

Faculty Senate Minutes

October 27, 2011

4:00 pm in Hunter Conference Center Whiting Room 211

Senators in Attendance: Steve Barney, Robin Boneck, David Berri, Emmett Steed, Steven Irving, Tony Pelligrini, Nichole Wangsgard, Lee Montgomery, Derek Hein, Nathan Barker, Bruce Howard, Artis Grady, Helen Boswell, Randle Hart, Rachel Kirk, John Howell, Michael Ostrowsky, Kyle Bishop, David Shwalb, Jeremias Paul, Andy Marvick, Christine Frezza.

Guests: Brad Cook, Phil Roch, Ginny Romney.

- 1) Call to Order - 4:02 Announcement that there are lots of policies coming our way, including 6.1 which may be ready for the next meeting, and may take the whole time. Three individuals want to speak today. Thanks to Steve Barney for subbing for Alan last time.
- 2) Approval of Minutes - Motion to approve: Emmett Steed. 2nd Randle Hart. A unanimous yes vote.
- 3) President's Report - Timeline: 2012-2-13 dates are there, look out for changes to report for the catalog. Policies and Procedures list. Associate Provost is trying to clean up policies and we will revisit them to make sure they are current and necessary. New policies will have a date and the name of who is responsible. It is a good idea to have a sunset policy so that all policies will be looked at every 3-5 years.

i. Wayne Roberts (reported by Alan) - our fall holiday was not at the same time as the school district's. "The Faculty Senate Strongly urges that those SUU employees responsible for setting the academic calendar coordinate/synchronize holidays and breaks with the Iron County School District." The Provost explained that it is more complex than one might guess. The Calendar Committee did debate this issue. Motion by Alan Hamlin to propose the (wording) by Wayne Roberts. Seconded by David Berri. John Howell - our calendar is not synchronized with University of Utah's; do we want to synchronize with Iron County? Alan Hamlin pointed out that this is a sensitive issue for those who have kids in the Iron County schools. Vote unanimous in favor of supporting the statement put forth by Wayne Roberts. The resolution should go to the Provost, whose office will support it. He will copy the Associate Provost and it will go to committee.

ii. There has been a question, emailed by Richard, about the charging money for using the University's facilities - will it affect programs? Alan Hamlin says this may be a question for Donna Eddleman. Emmett Steed said that if the HCC is used for a university meeting, it's free. Christine F. said there were two parts (theater and dance) - there is a high school Shakespeare event. Now there is a

charge of \$100 per room per day in the Sharwan Smith Center and \$3 per head if [non-SUU] students come on campus, to be paid to Events Services, by the department. Artis Grady stated that Agriculture brings about 500 kids on campus for recruiting purposes. One issue that has already decided to go North. A suggestion is made to bring the parties responsible for these charges to address the Senate, to see if there is a more equitable way to handle this. David Berri, Nathan Barker, Robin Boneck said that Donna Eddleman addressed this last year. David Berri said we were overridden. Brad Cook states that it is still worth talking about; although Events Services has to make money, we have to find middle ground. - we need to determine what events we will simply fund because of good will, etc. The policy should be looked at to decide which events to fund in any given year. John Howell introduces a resolution to ask for a reconsideration of the policy of charging for events on campus. Seconded by Michael Ostrowsky. Unanimous yes vote.

iii. Julie (Simon) has a draft of abstract following the results of the HERI survey. She will move forward and report progress to us.

iv. Joan (now in charge of Grants) & Shalini Kesar - some faculty members are applying for an NSF grant. This came about as a result of the HERI survey. The grant will require us to collect and analyze data about women faculty in Science, Math, Social Sciences, and Humanities - getting half from Grants office, including from Kyle and Center for Excellence... and Provost's office. If we get the grant, we will be able to collect and analyze data and provide information about changes that can be made to recruit and retain female faculty members. Alan will draft a letter of support from the Senate. Motion to do so: Robin Boneck. 2nd Emmett: all voted in favor.

- 4) Vice President's Report - (Accreditation Review, petitions for funding, new business building) -
 - i. Accreditation - Northwest has changed; the accreditation cycle has been cut in half. Now instead of having five more years for accreditation, we have three years. In the next year or two a new team will move forward with accreditation.
 - ii. The square footage in different state institutions - SUU is 2nd to last when you count the FTE students. UVU is last. Strengthen efforts to put in for new business building. Soliciting funds from donors and moving ahead.
- 5) Provost Brad Cook - Emmett Steed asks (about the number of students currently). We are down about 3% (about 150 students). Most of the students we lost were graduate students in

Masters of Education, Clark County. We will have 2.5% steady growth over 10 years. We have the opportunity to serve more students, get our quality foundation in place before next year. Retention continues to climb. Statewide, the big gainers have been down. There is a suppression of demand. Our admissions standards are elevated. Alan Hamlin stated that a major factor is that people who didn't pay by the new date were shut out, while other institutions didn't do that. The Provost stated that enrollment numbers were reported after the third week. But universities don't purge for non-payment until after the numbers are reported. This means that 300 students haven't paid but are occupying a seat, and others waiting. We purged before. If we had waited, instead of being down 2.5%, we would have been up 1.5%. This is the first time we've used this approach. Next year we will have a fairer comparison because we will be counting the same way. The State of the House is healthy. In Nursing, 100% of students pass the exam. Alan Hamlin said that, in Las Vegas, over 200 students approached the Business desk to talk about coming to SUU. Tony Pelligrini stated that students have complained about late fees on tuition; in the past they have had more time. Is this right? Brad Cook said that Admissions may have moved up the date.

- 6) Cabell's at Library-Phil Roch (Ranking of Journals) - This resource about scholarly publishing opportunities is now available electronically through the Library website. Go to Research, to Journals and Articles, then to Find Articles. Click on A-C, choose Cabell's Directories of Publishing Opportunities. When you get there, the highlighted things are what we have available. Computer Science and Allied Health will be coming in a couple of weeks. You choose an area, click on the button, and then it takes you to a page where you can search by topic, journal name, etc. You can see acceptance rate, impact factor, search by publisher, etc. See instructions below. If you click on Review, you get a pdf of information about the journal. Bruce asked whether we will be able to get journals in natural sciences. Phil will check. Steve Barney asked if the link can be unburied. It will be.
 - a) Step by Step Instructions:
 - i) Go to the SUU library page.
 - ii) Go to Research, and choose Journals & Articles.
 - iii) Go to the bottom left of the page, where it says Article database finder, and click on A-C
 - iv) Then find Cabell's Directories of Publishing Opportunities.
 - v) Click on it.
 - vi) Click on what you want (for me, it's Educational Curriculum and Methods).
 - vii) Then you'll get a pull-down list. Choose a topic and then
 - viii) click on Access... at the bottom of the page.
- 7) Committee reports – Joe reported on Salary Equity Committee. The Committee began with a focus group and study. The first committee came up with salary benchmarking (how we gauge what fair salaries are), merit pay, equity adjustment, mission-based criteria, overload and summer. Joe in charge of following year, when they dealt with merit pay and benchmarking. Merit pay was recommended merit, to be awarded according to FAARS and with department and colleges a lot of leeway. Benchmarking subcommittee - employees should be making 90% of CUPA. Looked at... 1-How do national data compare for a year of experience? 2-How much of a bump for change in rank? Results: Our 2-3% is alot higher

than national data showed. Estimates-less than 1% bump per year. Because of salary compression (pay market rates for new professors, later on they make less because the market has changed). Rank data was ambiguous. Looking across institutions, difficult to compare, bottom line: stick with equity model. The committee has been dormant in recent months. If he ranks things to look at. Recommend looking at overload and summer pay.

- i) Alan Hamlin expressed appreciation for all of the committee's efforts. They had a great effect on many committees across campus.
 - ii) Steve Barney reported that the Faculty Evaluation and Assessment Committee will be looking at merit pay structure and how that is done soon.
 - iii) Alan Hamlin said that at the last Dean's Council it was decided that Chairs will no longer have to report on every committee member.
- 8) Policy 6.8 Development and revision of undergraduate curriculum (revised) - Motion to approve: Michael Ostrowsky. 2nd Robin Boneck. Discussion - none. Vote: unanimously approved.
- 9) 6.8.1 Undergraduate Curriculum (revised) - Robin motioned to approve. Helen Boswell seconded the motion.

Recommendations.

- i) Steve suggests that the library have a voting member. - #3 - scratch ex-officio. Randle Hart stated that point #8 should be folded into #2. Wording: *one elected faculty representative who serves for three years and is tenured or tenure-track with a strong preference for tenure*. Alan Hamlin said that colleges will soon be able to decline membership to committees that they don't need. As amended, the motion (by Randal) was unanimously approved.
- 10) 6.8.2 Undergraduate and graduate curriculum development and revision (revised) - 4:57 - procedure used to revise curriculum... Motion to approve: Michael Ostrowsky. 2nd Emmett Steed. Vote: unanimously approved.
- 11) 6.8.3 Curriculum development and revision (deletion) 4:58 - Motion to approve: David Berri. Jim McCoy seconded the motion, which was unanimously approved.
- 12) Policy 6.41-Academic Program Review - 4:58 - Motion to approve: M. Ostrowsky. 2nd: Christine. Discussion: Steve Barney asked about the rationale. Alan Hamlin stated that it was an old policy unclear, verbose, dated, and that it was last approved eight years ago. There is a need for annual assessment. Steve Barney asked whether this brings us in line with Regents policies. It does. Unanimous vote yes.

- 13) Policy 6.15-Sabbatical leave revised - Revisions based on Dean's council and Mike Carter. Alan Hamlin stated that there was much debate in committee about item 9c and it experienced major changes. Now time spent at SUU post-sabbatical needs to be at least equal to the time on sabbatical. Motion to approve: Michael Ostrowsky, seconded by John Howell. Discussion. Robin Boneck reported a complaint from one professor who didn't like many details of the policy and thinks they should decrease the professor's salary just by what they pay the adjunct who fills his/her place. Steve Barney - p. 12. Paragraph C... Unpaid leave after a sabbatical? Answer: lumping together. Clarification. Alan-pay you got while on leave (sabbatical, medical, etc.) including pay and benefits. David Berri - point from Robin's constituent says Sabbatical is a reward for past performance. Randle Hart - is this consistent with labor law? Alan: Yes. Emmett - most businesses have policies like this. Christine speaks to support the policy. FEMLA and emergency are referenced, so it doesn't include maternity leave. The policy is comprehensive and deals with taking time off for academic reasons. Vote: unanimously approved.
- 14) 6.28 Faculty Professional Responsibility - This policies tries to show how faculty are being assessed and what their duties and responsibilities are to students, to peers, to university. Motion to approve: Michael Ostrowsky, Seconded by Robin Boneck. Discussion - If you break the law, anything that adversely affects the university, you could be subject to due process. Emmett Steed asked whether it is too general. Robin Boneck stated if you try to be specific, you may overlook things. Alan said the intent is to protect the university and the faculty member. Nathan Barker stated one colleague said "it seems the only responsibility faculty have to their colleagues are based on scholarship." Alan stated A is more in classroom and research. C faculty will not exploit their position for personal gain. Robin Boneck 6c is about general responsibilities. Alan stated they are trying to encourage collegial work together on research. Nathan replied colleague thought it was just based on research (not collegiality, etc.). Michael O- So you said this is driven by legislators? Alan answered they want us to encourage certain types assessments and types of output. Michael O asked do legislators have this responsibility? Alan said yes, to voters. Alan - Rush Limbaugh was railing on college professors. Yes, there is pressure by legislature. Steve Barney stated p. 4 opens the door to eliminate action by the Chair. If you're not tenured. Artis Grady noted the same thing on 5.5. Alan Hamlin explained was not meant to empower deans or circumvent Chairs. Alan stated sometimes department chairs do not act. When action needs to be taken it might be by dean. Andy M stated that the way it is worded, we do not have any rights. Reword - "*Recommendations made by the department chair to the Dean; or by the Dean in consultation with the appropriate Dept. Chair*". Other problems: Randle Hart noted that the wording in section 6a is awkward. There are lots of communities. What community? Reword: Scratch "*In the community.*" The word "recognize" doesn't say you have to care about it or require you to act. Change to "fulfill the responsibility of upholding the University's responsibility." Mike Carter wants to break it up to students, colleagues, and institutions. Alan stated the teeth are in the disciplinary actions and that it is our responsibility to recognize and understand. Randle stated it is our responsibility to uphold the reputation. Alan stated no recognize that there is a link between your behavior and the institutions reputation. Lee said given the nature of community perceptions the professor my act legal but reflect negative on the institution. The more vague the better but still drop "in

the community." Artis Grady pointed out that it seems odd that the Dean initiates and reviews his/her own work. If one person initiates it, someone else should review it. Suggestion: "Chair or Dean in consultation with the Dept. Chair... then the Dean moves forward." Robin said the "initiated by" column needs to change. Artis said there needs to be check and balance. In review... Alan stated change in working in #2 to say "*Dean in consultation with the department chair.*" Make the table match the wording on line 6 and 7 "*Dean in consultation with the Chair.*" Bottom in table in lines 6 & 7 - *add asterisk* reflecting change. Add asterisk that, if initiated by the Dean, the review is by the *Provost*. Rachel stated initiated by the dean and reviewed by the provost. Bruce pointed out that, since #5 was eliminated, #6 & 7 are now #5 and 6. Vote: unanimously approved.

15) Policy 6.13 - The policy was reviewed. Motion to approve: Michael Ostrowsky. 2nd: Steve - Discussion - Emmett Steed - how many times can a student take a course? Repeatable up to 12 credit hours. Alan Hamlin said students are able to repeat a class just three times. Once in graduate school. All vote in favor.

16) Other Business? Jerry. Alan Hamlin noted again that next time: we expect to review Policy 6.1. Start next semester with a clean slate.

17) Motion for Executive Session: Lee Montgomery.

18) Motion to Adjourn 5:45.