

## **FACULTY SENATE MEETING**

Thursday, August 26, 1999

3:30 PM

Board of Trustees Conference Room

**PRESENT:** Jim Aton, Idir Azouz, Ann Barnes, Jeff Barnes, Luciane Berg, Bonnie Bishop, Morris Brown, Jim Cotts, Ben Davidson, Richard Eissinger, Neil Gailey, Brian Hoover, Prent Klag, Paul Larson, Elsie Leahy, Carol Ann Modesitt, Earl Mulderink, Dan Pence, Greg Powell, Bill Romey, Lila Schwaner, John Walser (for Lamar Jordan).

**ABSENT:** Gary McIntyre, Ken Munford.

**VISITORS:** Jay Calkins, Stuart Jones, Michael Jordan, Ray Reutzel, Rich Wilson.

**I. Call to Order:** President Earl Mulderink called the meeting to order at 3:35 PM.

### **II. Review and Approval of minutes of April 29, 1999**

Motion to approve the minutes was made by Greg Powell. Second: Lila Schwaner. Passed 22-0.

### **III. Officers' Reports**

#### **A. PRESIDENT:**

Earl opened the meeting by having the senators and visitors introduce themselves. He then mentioned that Ken Munford will be replaced because of a recent administrative assignment. Earl made reference to the information packet that was distributed prior to the meeting, which contained a Senate meeting schedule, a list of senators, their addresses and phone numbers, guidelines for discussion and debate, parliamentary procedure, and a statement on committee guidelines.

Earl mentioned that the Senate Office is functioning. He expressed thanks to people who helped by donations of time, money, or items for use in the office. He also thanked the administration for office space and a course reduction for the Senate President.

The Faculty Senate President attends Deans' Council meetings weekly. At the last meeting they discussed the possibility of putting the Deans' Council minutes on the Web. Earl mentioned three items from recent Deans' Council meetings: (1) CAAP test (to assess learning experience of a sample of students); (2) strategic planning efforts; (3) poor attendance at opening meetings at beginning of academic year. Earl plans to notify the Senate of Deans' Council activities at future meetings.

Earl informed the Senate of the Ad Hoc Committee on Assessment whose report due by December. He is a member of that committee and will keep the Senate informed of the

committee's activities.

Utah Council of Faculty Senate Leaders (UCFSL) is meeting on September 2, 1999 in Logan to discuss funding for salaries. They will also will meet with Chief Academic Officers of all nine USHE institutions. Earl and Neil will attend that meeting.

Provost Reutzel was asked to comment on administration efforts to improve faculty salaries. He distributed a letter from President Bennion to the Commissioner of Higher Education and the Board of Regents that discusses the need for increased compensation across the system and particularly here at SUU. The Regents were asked to approve new tuition schedule, asking that tuition index increase from 65% to 72% of the level of the University of Utah, which will match Weber State University. Provost Reutzel discussed implications of this tuition increase. The Student Senate said they will support increase if SUU can show that the increase will be assessed in stages rather than all at once, and that the money will go to faculty and staff compensation increases. The Provost answered several questions from faculty senators concerning tuition, fees, and student debt. He indicated that SUU is in the top tier of regional universities nationwide in that our students graduate with the least amount of debt. Also, he distributed to senators two letters from the accrediting agency, the Northwest Association of Schools and Colleges. Two issues were addressed: those of assessment and SUU's financial circumstances in relationship to fulfilling our mission. The administration is relying on the Faculty Senate to make our voice heard.

Vice President for Advancement and Regional Services Stuart Jones was asked to discuss the capital campaign. The \$35 million campaign will double SUU's last campaign. The number one priority is student scholarships. The goal is to increase the endowment from \$7.4 million to \$20-25 million. A second priority concerns selected building projects. The "quiet" campaign has raised about \$10 million to date.

Stuart Jones turned the time to Rich Wilson, Director of Major Gifts, who distributed a rough draft of the plan. He started with a mission statement and the commitment of President Bennion toward the campaign. One goal is to expand educational opportunities for deserving and needy students, especially those from rural areas. They want to conclude the internal campaign by Thanksgiving. Their presentation ended with answers to senators' questions.

#### B. PRESIDENT-ELECT:

Neil attended the Board of Trustees meeting last Spring. They were most interested in the faculty burnout survey of last year.

Neil serves on an American with Disabilities Act Committee. He discussed some implications, such as our need to find out how to make our Web sites handicapped accessible.

He publicly thanked Earl for all he has done organizationally throughout Summer to make the Faculty Senate run smoothly.

#### C. Treasurer

Idir presented a flyer that will be distributed asking the faculty to submit their dues to the Faculty Association.

There is currently \$2,087 in the University Account and \$10,344.50 in the Credit Union account. The money is used for travel, office equipment, and scholarships.

The Senate received a \$5,000 donation last year.

### **IV. Old Business**

A. DUE PROCESS (GRIEVANCE) POLICY: All faculty should have received an E-mail from Connie Nyman and Rob Behunin that contained the revised Due Process or Grievance Policy. They ask that all comments be sent to them by September 23. Earl asked that senators get their colleagues to read it and to come prepared to vote at the October meeting. Luciane Berg stated that her department feels that the time frame is too short. Earl suggested that senators circulate the document with the goal to vote on it in October, but that we would defer the vote if more time is needed. The copy that was sent is dated March 25, 1999.

B. LRT POLICY REWRITE COMMITTEE: Earl asked the senators to refer to the documents that were distributed in their packets. Several issues were addressed. Last year the Senate voted on a number of issues. The Provost has expressed concerns about some aspects of LRT policies. LRT Committee representation will meet with the Deans' Council to discuss concerns.

C. SHORT-TERM DISABILITY LEAVE POLICY: Earl asked the senators to refer to the pink handout that discusses several interconnected items, short-term disability leave, faculty medical leave, and faculty maternity leave. Earl suggested that this issue be forwarded to the Finance Committee for discussion and have them report back at an appropriate time. The issue was opened for discussion. There is now no paid maternity leave. Paternity leave for faculty was also discussed. MOTION: Bill Romey, that we forward this information to the Finance Committee to investigate the options for short term disability, faculty medical leave, and maternity and paternity leave. SECOND: Richard Eissinger. PASSED: 22-0-0.

D. RECRUITMENT POLICIES (FACULTY RECRUITMENT & RETENTION COMMITTEE): Last Spring the Senate voted to establish a committee of faculty, two department chairs and one dean to investigate recruitment policies. In a subsequent meeting we realized that a committee was already in place. We should now ask that committee to obtain some information from faculty and come up with reasonable guidelines. The Senate has asked for guidelines by September 23 so that they can be forwarded to the Provost by October.

MOTION: Jeff Barnes, that we forward a request to the FRR committee for further investigation to produce some faculty sponsored guidelines for recruitment that will satisfy faculty across campus. SECOND: Ann Barnes. PASSED: 22-0-0.

E. **FIRST-DAY DROP POLICY:** The history of this item was reviewed. The Student Senate wants to push the issue and is in favor of adopting an administrative drop policy for the first day of classes. The Student Senate asked us to postpone discussion until our next meeting. Earl mentioned that if it appeared that students were in favor of the policy that it might carry more weight. He suggested that we postpone discussion until the next meeting. We may ask the Ad Hoc Committee to continue their efforts to look at this policy.

F. **“ACCEPTABLE USE” COMPUTER POLICY:** At the last Faculty Senate meeting last year (April 29, 1999) the Senate discussed but failed to endorse the policy approved by the Teaching, Learning, and Technology Committee. Earl stated that for today he wanted to discuss the process of dealing with the policy rather than with its content. As it stands now, the policy is still under review. After a lengthy discussion a MOTION was made by Carol Ann Modesitt that the Faculty Senate recommend that an open faculty forum be convened to discuss the issues in the Internet and Computer Use Policy. SECOND: Idir Azouz. REJECTED: 4-16-0. A MOTION was made by Jeff Barnes that senators take the proposal back to faculty whereby each faculty member has opportunity to give input (vote) on major topical issues of the document and forward that information to the proper policy making entity as it now stands. SECOND: Bonnie Bishop. PASSED: 15-4-1. We will address process again at next meeting. Jeff Barnes made a MOTION that the Faculty Senate photocopy and distribute this policy to entire faculty with request that individual faculty forward concerns, complaints, and questions to their appropriate Senate representative before our next meeting. SECOND: Carol Ann Modesitt. REJECTED: 7-9-2. We will discuss it at our September 23rd meeting.

## **V. New Business**

### **A. SENATE WEB SITE:**

Michael Jordan is here to discuss the issue. We want to put agenda, minutes, and other materials on the Web. Paul Larson will coordinate efforts, and suggestions should be given to Mike or Paul.

### **B. LIAISON FOR STAFF ASSOCIATION MEETINGS:**

Wes Brinkerhoff, President of the Staff Association, has suggested improved interaction between the Staff Association and the Faculty Senate. He proposed that a liaison person be appointed to serve on each other's group. Anyone interested should contact Earl.

### **C. LRT WORKSHOP:**

A workshop was proposed for faculty who are up for tenure, rank advancement, third-year review, and leaves to help them prepare their application materials. Ben Davidson voiced approval for a workshop. He reiterated the wisdom of such a workshop, but timing is the problem. First deadlines this year are September 20.

#### **D. FACULTY EVALUATION GUIDELINES:**

Earl presented a memo from Provost Reutzel that discusses an effort to systematize the process. A protocol needs to be established by Faculty Senate. Ann Barnes stated that she was on a committee that wrote such a protocol. Earl will forward it to the Provost.

#### **E. CONVOCATION/LECTURES COMMITTEE POLICY:**

Earl presented this policy. The committee has been reshaped to have a greater oversight of not only convocations, but also other lectures on this campus. Lana Johnson and others who have served on the committee have voiced their approval of the policy. A MOTION was made by Jim Cotts that we endorse the policy. SECOND: John Walser. PASSED: 17-0-1.

#### **F. COMMITTEE REORGANIZATIONS (MEMBERSHIPS AND CHARGES):**

Earl discussed the committee list and asked Senators to come up with names of faculty members willing to fill the vacancies. Forward names to Earl within a couple of weeks, preferably by email. He commented that under the university committees and charges section, that there are no openings on the Athletic Council. Also, the Journal Steering Committee position need not be a person from Performing and Visual Arts. Also, the following will be reappointed to their respective committees: Lynn White from the Faculty Recruitment and Retention, Scott Lanning from the Finance Committee, and Richard Eissinger from the Distinguished Faculty Lecture Committee. Greg asked if members of the Post Tenure Review Committee must be tenured. It is not specifically stated for committee membership, but it would be preferable. By-laws will be revised this year by Michael Stathis of the By-laws Revision Committee. Earl also discussed restructuring and accountability of committees and asked for suggestions.

**VI. EXECUTIVE SESSION:** None.

**VII. MOTION FOR EXECUTIVE SESSION:** Bonnie Bishop made the MOTION for executive session for the next meeting. SECOND: Jim Cotts. PASSED: 18-0-0.

**VIII. ADJOURNMENT:** Motion for adjournment was made at 5:45 by Jeff Barnes.