

FACULTY SENATE MINUTES

Thursday, April 27, 2000

3:00 PM

Board of Trustees Conference Room

Present:

Jim Aton, Ann Barnes, Bonnie Bishop, Morris Brown, Jim Cotts, Thomas Cunningham, Ben Davidson, Steve Evans (proxy for Jeff Barnes), Neil Gailey, Lamar Jordan, Rick Lambson, Paul Larson, Elise Leahy, Michael McGarvey, Carol Ann Modesitt, Earl Mulderink, Des Penney (proxy for Idir Azouz), Greg Powell, Bill Romey, Lila Schwaner, Lynn White (proxy for Luciane Berg).

Newly Elected Senators Present:

John Ault, Joe Baker, Tom Cunningham, Steve Evans, Robert Eves, Brian Heuett, Paul Larson (proxy for Terry Alger), John Walser.

Excused:

Idir Azouz, Jeff Barnes, Luciane Berg, Brian Hoover.

Absent:

Gary McIntyre, Dan Pence.

Visitors:

Lawrence Coates, Kate Grandison, Karen Latham, Bill Moody (Staff Association Representative).

I. Call to Order

Earl Mulderink called the meeting to order at 3:05 PM.

II. Review and Approval of Minutes of March 30, 2000.

MOTION by Greg Powell to approve the minutes of March 30, 2000. SECONDED by Ann Barnes. PASSED unanimously.

III. Officers' Reports

A. President

1. Deans' Council Meetings

- a. The Deans' Council unanimously approved the Faculty Due Process/Grievance Policy at their meeting of April 19, 2000. The policy now goes to the President's Council for their review and then to the Board of Trustees.
- b. At a recent Deans' Council meeting the deans asked for improvements to the Scantron/Quantitative Evaluation Reports. Earl forwarded that request to Tom Cunningham and the Faculty Development and Evaluation Committee. The Deans' Council asked for more comparative reports based on individual averages compared to college and university-wide averages.
- c. The Deans' Council has approved some policies that do not affect the Faculty

Senate directly, but Earl presented them as informational items and distributed copies. The first of these concerns an SUU Press and Editorial Board. The board will include one representative from Faculty Senate and one student. A second policy concerns University Archives and Records. Earl suggested that the next secretary of the Faculty Senate catalog and index past Faculty Senate records for archival purposes. A third item being brought to the Faculty Senate for our consideration is a proposed policy on administrative personnel returning to teaching. The Senate discussed the policy briefly. Senators suggested that we forward the issue to committees for review, such as the Faculty Salary Equity Committee, Finance Committee, and the LRT Policy Revision Committee.

2. Earl presented the results of the "Vision Survey." Neil was present when results were tabulated, and the Faculty Senate office has written comments on file. Bonnie Bishop mentioned that her department liked Vision 5 except for the last sentence that stated that programs can be phased out. Another Senator questioned the appropriateness of sending results of sensitive issues like this through email because of faculty perceptions concerning confidentiality. This might be the reason for a 40% response rate, although concerns were expressed about the return rate for any of a number of reasons, such as complacency, anger, and frustration. Also, many faculty were not able to access the electronic version, which made response more difficult.
 3. Earl distributed a short information sheet containing American Association of University Professors information on faculty salaries. According to 1999-2000 salary data, SUU is in the bottom 20% of all similar institutions nationwide for salaries for associate professor, assistant professor, and instructor.
 4. Earl distributed the Faculty Senate President's Annual Report. A copy is available through the Faculty Senate office. The Faculty Salary Equity Committee's report was discussed at length. This committee met weekly, and their report was apparently ignored by the Administration. The Senate expressed grave concern that this committee's report and the work of other committees have been ignored. The Faculty Salary Equity Committee's report and the reports of all other Faculty Senate committees are available from the Faculty Senate office.
 5. Earl thanked outgoing senators and the Executive Committee for their service. He presented letters, certificates, and mugs as tokens of appreciation.
- B. President-elect
1. Neil attended the UCFSL meeting in Price two weeks ago. Faculty representation on the Boards of Regents and Trustees is still an issue with this body. Apparently the issue will go through the legislature. The issue of pooling with other USHE institutions for health insurance was also discussed. Concurrent enrollment is looked at dimly by some of the other USHE institutions, particularly the larger institutions. The Faculty Senate will discuss the issue next year. The University

of Utah Provost has worked out a method, based on enrollments, that individual departments will receive 50% of increased funding rather than being imposed from above. Neil will look into the issue further.

C. Treasurer

The Credit Union account has \$12,210.00, and University account has \$186.00, not taking into account a check for \$116.00 that has not yet been deposited. Des Penny, sitting in today for Idir Azouz, presented the “Ceremonial Gavel” plaque to Earl for his dedicated service as president of the Faculty Senate.

IV. New Business

A. Faculty Board of Review

An appeal has been filed by an individual who was denied tenure. The Faculty Senate’s responsibility is to appoint a Faculty Board of Review comprised of five tenured faculty to hear the appeal. The Board membership includes Bonnie Bishop, chair; Art Porter, BTC; Ben Davidson, EDU; S. S. Moorty, HSS; Gary McIntyre, PVA; and Vic Brown, ATL. We may form two more Boards of Review to hear other appeals. Each case requires a separate Board of Review, and Earl asked for nominations or volunteers to serve on the boards. A response to the appeals must be made within ten working days of the appeal. Members of relevant University or College LRT committees are not eligible to serve because of a potential conflict of interest. Nominations can be forwarded to Earl or Neil Gailey after the meeting. Bonnie Bishop, Chair of the Faculty Board of Review, suggested that the administration needs to inform people earlier of tenure denials because of time constraints.

B. Committee Reports

1. Academic Affairs Committee, Lawrence Coates

Lawrence Coates reported that they finished part of their job this year. Their charge is to review the policies of overload teaching, labs, student teaching supervision, and other workload issues. SUU has the highest percentage of overload in the state, and anecdotal evidence exists of professors being pressured into teaching overloads. Earl recommended that they bring back recommendations or proposed policies next year.

2. Distinguished Faculty Lecture Committee, Larry Ping

Earl distributed and summarized a copy of Larry Ping’s report. Few applications were submitted this year, and Earl urged more faculty to apply as the stipend has increased to \$1,500.00. One committee member complained that she was not notified of meetings or other committee activities.

3. Faculty Achievement Committee, Danielle Dubrasky

Tom Cunningham, acting for Danielle Dubrasky, distributed the report that noted 21 submissions from 17 faculty. Tom suggested a name change to Scholarly Achievement Committee, because some students were recognized along with faculty. This issue will be addressed next year.

4. Faculty Recruitment and Retention Committee, Lynn White
Lynn White distributed and discussed her committee's report. She discussed the committee's two charges, one for hiring guidelines and another for faculty satisfaction survey. The hiring guidelines may be discussed in the future with the goal of creating an actual policy. The faculty satisfaction survey has been distributed to the faculty, and results will be tabulated over the Summer and presented in the Fall. Earl suggested that the results be tied in with the survey of two years ago and the faculty burnout and stress survey of last year. Jim Cotts asked about the concept of the faculty evaluating the President and Provost, and Earl will follow up.
5. Finance Committee, Scott Lanning
Tom Cunningham, representing Scott Lanning, distributed and discussed the Finance Committee report.
6. Scholarship Committee, Kate Grandison
Kate distributed her report and stated that this year only two applications were received. The committee recommended unanimously giving scholarships to both individuals. In addition, Kate suggested that the scholarship be expanded from half to full scholarships. MOTION by Bill Romey to approve the Scholarship Committee's report, that the two individuals be granted half scholarships, SECOND Lila Schwaner, PASSED unanimously. Because one applicant has a GPA of 4.0, the question was asked whether all students with a GPA of 3.9 or higher receive full tuition scholarships. If this is the case, should the other person be given a full scholarship? Other possibilities were discussed. Kate will discuss her findings with Neil.
7. By-Laws and Constitution Revision Committee, Mike Stathis
Earl distributed Mike Stathis's report. The committee work is not yet completed.
8. Drop Policy Committee, Karen Latham
Karen Latham distributed her committee's report and discussed the history of the policy. Since the President's Council rejected it, the committee is not interested in pursuing the issue. Jim Cotts MOVED that the Faculty Senate draft a strongly worded letter to the President indicating displeasure at their rejection of the Administrative Withdrawal policy, as well as their total disregard of the Faculty Senate Salary Equity Committee report. SECONDED by Ann Barnes, PASSED unanimously.
9. Due Process/Grievance Policy, Rob Behunin
Rob presented his report at the last meeting.
10. LRT Policy Revision Committee, Ben Davidson
Ben Davidson reported for the LRT Policy Revision Committee, which was inadvertently omitted from the agenda. MOTION by Ben Davidson to approve the recommendation from the LRT Policy Revision Committee concerning the

annual and three year review process. SECONDED by Carol Ann Modesitt. Following a short discussion the motion PASSED unanimously. These policy recommendations will be forwarded to the Deans' Council.

Earl again expressed his thanks to the Executive Committee before turning over the gavel to Neil.

C. Introduction of New Faculty Senate President

Earl introduced Neil Gailey, who assumed the President's chair.

D. Installation of new Senators

Neil introduced the new senators: HSS, John Ault; BTC, Joe Baker, Steve Evans, Brian Heuett, and John Walser; ATL, Tom Cunningham; and SCI, Terry Alger and Robert Eves. MOTION by Earl Mulderink that we heartily welcome the new Senators. SECONDED Lila Schwaner, PASSED unanimously. Neil then excused the outgoing Senators who completed their three-year terms.

E. Election of new Faculty Senate Executive Committee

1. Neil entertained nominations for the new Executive Committee. Self-nominations were welcomed, should someone wish to serve. Nominations were first opened for President-elect, who must have at least two years remaining on their term.

Earl Mulderink MOVED that Steve Evans be nominated as President-elect. SECONDED by John Walser. John Walser MOVED that nominations cease. SECONDED by Ben Davidson. PASSED Unanimously.

2. Neil entertained nominations for Secretary. Earl Mulderink MOVED that Brian Heuett be nominated as Secretary. SECONDED by Bonnie Bishop. Ann Barnes MOVED that nominations cease. SECONDED by Ben Davidson. PASSED unanimously.

3. Neil entertained nominations for Treasurer. Bonnie Bishop MOVED that Bonnie Bishop (self-nomination) be nominated as Treasurer. SECONDED by Bill Romey. John Walser MOVED that nominations cease. SECONDED by Ann Barnes. PASSED unanimously.

4. Neil entertained nominations for Parliamentarian. John Walser MOVED that Carol Ann Modesitt continue as Parliamentarian. SECONDED by John Ault. Ann Barnes MOVED nominations cease. SECONDED by Ben Davidson. PASSED unanimously.

Welcome to the SUU Faculty Senate Executive Committee for 2000-2001:

President Neil Gailey
President-elect Steve Evans
Secretary Brian Heuett
Treasurer Bonnie Bishop
Parliamentarian Carol Ann Modesitt

V. Executive Session

None.

VI. Motion for Executive Session

Lila Schwaner MOVED for Executive Session at the next meeting. SECONDED by Ann Barnes, PASSED unanimously.

VII. Adjournment

MOTION to adjourn by Carol Ann Modesitt at 5:02 PM.