

Faculty Senate Minutes
Thursday, October 28, 2004, 3:00 p.m.
ELC 405

I. Call to order by President David Rees

In attendance: David Rees (President), Seth Armstrong (Treasurer), Helen Boswell (Secretary), Doug Molash (Parliamentarian), Kathy Black (also proxy for Kim Craft), Arlene Braithwaite, Shawn Christiansen, Richard Eissinger (also proxy for John Eye), Robert Eves, Kirk Fitzpatrick, Judy Higbee, Rick Lambson, Kenny Laundra, Britton Mace, Carol Ann Modesitt, Paul Ocampo, Art Porter, Ty Redd, Rob Robertson, Kevin Robinson, Jeff Salehi, Jessica Tvordi (also proxy for Elise Leahy).
Visitors: Provost Abe Harraf, Lynn White.

II. Review and approval of minutes from September 23 and 30 meetings.

Motion to approve (Kenny Laundra), seconded (Kevin Robinson), and approved unanimously.

III. Officer's Reports

A. President (David Rees)

Salary increases from state appropriation sources will not be enough to meet need. There are also other funding needs on campus, which would in total lead to a 30% tuition increase assuming the state would not appropriate any money. Some state appropriation is hoped for as well as tuition increases to accomplish a 3% salary increase for faculty and staff.

PE building use discussed by Faculty and Staff Association. State originally underfunded maintenance and upkeep of the PE building with difference to be made up in fees. Possibility of instituting a Wellness Program which would include use of the PE building.

Discussion: Fringe benefits that are not taxed may be more beneficial than having a minimal raise and having it taxed.

B. Treasurer (Seth Armstrong)

Financial report: Expense account has \$1584.42, have used \$78.50 year to date
Dues: Have taken in an additional \$969.00 this year with a total balance \$9482.00
6 new members have resulted from the membership drive.

IV. Comments by Provost

- Budgets are addressing immediate needs; currently about \$1 million in needs.
- Salary compression and internal and external equity issues remain major issues.
- Curriculum propositions: Submitted Masters of Communication degree. Proposals for Bachelor of Science in Leadership and Planning and Bachelor of Science in Forensic Science.
- Accreditation for National Athletic Training Association and National Association for Schools of Dance will be in near future.

V. Committee Reports: Academic Affairs

A. IRB Policy

1. (Lynn White): Institutional Review Board examines all research involving human subjects. IRB registers with the Office for Human Research Protection (OHRP). Old policy was not in compliance with OHRP, which made new IRB Policy necessary. Motion to accept policy (Robert Eves) and seconded (Arlene Braithwaite).

Motion withdrawn.

Possibility for university-wide IRB officer with one IRB in each college that conducts research on human subjects.

Motion (Robert Eves) to accept IRB policy as we have it with proposals submitted to IRB. Language about research on “normal educational practices” to be as broad as possible so that if research is within your own classroom, you do not need to submit a formal application.

Seconded (Arlene Braithwaite) followed by discussion: if research is within your own classroom, it will be exempt from IRB formal application process but the research needs to be communicated briefly to IRB; purpose is for protection of the research.

Motion passed with two abstentions.

B. Faculty Evaluation, Promotion, and Tenure Policy

1. Motion (Kathy Black) to accept document.

Seconded (Carol Ann Modesitt) followed by discussion:

Concerns over annual reviews of tenured faculty as opposed to five-year reviews: Annual reviews of tenured faculty members removes the value of tenure. The level of evaluation is an activity plan and report. Department chairs' workload will be increased. Tenured faculty should be considered professionals and not to be managed. LRT committees would have a heavy overload as well as the problem of tenured faculty evaluating themselves. Management by objectives will generate meaningless goals.

Motion withdrawn.

2. **Motion (Robert Eves) Tenured faculty members will not be annually evaluated. Evaluation of tenured faculty beyond this policy will be handled on a college by college basis. Five year post tenure review will be the only process in which documentation (as per this policy) is required.**

Seconded (Carol Ann Modesitt) followed by discussion: Pressure from students to evaluate tenured faculty. There are a handful of people who abuse tenure but students have grievance policy if there is a problem.

Motion passed with one opposed.

3. **Motion (Kathy Black): Before we send anything to the Dean's Council, we send it in a polished fashion (finished).**

Seconded (Seth Armstrong) followed by discussion: Where to draw the line with time? President's Council, Board of Trustees, and Mike Carter must also evaluate this document. This evaluation is a faculty issue.

Motion passed with four abstentions.

4. Discussion: If every faculty member is evaluated for every class every semester, it will be excessive. What if classes were evaluated at the end of the semester in an on-line system? We have a committee that is examining this possibility.

Motion (Seth Armstrong): Every course is evaluated every semester with faculty members able to decide when evaluation is given.

Seconded (Richard Eissinger) followed by discussion: This will require a change in another policy.

Motion passed with 16 in favor, 3 opposed, and 4 abstentions.

5. Meeting will be held next Thursday, November 4. Come with definitive ideas in relation to the Evaluation document for discussion.
6. Motion to adjourn (Carol Ann Modesitt) with second (Rob Robertson).