

Faculty Senate Minutes
September 27, 2012
(Approved November 29, 2012)

Senators in Attendance: Steve Barney, Julie Taylor, Janet Seegmiller, Sarah Duffin, Lee Montgomery, Wayne Roberts, Emmett Steed, Jeff Barnes, Griffon Edwards, Richard Cozzens, Artis Grady, Helen Boswell, Connie Nyman, Kim Weaver, Des Penny, Selwyn Layton, Nichole Wangsgard, Mark DeBeliso, Randle Hart, Rachel Kirk, Kyle bishop, Shobha Gurung, David Shwalb, Michelle Oriel, Randall Allen, Jeremias Paul, Andy Marvick, Christine Frezza, Steve Irving, Keith Bradshaw (proxy for Lynn Vartan). Jim McCoy excused.

Guests: Brad Cook, Renee Ballinger, Shalini Kesar, and Megan Ralphs

1. Call to order: 4:02 pm
2. Senate President Steve Barney opened meeting and indicated that some of the guests will be speaking out of their place on the agenda.
3. Renee Ballenger presented information on the T-Fit opportunities, including additional appointments for health screenings tomorrow. T-Fit incentives will be available in October. T-Fit supplied healthy snacks for Senate.
4. Approval of Minutes from April 26, 2012, meeting. Two misspellings will be corrected. Motion by David Shwalb to accept with these changes, seconded by _____ and approved unanimously.
5. Old business:
 - a. Shalini Kesar reported on two NSF grants of interest to the Faculty Senate: First, the NSF grant where she is a member of the committee was funded starting 2013. SUU will partner with other universities in Utah to facilitate a southern Utah middle and high school computer science teacher workshop. The second NSF grant was linked with understanding the gender imbalance of faculty on SUU campus. This grant was declined, mainly due to lack of data. Keeping that in mind, the Committee (which includes faculty who are part of the NSF STEM committee), along with the support of Women in Leadership Committee are collecting data to resubmit the grant. A survey has been designed and a template for collecting data for an annual report related to gender issues. This survey and annual report template has been approved by the Deans' Council and the Provost Office and will be launched soon.

In addition, she reported on progress related to women in leadership initiatives. "I am also the SUU STEM representative for the Women, Utah and STEM recently initiated in Utah. I am also a member of National Center for Women in Information Technology (NCWIT), who have created a committee that includes SUU and other universities in Utah to host an Aspiration Award for young girls in the computing area. As a committee member, I will liaison with

schools in southern Utah to encourage the teachers to nominate young girls in schools and universities.

6. New Business (out of order on agenda):

a. Internship policy. Megan Ralphs discussed some details on the internship policy which is being rewritten. Independent Study has been eliminated from the policy. This is an effort to help small businesses in the area. If academic credit is given for an internship, there must be additional academic rigor and tracking of the internship with clear expectations. There were questions about whether internships should be free labor and if individual departments can have their own policies which prohibit or allow unpaid internships. Megan reported they are not precluded from having these policies. Discussion on the new policy was continued to the October meeting.

7. Provost Cook's Report:

a. Third week numbers are in; headcount is up 5%. We already know that the academic profile for freshmen is up. Graduation rate last year went up full 5 points. These are good signs.

b. International student enrollments are at 2.5-3% which is the lowest international student enrollment in the state. Average at other institutions is 6-7%. On campus, we have 300 enrolled in the ESL program. They are not part of our international student count. Some of them may matriculate, but most will not. We are trying to diversify. We want to add students from Brazil and China. There are about 30 enrolled now from China.

c. Enrollment growth is mainly from our feeder counties, Sevier, Beaver, Iron, Garfield, Wayne, and Washington.

d. Degrees and minors: Anthropology major is going to the Board of Regents for approval next fall along with a proposed ethnic studies minor.

f. Budget: Need more faculty lines and continue to address work load by hiring additional faculty, especially in bottleneck courses. Equity and merit will continue to be priority. They continue to work with student leadership on a split strategy for both equity and merit pay.

g. Accreditation: Goal is to keep those colleges or departments accredited that are now accredited.

h. Report on the economic impact of the institution was given to Chamber of Commerce. "The university IS the local economy." Of \$109 million, 75% is paid in salaries. Despite the fallout from the economic downturn, budgets and salaries continue to rise. We've added 56 new positions. USF adds \$35 million in revenue to the city. A vibrant city is good for us.

Questions/comments:

Sarah Duffin: We lost four class days this semester, can we get them back? Provost response: We are well within range of required days for accreditation.

Christine Frezza: Congratulations for SANS (Student Assessment Notification System).

Response: Over 1000 notices already sent through SANS. This fixes problems early on when student have early assessments.

Connie Nyman: Of the 300 ESL students, will they come into our programs? Response: Some only enroll to reach a certain level and will not be prepared for college work at our university level. Maybe 10-15% will matriculate at SUU because of the level of our admission requirements.

Andy Marvick: I thought I had some ESL in my classes? Response: ESL student can only enroll at 900 levels. Of the students from Saudi Arabia, 120 are matriculants in SUU and 150 are ESL students. The next largest group is from Korea, then Norwegians, Chinese, France, and Morocco.

8. Vice President report: Julie Taylor

a. Trustees are meeting tomorrow, so nothing to report there.

b. From the Utah Council of Academic Leaders meeting, there are four points:

(1) **Tenure.** There was a move in the last legislature to abolish tenure. The council discussed coming up with a “common statement of what tenure means” so we have a common voice to explain to public what tenure is. This would not be for mass distribution, but to show that tenure is significant to Utah’s faculty. It protects academic freedom and allows for faculty to try new methods and take risks.

(2) **Post-Tenure Review.**

Jeff Barnes commented that we have to stress our post tenure review process. Julie would like to understand better what SUU’s process is. Lack of tenure would inhibit hiring new faculty.

Comments made on Policy 6.1. We do five-year formal review.

Provost Cook commented that we have a unique post-tenure review with greater incentives with base salary adjustment; incentives or rewards for SUU faculty. There will be more discussion on this.

(3) **Auxiliary faculty:** Should they have voice at Faculty Senate? They could be adjunct or instructors. Other institutions have administrators and students on their Academic Senates. Need feedback.

(4) **Grievance procedures for pre-tenured faculty.** They are hired at will and can they be fired and not titled to due process. According to our legal counsel, they are

hired at will. As our attorney, he is saying they have no protection until tenured, but other institutions have not interpreted it that way.

Kim Weaver: The strength of tenure is that we have due process.

Steve Barney: This is being interpreted differently across the state, but our assistant attorney general says non-tenured do not have due process. We need to appoint an ad hoc committee on this issue. Volunteers: Selwyn Layton, David Shwalb, Randy Allen also volunteered. Committee needs legal advice. Faculty Review Committee has some input. We need to determine if we really have a problem.

Committee will be comprised of: Julie Taylor, Selwyn Layton, David Shwalb, Richard Cozzens, and Randy Allen.

9. President's Report: Steve Barney

Steve passed a sign-up sheet for a Canvas account for Faculty Senate; need our usernames for logging on. Senators will get email to join this "class." This will allow us to receive notifications and documents through Canvas. Note faculty senate meeting schedule. Most meetings are in Charles Hunter room in Hunter Conference Center.

a. Definition of faculty and adjunct faculty. Need committee of voting members, etc. Lee Montgomery will head this committee. Members are Kyle Bishop, Kim Weaver; Steve Irving.

b. Need Constitution & By-Laws Review. Any initiative is open for us as a group and that faculty can accomplish through the Senate. Be looking for initiatives that add substance.

c. Our By-Laws indicate that after three unexcused absences, a Senate seat "shall be deemed vacated." Please find proxy if you cannot come. Motion to allow an email notice as the official affidavit for a proxy until we get a new form created. Motion to amend the bylaw passed with one abstention.

d. SUU Policy 6.40 has been superseded by the Provost's action to change Faculty Development Funding and place it in the hands of the deans. Motion by Jeff Barnes to delete the superseded policy; seconded. After brief discussion, the vote was called and it was unanimously approved. Steve suggested that he would like feedback in the future to see if the new plan is working.

e. Policy 13.8 was originally set up for Perkins Funding and it was suggested that it might need to be changed. Connie Nyman explained that Craft Advisory Committee is old name for what is now the Industrial Advisory Board and funds are disbursed to departments. Connie advised that David Ward should be contacted. No action should be taken until advised to consider it from Bill Byrnes.

f. A faculty survey was completed prior to this meeting and Jeff _____ volunteered to work w/ Steve to distill comments and themes. In general two-thirds of faculty were interested in exploring an engaged track vs. scholarly track. Steve asked for volunteers for the engaged faculty committee. Volunteers were Randle Hart, Rachel Kirk, Kyle Bishop, Andy Marvick, and Connie Nyman. Members of EDGE committee will also participate and two deans.

10. Treasurer's report: Sarah Duffin

We have \$11,500 in the Gift & Scholarship account. We have \$2200 in our operating account although all funds expended may not have been reported at this time.

11. Old Business:

a. Benefits for Domestic Partners: Christine Frezza.

Her report was sent to all senators. The motion from last April is still tabled because new members had not heard about this issue at that time. The request to consider benefits for domestic partners came as a request from a SUU faculty member who asked if SUU would ever offer such benefits. Our action would be to recommend or not recommend that Human Resources look at the possibility of provided this benefit. A positive vote would not even mean we recommend such action, just that we ask Human Resources to look into it.

Jeff Barnes has information from the School of Business on legal issues and political ramifications. He passed copies of this information to the senators.

Kyle asked how we were defining "domestic partners?" Christine replied that there were two possible definitions in her document. Randy Allen commented that we need to be concerned about the politics of such action because we are a state institution. Feelings of the citizenry should matter to us. Ardis Grady asked that the document from the School of Business be provided to all senators electronically. It will be sent prior to the next meeting. Des Penny asked if we would be asking for such a policy for faculty only and not for staff. Comment that we couldn't speak for the staff, but that it could be for both.

Steve said that he would ask for staff consideration after we consider whether we are going to make the recommendation to Human Resources. He urged senators to go back to their faculty and discuss this. It will be an action item in October. He cautioned that the Senate would not steam roll this. Randall Hart said that as a recruitment tool, there may be people who need it now and will need it in the future. Are possible faculty and staff going to reject offers to come to SUU if we don't have it?

12: Kyle Bishop asked if the Senate had considered meeting every two weeks for one hour instead of one a month for two hours. Steve indicated that this could be considered.

13. No committee was appointed to consider the Internship Policy discussed by Megan Ralphs, as the policy is still being rewritten.

14. Motion made for Executive Session by Lee Montgomery, seconded by Ardis Grady. Adjourned.