

FACULTY SENATE MEETING MINUTES

September 8th, 2022

4:00 - 5:30 PM

Whiting Room, Hunter Conference Center 211 (face-to-face)

Zoom Link [here](#) but audio/visuals will not be optimal.

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

Not Attending: Amanda Roundy, Mark Aldred

Proxies: Kholoud Al-Qubbaj for Michelle Orihel, Rosa Perez for Elise Leahy

Guests: Mindy Benson, Ryan Paul, Jen McKenzie, Jessica Kinsey, McKay Pollmann, John Lisonbee, Matt McKenzie, Jon Anderson, James Sage, Bill Heyborne, Heather Jones

Call to order:(4:07)

Approval of the minutes: [April Meeting Minutes](#) (4:12)

Daniel Eves and Gary Wallace motioned. Approved unanimously.

Informational items:

[Mindy Benson](#) - President of SUU (4:07)

Introduced herself and welcomed faculty back to campus.

[Ryan Paul](#) - APEX Director (4:13)

New director for APEX, Ryan Paul. There will be fewer events this year. The radio hour will continue with more segments and will try to speak to broader topics. There will be 7 APEX events – next Thursday will kick off the events this semester. Now booking for spring semester and welcome suggestions for speakers.

[Jen McKenzie](#) – Faculty Development Working Group Chair and Faculty Fellow and CTI

731 people attended the sessions in August, which was the highest attendance. There will be more sessions that will be based on what faculty expressed were needed. There will also be a session on academic scholarship and grant writing. Professional development is also happening at department levels and we can assist with that. We would like to have/support interdisciplinary groups.

[Jessica Kinsey](#) – SUMA updates

Faculty open house each semester – Thursday, October 13th 6-8pm to meet SUMA staff and see how the collections can be a resource for you. There will be a new fall exhibition looking at art and technology, so make sure to visit soon. There are free membership programs for students, for every three punches (attendance students will get a gift. There are free events to engage students more throughout the year in SUMA.

McKay Pollmann - Mental Health Website: <https://www.suu.edu/mentalhealth>

President of SUUSA this year. Thanks for reaching out about mental health literature. He reviewed the resources available for students.

John Lisonbee - Staff Association President-elect

Staff Association would like to work on mutually beneficial proposals for faculty and staff. Our efforts this semester is to provide collaborative spaces with staff. We are looking at having a podcast, more discussion and information to follow for both faculty and staff. There will also be a book club.

Matt McKenzie

Kaltura will remove videos after 2 years but keeps source material. After 5 years the source video will be deleted.

Other Informational Items:

Big Red Folder Training: Mental Health Resource Trainings. Several mental health trainings will be held this semester for all faculty and staff. Each training will cover the Big Red Folder and new mental health resources website and how to use both to support students.

Upcoming Virtual Trainings (RSVP to jaycihacker@suu.edu)

Monday, September 12 at 11 a.m.

Wednesday, September 14 at 12 p.m.

Thursday, September 15 at 4 p.m.

SUU Police Update: Please be aware of the newly added bike lanes around campus and use caution when you travel near these areas. Individuals using angled parking on 300 West need to make sure their vehicles do not cross over the white line. Larger vehicles should look for alternative places to park to not impede the flow of traffic. SUU Police will be issuing warnings for the first few weeks of the semester.

Action items

None

Discussion Items (4:26)

1. Lindsey Roper – Compensation Committee [Charge](#) and [Report](#). Future [Recommendations](#)

A year and a half ago the committee started looking at compensation equity and getting these items together for you. We wanted to work on a couple of goals – the first being transparency and the second to have trust in the committee to look into these issues. Most of us don't understand how salary is calculated. The Statement of Salary bar measures where you fall on comparative salary. The mid number comes from CUPA data where we get a median amount for a particular field/faculty member and their track&rank. The number that we get is based on a CIP code, which is akin to a Dewey Decimal System for a faculty position. You can visit the National Center for Educational Statistics (www.nces.ed.gov). Depending on your department you will have one or more CIP codes. Historically along with your CUPA median there will be a 15% standard deviation. Some of these things are open to change as we analyze data. Please help to distribute the reports that Lindsey Roper will publish three times a year. Last year we looked at the CUPA numbers to see whether they were appropriate for us. Originally, there were outside consulting companies (e.g. Gallagher) who would guide us on the schools we were most similar to and therefore compare ourselves to. There was not a lot of data to gather based on the methods of Gallagher and making these decisions weren't stable because the numbers were so low. We are using numbers straight from the CUPA report. We based this on how the equity money was dispersed by looking at the mid and bringing salaries that were far below up to greater penetration.

So now that last year was adjusted (5%) how far are we now behind in salaries? We need to decide a way to award compensation – for years of experience in position and credentials you had when you came to SUU. We are looking again at the new data and how many faculty are below 50% and how much it will take to bring them up to 50% (average). This number is from July 1 – to bring every faculty member up to 50% would be \$602,000 and if we calculate benefits it brings us up to \$735,000. We are working with HR to best figure out how to work with the data. The \$\$ will change a bit but it's a ballpark. The 3rd document is a budget Request Recommendation that the committee put together. We would like salary increase to become a distinct pay from our budget every year. We would like you to share this request, get feedback and we will vote in the next meeting. We are asking for a one-time ongoing fund request of \$800,000 that will bring everyone up to the mid-point. The legislature may change funding so we have asked that this money be provided in at least a range of two years. Second request is to have yearly money budgeted for faculty salary funds of about \$200,00 to be included annually. Third across campus certain departments are paid extremely high and some are at the bottom. If the cost of living rate is applied, the ones making more will receive more. We are asking for a flat rate for COLA funds. We will evaluate this yearly. These are the 3 things we are asking you to vote on.

Wallace: How do we get new people to come here – how do we offer more to get them to work for SUU. How do we compete?

Cost of living in Cedar City is the same inflation as across the United States.

Kevin Price will be conducting a campus wide conversation about the things we can work on, e.g. health insurance, medical leave policies and salary.

What we need your help with is the new committee charter will consist of every college and the library (HSS will have 2), these members will not need to be a current faculty senate member. We seek help from individuals who are interested in this sort of thing. Also, we need people who want to write policy, we also need people who can have conversations. We want to make sure that this committee is as representative of us as possible – all faculty ranks. As the new charter is laid out, please consider who in your departments would be good for this committee. You will submit the names and the executive faculty senate committee will choose the best representation from these names.

We would like to create a salary model that will do the following – when you move through the ranks there will be distinct changes in the pay categories due to this promotion. What we want to do with the ranges is move you along them with some factors – consider how long you have been in your current rank and determine the next promotion.

Overlap issues – on the ranges there are issues on the CUPA data and they need to be adjusted.

All other discussion items were tabled for the next Faculty Senate meeting.

Standing committee updates (5:24)

- a. Academic Affairs (Rheana Gardner)
 - b. Faculty Salary and Workload Committee (David Berri)
 - c. Faculty Review Board (Dan Eves)
- Have not met yet – but met with Staff Assoc.
- 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 (Vacancy - need to fill)
 - v. Distinguished Faculty Service Award (Vacancy - need to fill)
 - e. General Education Committee (Rosalyn Eves)

f. University Equity and Inclusion Committee (Bri Kramer)

Working planning the summit for this semester -with many great sessions.

g. Parking Policy Committee Update (Daniel Eves)

h. AFT Report (Daniel Swanson)

i. Student Association Liaison (Joel Vallett)

Meeting weekly.

j. Staff Association Liaison (Daniel Eves)

k. Treasurer's Report

l. Past President's Report -

m. President Elect's Report -

n. President's Report –

Call for Executive Session? Motion for Executive session was in favor.

Meeting Adjournment (5:27)