

FACULTY SENATE MEETING MINUTES

DRAFT

September 22th, 2022

4:00 - 5:30 PM

Zoom Link [here](#)

Attending: Abigail Larson, Kelly Goonan, Rheana Gardner, Daniel Eves, Brianne Kramer, Dave Berri, Bruce Haslem, Rachel Boulus Grant Shimer, Greg Powell, Maren Hirschi, Gary Wallace, Scott Hansen, Derek Hein, Celesta Lyman, Cody Bremner, Kyle Thompson, Rosalyn Eves, Joel Vallett, Bryan Koenig, Chris Graves, Chris Younkin, Scott Knowles, Christian Bohnenstengel, Mark Aldred, Cody Bremmer

Not Attending:

Proxies:

Guests: Jon Anderson, James Sage, Bill Heyborne, Heather Ogden, Jen McKenzie, Matt Mckenzie,, Heather Jones, Lindsay Roper

1. Call to order (4:02)

2. Recognition of Presenters and Guests (4:02)

- a. Heather Ogden
- b. Jon Anderson, Provost
- c. James Sage, Associate Provost
- d. Bill Heyborne, Associate Provost
- e. [Matt Mckenzie](#)
- f. Jen Mckenzie

3. Approval of [Sept. 8th Minutes](#) (4:03)

(proxies – delete the word “four;” correct missing “n” in Chris Younkin’s name,

-- Motion to approve Daniel Eves and Gary Wallace. Minutes have been approved.

4. Information Items (4:04)

- a. Change in [FS Schedule](#), zoom in December, face to face in January
- b. [Inauguration](#) Line up at 2:30 Upper Quad
- c. Heather Ogden - Dean of Students

Extends willingness to work close with faculty regarding students. We are in our 4th week where we begin to see our students struggle for lots of different reasons. Please email or use the alert system. Working with James Sage and other faculty on the Academic Integrity Policy 6.33. Hope to be complete next summer by fall. The current policy is still in effect. Behavior issues or concerns in classes please reach out for support to resolve those issues.

- d. Matt McKenzie - AR/VR Lab and [New faculty learning community](#)

SUU did receive the Augmented and Virtual Reality grant we will be purchasing a lot of equipment that faculty will be able to use. We will be setting up cohorts to begin training. If you are thinking of purchasing for your department, please know we have a grant for these things. Let us know if you'd like to be a part of the training cohort going forward.

Please also encourage new faculty to attend our meetings. Next meeting will be Oct 5th (will be holding meetings every three weeks). Topics will be what happens when you hit the early intervention button and the process that happens thereafter, also testing and tutoring center and the things you may need to know before midterms – for all the sessions they will be covering they are taking the approach of “just in time” type of training.

Gary Wallace: Can we schedule in the VR lab for training?

Matt: We can make those arrangements for you.

Maren: Trainings for new faculty only – are they only sent to new faculty.

Matt: These are new faculty focused but if there are topics you want to see we can set up another event that will be opened up to everyone. We can email out these sessions for everyone to see. See link above for fall semester

e. Jen McKenzie CTI Faculty Fellow

Even though we had people sign up, once they are scheduled we want to offer them up to the campus community at large again. We will add them to the agenda. We are trying to really work on building connections and create a culture where people feel a part of the university. In our first session, we only had five new faculty come. Please encourage new faculty to come to these sessions

Rachel – Could list the PLCs on the website?

Jen: Yes, once they are all scheduled.

5. Action items (4:19)

a. Faculty Senate Committee Vacancies

i. [Distinguished Scholarly/Creative Award Committee \(replacing Lynn White\)](#)

Christian Bohnenstengel

ii. [Distinguished Faculty Service Award Committee \(replacing Paula Mitchell\)](#)

Derek Hein

b. Vote to accept [Faculty Salary Equity and Workload Committee Charge](#) (wait until Lindsey Roper can join us at 4:45)

i. [Call for nominations](#)

Rachel: Department supports. How is membership formed? It is not as common for senate committees to get a course release. Would like to discuss this more.

Lindsay: To address transparency and equal representation – (1) depending on how the college/department place their senators, some colleges vote and some have the dean select who will serve. We want anyone who applies to be apart of the committee. (2) We're looking for a specific set of skills they may not be best represented by those on faculty senate so we want to open this invitation up more widely.

The course release is essential because of the time/work required to pull and analyze data.

Gary: How many hours a week approximately would be required?

Lindsay: Periods of business would be about start of school to 1st of November (current budget deadline) Other busy period will be in March when we get the actual budget information from the state. Beyond this, one meeting a month for an hour to discuss our work together. Everything else like collecting data and having conversations with people will take place when the committee members can fit them in.

Motion made for committee charge: Wallace; 2nd motion made by Berri.

Approved: unanimously approved

- c. Vote to accept and propose [Compensation Recommendations](#) to administrators
Please disperse the call to participate to your department. Please note the dates
October 13th have names (1st and 2nd choice) for their college. October 27th Vote.

Senators from each college will decide collectively who their 1 and 2nd choices are.

Greg: Shared with business dean and department chairs. COLA funds as a flat rate has presented some concerns. Percentage vs. flat rate is this acceptable legally? Not sure this addresses the main issue to get everyone to the CUPA mid-point.

Lindsay: Spoke with Mary Jo in Budget the legislature gives us the COLA equivalent and the university decides how it is distributed. The amount that goes to staff or faculty and then we decide. At this time there isn't anything to prohibit us from doing a flat across the board rate distribution.

When the state awarded us the 5% we looked at the equity gap and when we compared the data it showed that the difference in range penetration got worse across departments. I took everyone's salary this year and then found out what 5% was and then divided for the amount of people just to see what the amount would be per person. That came out to 1.1 million. That flat rate would have been about \$3500 dollars per person. Then she compared who would get about the same amount or more and who would get less if we paid everyone the \$3500 instead of the 5%. 64% of faculty would have gotten the same amount or more if we would have distributed as \$3500 instead of 5%. What we saw was that the people that

ended up getting more money were the people at higher salaries (further along in their range or paid more). This is why we are proposing the flat rate to evaluate every year.

Bruce: The data shows that almost everyone in the School of Business is above CUPA compared to other schools where as much as 60% of the faculty is below CUPA. If this is an inflation adjustment it doesn't make sense to make our decision based on a percentage bases because it adds to the dispersion between the high and the low salaries on campus.

Bryan Koenig: Folks that are further along and are getting paid more will get more – the COLA increased flat rate goes against the offsetting of the compression issue.

Lindsay: Traditionally we have taken the COLA equivalent by the state – they gave us 5% but inflation was 7-9% so we already weren't keeping up with inflation. But we could take money out of that and everyone gets 4% and we do 1% for equity which makes everything worse by double discounting our selves under inflation. This COLA equivalent we are not going to use that for equity anymore, it's just making things worse. So, we're asking for \$200,00 dollars on a recurring basis, not to bring people up from the bottom but to address compression issues.

Joel: use *amount* instead of rate for the 5%. A flat amount.

Celesta Lyman: Where is that \$200,000 coming from in the budget annually? Would administrators consider increasing tuition to cover this? There's some pride in our low tuition but faculty suffer.

Berri: Our budget is a 120 million from E&G -- half from state and half from tuition. Don't worry about where the money comes from – we have enough money, nothing will be sacrificed elsewhere.

Lindsay: We don't want to continue being reactionary on these issues -- we are working toward having an annual budgeted item that is on the list every year.

Motion is for an approval for the recommendations—

Motion: Celesta Lyman, 2nd David Berri

Motion unanimously passed.

Lindsay: We need to have our recommendations finalized and turned in by November 1st. Now that we've had our discussions with President Benson and Provost Anderson sharing with them our input and learning more about the budget process as a whole, I will be working on small changes to language for clarity. We will stand with this proposal, unless something happens. If that's the case we will come back to faculty senate to resolve any major issues.

6. Discussion Items (4:21)

a. Retention 2.0 - Jon Anderson and [Jared Tippets](#)

Jon: Jared and I have been talking about the effort his team have been putting in over the last 7-8 years to increase retention rates. What's the next step? This item is the beginning of the longer conversation inviting anyone to the table to participate.

Jared: Thanks to all of you from the Division of Student Affairs to help our students stay in school and accomplish their goals and dreams. We have been having conversations about the new strategic plan to strive as an institution to help students. We have increased retention rates and completion rates. Both metrics have increased 10% points in the last 7 years. We have been successful because of the good people here who work hard and care about students and their success. For the next 10 years, as we want to continue improving, we've asked ourselves: what is at the core behind the motivation to stay and what is it that causes them to walk away? What can we offer to them to stay? This new generation of students and the ones to follow will all have new motivations. I have ideas but I'm not sure they're the right ones – I know there are many people on campus with experiences and ideas that can join a cross-disciplinary discussion about this approach/initiative to helping our students. We have continued pressure placed on us by the legislature and their new models that will require us to do and be a little better and it will take an institution wide solution and commitment.

Email Jon, Jared or Abigail with your ideas.

b. Changes to the Faculty Senate Bylaws: Vote on changes at October 13th meeting. Per Article 7 "Amendments" voting to change by-laws is allowed provided they have been presented at a previous meeting. [Faculty Senate By-Laws articles | SUU](#). Proposed changes [Google Doc](#)

- i. Article 1, Past-President, Definition, Duties, Possible 3-credit course release or a stipend for one semester.

Rheana: If we vote to change this, she would like this to start with Abigail Larson year as past president.

We can vote at the next meeting.

- ii. Article 4, Section 2, Update the names of Standing Committees

iii. Article 2 Elections: Sections 1 and 5:

- i. Should 1) Department Chairs and/or 2) Associate Chairs be eligible to serve as Senators or as Faculty Senate President? Current language in the bylaws does not indicate one way or another.

Greg: Maybe not in there because it's a non-issue

Roselyn: Perhaps language could be included that department chairs cannot become senate president. It could be a conflict of interest and misuse of power.

Scott Knowles: Department Chairs do not have a lot of time for all the work and they are already involved in lines of communications with upper administration where they are getting information at a bunch of different places. A better policy to have multiple voices involved in faculty governance and put it in policy for the availability to make good practices happen.

c. Adjunct representative for the faculty senate?

Probably cannot be a voting member per our bylaws: "ARTICLE 2. Elections; Section 1: One representative from each academic department will serve on the Faculty Senate. To be eligible for election to the Faculty Senate, individuals must be full-time faculty as defined in the Faculty Senate Constitution."

Younkin: Adjuncts come from all departments and it may be difficult for them to communicate with other adjuncts for input. Our meetings are open to all who want to attend so if they have a strong interest they can come to voice their opinion.

Rosalyn: Mixed feelings as she was an adjunct and not sure she would have had the time or interest to invest. The senate is often focused on the full-time faculty issue and not sure if any of what we discuss will be of interest to them.

Rheana: The CTI has an adjunct representative on their advisory Board that might be an option for a contact.

d. Information regarding office hours policy and class scheduling -[Office Hour Policy](#)
Is there a requirement to have set office hours?

Kelly Goonan: We discussed this in 2018 – the conversation was should we update the policy to explicitly state whether we have online or in-office hours. Online or face to face are an option, senators encouraged to consult with department chair. We should make policy concise, not longer. Post publicly the minimum of 5 office hours per week. Some use shared online calendar like Calendly to schedule appointments with students.

e. Program Director Policies and Compensation Guidelines -Disparities between and within departments and colleges. Do any of the Colleges or Departments have guiding policies? Should this be addressed in formal policy?

f. Other new items to discuss?

7. Standing committee updates (5:24)

- a. Academic Affairs (Rheana Gardner)
 - Met and we have a working group to go over the Academic Integrity, policy 6.33. We met with Maureen and went over her concerns from the legal office. We have a working group that will take a look at 6.1, Promotion and Tenure. We met with Kyle Bishop where they are piloting variations on the P&T process. We hope to have something at the end of this semester.
- b. Faculty Salary and Workload Committee (David Berri)
- c. Faculty Review Board (Dan Eves)
- d. Faculty Awards Committees
 - i. Distinguished Faculty Lecturer/Grace A Tanner Committee (Chris Graves)
 - ii. Inclusion Diversity Awards (Rheana Gardner)
 - iii. Outstanding & Distinguished Educator Award (Bryan Koenig)
 - iv. Distinguished & Scholarly Award Committee
 - v. Distinguished Faculty Service Award
 - vi. Distinguished Faculty Global Engagement Award (Kurt Harris)
- e. General Education Committee (Roselyn Eves)
 - Looking to pilot new feedback procedures – outside of using the ELOs and the Info 1010 and math classes.
- f. University Equity and Inclusion Committee (Bri Kramer)
 - Finalizing plans for the Summit at the end of October.
- g. Parking Policy Committee Update (Daniel Eves)
 - Met 9/22 and approved 46 out of 54 appeals.
- h. AFT Report (Daniel Swanson)
- i. Student Association Liaison (Joel Vallet)
 - Student Association meets on Thursday nights from 6-7pm – invitation to join their student senate meetings and witness their care and service for each other and the student body.
- j. Staff Association Liaison (Daniel Eves)
- k. Treasurer’s Report (Daniel Eves)
- l. Past President’s Report - (Rheana Gardner)
- m. President Elect’s Report - (Kelly Goonan)
- n. President’s Report – (Abigail Larson) President’s Council & Dean’s Council

8. Call for Executive Session (5:29)

9. Adjourn (5:30pm) Motion to adjourn. 2nd. Approved.