of Faculty Senate Officers for 2002-2003 conducted by Brian Heuett, newly installed Faculty Senate President:

Nominations were opened

For VP/President Elect: Steve Barney	Nominated by: Deb Hill	Comments: Steve feels this position should be filled by tenured faculty, but agreed reluctantly to leave his name on the ballot. Brian indicated there are too many tenured faculty who will not serve on the senate.
Robert Eves (1 year) Curt Bostick	Ty Redd Kenny Landra	Curt is not willing to serve, due to lack of knowledge of the faculty and feels incapable of leading people he does not yet know.

At this point, Steve Evans moved that nominations cease, the motion was seconded by Ty Redd. In discussion it was moved that the Vice-President be elected to a one year term as Vice-President only, if that was all that was left in his/her term in the Faculty Senate, and that in the next election both a Vice-President and President be elected. Steve Barney then moved that the nominations for Vice-President be reopened, Curtis Bostick seconded the motion; and Virginia Stitt was nominated by Steve Barney. Virginia just said, "No," indicating that she was not willing to serve in that capacity. It was again moved that nominations be closed, Steve Evans seconded this motion.

Voting for Vice President Elect as follows: After counting the secret ballots it was announced that Robert Eves was elected to be the Vice-President of the Faculty Senate.

Nominations were opened

For Secretary:	Nominated by:	Comments:
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David Lund Robert Eves As the vote goes
Robert Eves moved that nominations close, Rea Gubler seconded the motion, the Senate voted unanimously in favor.

Voting for Secretary as follows: No vote was taken, the Faculty Senate Secretary, David Lund, is retained.

Nominations were opened
For Treasurer: Nominated by: Comments:
Rea Gubler Ty Redd
Joe Baker Steve Evans
Deb Hill moved to close nominations, Virginia Stitt seconded the motion.

Voting for Treasurer as follows: After counting the votes Joe Baker was re-elected as the Faculty Senate Treasurer.

Nominations were opened
For Parliamentarian: Nominated by: Comments:
Virginia Stitt Deb Hill
Rea Gubler moved that nominations cease, the motion was seconded by Ty Redd.

Voting for Parliamentarian as follows: No vote was taken, the Faculty Senate Parliamentarian, Virginia Stitt, is retained.

VI.A motion for an Executive Session was made by Steve Barney, seconded by Steve Evans, and approved by unanimous vote of the senate.

VII.Adjournment at 5:03 p.m.