

SUU Faculty Senate Minutes
October 24, 2013
4:00 p.m. Charles Hunter Room, Hunter Conference Center

Senators in Attendance: Julie Taylor, Emily Dean, Lee Montgomery, Kim Weaver, Selwyn Layton, Lhien-Ying Wang, Janet Seegmiller, Steve Irving, Mark DeBeliso, Shobha Gurung, Randall Allen, Lindsey Harvell, Michelle Orihel, Rosa Perez (proxy for Jim Gustafson), Keith Bradshaw (proxy for Lynn Vartan), Christine Frezza, Derek Hein, Jeff Barnes, Tyler Stillman, Rheana Gardner, Emmett Steed, David Shwalb, Connie Nyman, Carmel White, Jim McCoy, Artis Grady (also proxy for Helen Boswell).

1. Julie Taylor: Call to order at 04:04 p.m. Motion to approve the minutes of September 26th by Jeff Barnes; and seconded by Mark DeBeliso with addendum of typographical corrections. Minutes approved.
2. Recognition of guests: Provost Brad Cook, Associate Provost William Byrnes, Paul Christian, and Grant Corser.
 - a. Provost Cook talked about graduation rates with a goal of 50% in the next five years. In the last four years we have had a 2% to 3% increase per year starting with about 39 1/2% graduation rate at the beginning of the five year mark and in 2012 the graduating class was at 52.6% with an increase of over 7% that school year. Provost Cook gives this credit to the faculty and their engagement.
3. Treasurer report from Kim Weaver.
 - a. The Senate operating budget is \$2,187.00 with \$656.04 spent and the remaining budget for the year is \$1530.96. The Senate scholarship fund is \$1096.50 spending \$4,000 a year and donations at \$1127.00 thus far this year and outlaid \$4,000.00.
4. Vice President Report from Emily Dean.
 - a. Attended the board of trustees meeting on the 11th of October. Discussion on the film and screen minor was approved with a discussion on R rated films. For information on this contact Emily. R4015 proposal to establish center for executive development was moved on to go forward. President Kendell was pleased by the October enrollment numbers but was concerned with the less than 2% enrollment increases since 2008 and thus talked about the SMART Growth initiative at SUU. SUUSA reviewed and made some changes to their constitution including increasing the academic requirements to serve in SUUSA. Emmett Steed asked what the requirement change was and Emily answered that the student GPA has been moved from 2.5 to a 3.0 GPA requirement.
5. President Report from Julie Taylor
 - a. Presidential search – Flexible workload Policy with a lot of faculty input. Julie will be working with Dean McDondald on this. Emmett said that we should state what the objective is. Julie stated that Dean has described it as a way to provide some flexibility in

the expectations post tenure. The comment was that the faculty has that ability right now but he wants to formalize that process for the tenure committees looking at post tenure review materials so they understand what should be there for what the chairs and faculty and college have agreed upon to meet requirements. It was mentioned that it seems like a lot of extra work for not a lot of gain. Provost Cook mentioned that this is in response to faculty concern about the engagement of experiential learning thus not having a one size fits all. Carmel White asked about what if you have fewer than 20 students in the edge and Julie answered that it would be prorated to about 75% and the other 25% would need to be built in the workload. Also, questions on why it is only post tenure. Julie answered that there is more expectation for balanced service teaching load that are not tenured. Provost Cook also answered that if we are serious about engagement that we then hire to these specifics. It was also mentioned that some faculty believe that flexible workload should be for all faculty and others believe that it shouldn't. It was stated that by not involving all levels of faculty it helps us stay the full package through teaching, scholarship, service, and collegiality and that teaching is still a major component of our institution. It was stated that we could word it so that way our faculty is not always just hiding in the research lab for pre-tenured faculty. Last comment was that this policy would be worthless to faculty if it was so flexible that most were focused on research because a lot of the colleges do not have enough faculty and thus we would struggle with having enough people to teach our classes. Jeff Barnes commented on this point that the Provost had mentioned that we perhaps have a specially hired person to accommodate that specialized area. That if we dilute that classic professor expectation of teaching excellence, scholarship, and service and give up one branch then the ability is shot. Thus, isolate this policy to post tenure and hiring to those contract people with coordination to the departments can be a more cost effective and effective approach overall. Provost Cook mentioned that this is not unusual to other institutions and hiring to a contract to those with more practitioner tract of teaching load and others who have professorial tract for a more scholarly load thus giving SUU a well-rounded faculty. This is also response to faculty asking for the flexibility and the policy fits with the Boyer Model. Janet Seegmiller also noted that a faculty member asked if the edge project could be part of service rather than teaching load. Julie answered that it would be up to the individual department.

- b. Academic Calendar was passed to William Byrnes and he will be taking it to the President's Council.
- c. Deans council proposed that we recognize faculty that receive tenure during the Festival of Excellence. Also, the SMART Growth task force presented a capacity report with a capacity for facilities, teaching, recruiting, housing, technology, and staffing. The analysis was that teaching does not have a lot of room to grow at this point and facilities is at least 60% capacity and we don't have the room for students in classroom space. Also, some programs are limited by accreditation. K through 16 growth was looked at and waivers for tuition was evaluated.
- d. Domestic Health Insurance Coverage was not supported due to cost and the missionary age change affecting the University budget. Also, it is in the University's handbook that students cannot bring children/babies in the classrooms/labs.

- e. Interviews for the Presidential search were done and a short list was passed onto the Board of Regents.

6. Action Items:

- a. Policy 6.5 – Julie Taylor brought up that the Deans Council approved the policy with a definition of how international students will be evaluated in undergraduate students and requirement of language proficiency. Clarified on page 7 section 5, standard norms from TOFL and IELTS and specified applicable to only undergraduate students on page 4 section 4. On page 4 section 3B a line was incomplete and was fixed. Motion to accept the policy by Jeff Barnes and second by Kim Weaver with everyone in favor of the changes.
- b. Policy 6.41 – Academic Program Review policy to better formalize the review process of programs. Provides a template to help with program evaluation and a place to import Tracdat dat. Associate Provost William Byrnes mentioned that this document is a useful document and it seems to have been a good transition with this policy. Motion to accept the Policy by Lynn Vartan and second by Lhien-Ying Wang with 1 abstention and the rest of the body in favor of the policy as written.
- c. Policy 6.1 Leave Rank and Tenure policy - under page 4 was added that faculty should stay current in field and that sufficient, page 7 changed made to how faculty are evaluated, page 12 section 2A and 16 section 3A there is a question on consistency and Jeff Barnes noted that it is important to have consistency especially so all faculty can be evaluated fairly. Jeff Barnes motioned that the documentation requirements that for policy 6.1 be formulized at the department level so that all faculty can be evaluated fairly and understand the requirements. Randall Allen seconded the motion. Randall states that we have never ending inertia to make things more policy mandated and defined and this does not always take us to a place that is better. Jeff mentioned that his intent is to give direction with each department with approval of the dean. Carmel White is in favor to make these two sections consistent and consistent throughout the policy. Vote of 5 in favor, 4 opposed, and 9 abstentions. Tabled due to confusion and those who have not reviewed this with their faculty.

7. New Business

- a. 6.9 – Still under review so was not mentioned.
- b. Faculty Senate proposal for release time for Faculty Senate president of one course to two and that the vice president gets one course release to help them with the time that these offices take up. The Provost is in favor of this. These changes are in Policy 13.12 section 3, Policy 6.10 page 6, and Faculty Senate by-laws. Other University Policies in the state were reviewed and these changes are comparable.
- c. David Shwalb brought up the need for looking at faculty retention at SUU. The question is what affects retention and is this important. Is it a problem in salary, location, and is it even more of a problem at SUU than in other schools? Grant Corser stated that retention issues come down issues that can or are taken care of in HR that we may not have as much control over. Grant notes that we do loose good faculty. Tyler Stillman noted that the first question to ask is how is our retention vs. other Universities? Then if

we have a problem then we need to look at this issue more closely. Associate Provost Byrnes said that he would follow up and try to put numbers together for the next Faculty Senate meeting. Jeff Barnes noted that we need to look at benchmarks otherwise the statistics mean nothing. A question about the satisfaction/happiness survey was sent out to the University faculty but we have not had any results from this. Grant noted that these results are being interpreted right now and will be released once this is done and it may or may not help in evaluating this issue. Emmett mentioned that we should look at some standard reasons for turnover otherwise the data does not mean anything to us.

Motion for Executive Session by Mark DeBeliso and moved to adjourn by Mark DeBeliso and seconded by Shobha Gurung at 1708.