

SUU Faculty Senate Minutes
September 26, 2013
4:00 p.m. Charles Hunter Room, Hunter Conference Center

Senators in Attendance: Julie Taylor, Emily Dean, Lee Montgomery, Kim Weaver, Selwyn Layton, Janet Seegmiller (also proxy for Steve Irving), David Shwalb, Mark DeBeliso, Michelle Orihel, Lindsey Harvell, Thad Morton, Randall Allen, Shobha Gurung, Lynn Vartan, Jim Gustafson, Derek Hein, Christine Frezza, Jeff Barnes, Tyler Stillman, Carmel White, Isabella Borisova, Emmett Steed, Helen Boswell, Artis Grady (also proxy for Helen Boswell; second half of the meeting), Conie Nyman, Kyle Bishop, Jim McCoy, Lhien-Ying Wang.

1. Julie Taylor: Call to order at 04:00 p.m. Motion to approve the minutes of April 25th by Kyle Bishop; seconded by Jeff Barnes. Minutes approved.
2. Welcome new senators; CPVA – Lhien-Ying Wang, Rheana Gardner; COSE – Isabella Borisova; COB – Tyler Stillman
3. Recognition of guests: President Rich Kendell, Provost Brad Cook, and Associate Provost William Byrnes.
 - a. President Kendell explained the proposal of “Smart Growth” where 2,000 students are added to the student body of Southern Utah University by the year 2018. This is approximately 400 students added a year. Our enrollment right now is 7,600 and this would take us to 9,700 by 2018. By growing in a smart way we can keep the individual attention, personalized attention, and individualized projects that this institution is known for. This can be done in a range of ways including increasing graduate students, increase in transfer students, increase of freshmen first time, improved retention rate, a combination, and/or more international students. President Kendell would like a plan back in 60 days about this proposal and the president’s council concluded that they would have suggestions on what they are thinking back to him by the 1st of October. President Kendell’s idea behind this is looking at how SUU can thrive. President Kendell points out that this institution does not have cash due to legislature and not being an endowed University. We are lucky to have 2% cash in the bank. According to the carnage analysis most institutions have hundreds of millions of dollars in the bank that they can draw from. Our endowment for SUU is about 19 million and the legislature has been our mainstay for our revenue growth but has now decreased state revenues to about 13% from 16%. This trend won’t be reversed, especially in the short term.

Another impact has been for the budget for a 3% increase or \$30 million dollars asked for to the regents and commissioner. Mission based funding has helped us but the legislature has not put as much in this fund and SUU has not won the high quality mission driven place we were hoping to. This year the state has set aside more budget for high growth colleges and universities. Thus, the state has set aside \$70 million dollars for Dixie, UVU, and Salt Lake Community College. Mission Based is 10 million dollars and SUU’s share is under \$600,000 dollars. Thus, we need to increase our growth to improve our balance sheet by 3 million dollars. The “Smart Plan” establishes the

assumptions that, we need to maintain admission standards, maintain high quality and personalized experience, increase our market share from feeder districts (Utah based) increase retention by 1.5% a year, target an 80/20 resident and non-resident ratio, target 5% international students, target 90 to 10 undergraduate to graduate students and increase graduate enrollment by 2.5% a year.

Question (Jeff Barnes): Taking non state enrollees at resident revenue are we going to be aggressive by taking students (such as graduate students) from these states by granting them resident status? President Kendell said that the state legislature made it possible for him to grant resident status if they meet the index requirements. President Kendell still needs to make sure this is the law but understands it to be the law at this point in time.

Question (Randall Allen): How long will the authorization last? President Kendell stated that we use to have it but then lost it for about five years and now it is back as the representatives have changed and will last as long as the legislature keeps the law in place. The big drivers have of this have been Dixie and Cash County and SUU can benefit from it.

Question (Emmett Steed): We are not missioned based now; do we have a chance to win it in the future? President Kendell stated that we still have a chance of winning it and we will need to go back every year to win the mission.

Question (Randall Allen): Are there any legislatures that buy into mission based funding? President Kendell states that there are some that would buy into it if the right proposal was given.

Input (Julie Taylor): Faculty have a big stake in the "Smart Growth" plan and need faculty input and voice on this issue. Faculty could provide this input to future subcommittees. President Kendell stated that he would welcome the input. Also, public engagement is part of this initiative and not just the focus on growth.

4. Provost Brad Cook passed on his report.
5. Treasurer report from Kim Weaver.
 - a. Two accounts we need to be concerned in. The scholarship fund has \$9,619.06 in balance and \$4,000 spent in scholarships this year. 77 people are donating to the fund at \$137 per pay period which calculates to less than 2 dollars per person. To fund two more worthy students we would need to double the amount per contributor or the number of people donating to keep up with the amount needed to fund scholarships. Julie stated that this scholarship money goes to non-traditional students and encourages all faculties to donate. The allocated fund from the state had \$2187 dollars and we spent \$526 presently and have \$1628 left in the fund.
6. Vice President Report from Emily Dean.

- a. Two board of trustees meetings over the summer. New board of trustee member, Matt Cannon, former SUU student and football player. Several Policies were passed by the board. New policy 5.2 discussing individuals with disabilities in the workforce. Minor changes to early retirement program. Education benefits were reduced a little due to budgetary concerns and will continue for spouses and independents but there will be a probationary period if hired July 1, 2013 or later. Students can pay 35 dollars to see any play as many times as they like with a student access card at the Shakespeare festival. The summer games are into profit with increased fees in 2014 and will now have dance and rugby as new sports. Highlight of the meeting was student enrollment. Enrollment was only down 4-7% instead of the projected 10-15% and about ¼ students are from out of state creating a more diverse student body. 2/3 incoming students are women. A drop was instituted for non-payment and 400 students were dropped and 113 re-enrolled. They are also encouraging students to take about a 15 credit workload.
- b. We are in need of a committee member for the benefits committee (Christine Frezza volunteered to continue to serve as the faculty senate representative) and the general education committee member (Michelle Orihel volunteered to serve as the faculty senate representative).

7. President report from Julie Taylor

- a. Presidential search – narrowing the field and a stellar pool of applicants. Share your thoughts with Julie.
- b. Looking for suggestions for the University Speaker Series. Forward to Julie or the executive committee members.
- c. Dean's council looking at identifying the specific measures of quality targeting accreditation criteria in policy 6.41 will be coming to the Senate. Provide input on the criteria in the 6.41 handout. Julie included a file with quality measure that Associate Provost Byrnes brought to the Senate. Question by Jeff Barnes: Has faculty development been dropped from our strategic plan? Bill Byrnes stated that that it has not been dropped but this is rather a focus on something separate. Julie states that we need to look at the draft to give input on the program criteria.
- d. Julie stated that Mark Atkinson wanted faculty to remember that there is a course quality review process for online courses. Helping to improve the online courses through monitoring and feedback of these courses.
- e. Flexible workload policy. Intent was proposed by Dean McDonald to more formally establish contractually emphasis teaching or scholarship during post tenured experience. We need feedback on this policy. Julie opened floor for comments and input on this policy. Provost Cook commented that this is a way that faculty choose to have more engaged workload or to have a more scholarly emphasis in their work. Julie stated that you would be able to work in more of the edge program into your workload. Helen

Boswell had a question on the Edge program and if it is set by the department for mentoring students and how much mentoring? Julie stated that the Edge project supervision is a 20 student load and faculty are appointed as supervisors and are compensated for this appointment. Emmett Steed commented that it might be in conflict with the current policy and the research requirements and the accreditation requirements. Provost Cook stated that there is a realization that there is not a 'one size fits all' and the new standards are more flexible. Janet Seegmiller wondered how we are going to fund the additional faculty due to faculty who decide to go another direction. Provost Cook commented that we can hire more faculty due to workload calculation. Julie also stated that since there will be some with less scholarly expectation would step into the teaching role versus those who do not. Jeff Barnes asked, are we encouraged to maximize adjunct faculty due to driving costs? Provost Cook commented that we would rather higher full time faculty and gives them more face to face time and also expands our graduate program online thus subsidizing the cost.

- f. Policies are on canvas. Jeff Barnes would like to see all faculty on canvas to have faculty senate minutes, agenda, policies, etc. Thus, helping to reduce the load on the senators trying to get all faculty these things. Julie stated she will give all faculty access to the faculty senate course on canvas.
8. Academic calendar report by Associate Provost William Byrnes.
 - a. There are two versions of the University calendar that are under review. Version 3 and 4. Version 3, compresses convocations and commencement into one day. Version 4 has spring semester starting earlier by 3 days, and has one less Thursday class. This version aligns better with the Shakespeare festival. Kyle Bishop, Lynn Vartan, and Artis Grady advocated version 3 so that those who teach the same course in the fall and spring keep their courses more consistent. Janet Seegmiller advocated for Version 4 so that students get out earlier and can compete for their summer jobs. Provost Byrnes stated that they can look at changes in these versions but need to move forward with solidifying the calendar. Julie stated she will take additional comments in writing for possible changes to the calendar versions.
 9. Domestic Health Investigation
 - a. Christine Frezza commented that the status is still pending. The discussion in the meeting was way to increase premiums for co-pays but then took a turn about brand versus generic named drugs, the second meeting was on the subject of RFPs plus the information about insurance pertaining to spouses, and the third meeting was about the members of HUB and the many different types of situations that may arise in representation of groups (single mothers, empty nesters, the young, the old, etc.). This is discussion lead to who is going to pay for coverage and that RFPs may drop in coverage. Carmel White stated that her understanding from a supreme court case was that all, including domestic partners, must be included on insurance plans and this may give leverage for coverage.
 10. Julie Taylor brought up policy 6.22 (Due Process). The interpretation of the policy was that due process was not allowed for non-tenured faculty. Last year a non-tenured faculty was given due

process pertaining to this policy with support of Mike Carter. Motion was made to forward this policy to academic affairs to have another look at this policy, especially updating the portion of the policy pertaining to the medical and mental incapacity with the revisions coming back to the faculty senate. Mark DeBeliso motioned and Carmel White seconded the motion with majority pass and two abstentions. Randall Allen advocated for this commenting that this advocates for faculty as a whole when there is abnormalities in a process and that the faculty review board can be review tenure track and tenured faculty. Connie Nyman questioned if the policy addresses non-tenure and tenure track faculty? Julie Taylor answered that that this is something that academic affairs needs to address this issue. David Shwalb stated that last year the faculty senate passed a change in 6.22. Julie Taylor stated that the Deans Council stated that we need updates in the medical and mental incapacity section of the policy.

11. Julie Taylor brought up policy 6.1 with an issue regarding inconsistencies in the policy. It clearly states in one section that there is no research expectation for non-tenure track faculty but it is not adhered to across campus. We are waiting for more faculty input about this issue. Jeff Barnes states that the College of Business accommodates non-tenure track faculty not having to do scholarly activity but the faculty of the College of Business wants this to be left up to departments because there are differences in all departments across campus. Connie Nyman brought up that in one section of the policy it is up to the department chair to require or not to require scholarly activity for non-tenure track faculty. Julie Taylor commented this is one of the inconsistencies of the policy because in another section it is up to the Dean to decide on scholarly activity and other places state there are no research expectation. Artis Grady and Selwyn Layton brought up that this has been discussed at length and the faculty of COSE that non-tenure track carry a 5/5 teaching load and are expected some sort of scholarship and thus carry a heavy load between teaching and scholarly activity. Two years ago the policy went through and research was not a requirement for non-tenure track faculty but has been revised and changed and argued in the past two years and has been especially mandated by the Deans. Jeff Barnes stated that we should make a hammer for the Deans to comply? But it sounds more like the faculty of science are unhappy. Carmel White stated and Selwyn Layton later reiterated that the Deans may not agree and if it is completely left up to the Deans and not the departments that as Deans change then there will be different requirements regarding interpretation of the policy, especially due to the inconsistencies in the policy. Mark DeBeliso commented that the new flexible workload for tenure track will also affect the requirement of a research emphasis on top of a 5/5 teaching load since tenure track may opt for more research requiring non-tenure track faculty to pick up even more class load. Artis Grady stated that two years ago when this policy was passed this flexible workload was the reasoning behind the non-research requirement. Provost Cook asked if there were any explicit requirements by the Deans. Selwyn Layton commented that there had been comments on past FAARS asking where the research component is and that this year to cover some of the scholarship there has been set in place a scholarship in practice. Julie Taylor suggested that we look at page 5 paragraph 2, page 7 paragraph 1, page 7 paragraph B are inconsistent and that it should state as determined by the department. Emmett Steed motioned to send the policy to academic affairs and Kim Weaver seconded the motion, majority for the motion, two against, and one abstained.
12. Julie Taylor reminded faculty senate to donate to scholarship fund. Policy 6.5 action item was tabled because Deans Council has not voted on the changes on English proficiency. Policy 6.9 and 6.41 are being worked on and will come up for faculty senate review. 6.9 Supplemental and

Overload Compensation, Bruce Tebbs leading committee and Gerald Calvasina is our faculty representative, making sure this policy is in line with other Utah University Institutions.

Motion for Executive Session by and moved to adjourn by Mark DeBeliso and seconded by Emmett Steed at 1746.