

SUU Faculty Senate Minutes  
September 16, 2014  
4:00 p.m. Charles Hunter Room, Hunter Conference Center

Senators in Attendance: Emily Dean, Kevin Stein, Kim Weaver, Selwyn Layton, Loralyn Felix, Scott Lanning, David Berri, Mark DeBeliso, Michiko Kobayashi, Brian Ludlow, Kholoud Al-Quibbaj, Andrew Van, Alstynne, Lynn White, Jee-Young Chung, Michelle Orihel, Randall Allen, Jungyun Son (proxy for Rheana Gardner, Denise Purvis, Kevin Baker, Mark Meilstrup, Isabella Borisova, Thad Morton, Dean Winward (proxy for Chad Gasser), Nasser Tadayon, Matthew Weeg.

1. Emily Dean: Call to Order at 04:05 p.m. Motion to approve the minutes of August 28, 2014 by Mark DeBeliso; seconded by Nasser Tadayon. No discussion; minutes approved unanimously.
2. Recognition of Guests:
  - a. Marvin Dodge vice president for finance, Mitch Bealer assistant vice president of planning and budget, David McGuire and Travis Rosenberg from human resources, Jacob Askeroth from president's council, Provost Brad Cook, and James Sage associate provost.
3. Senate Treasurer's Report: Kim Weaver reported the budget set this year for faculty senate is \$2,182.00, encumbered -\$91.73 for a total balance of \$2090.27. No one has increased their donations to the faculty senate scholarship fund thus we are in the same position as reported in August's faculty senate meeting thus it is encouraged for faculty senators to bring this up in their college's and department meetings.
4. Senate President Elect's Report: Kevin Stein reported that Reahna Gardner for the faculty development and evaluation committee and we are still waiting to hear about having a representative for the PVA Tanner election committee. No Board of Trustee's meeting to report on.
5. Senate President's Report
  - i. The Dean's Council is revamping digital literacy to make three 1 credit courses for general education including CSIS 1100, CSIS 1200, and CSIS 1300. We have Eccles visiting Scholars coming to campus including Dr. Neil Shubin to speak on his book "Your Inner Fish" about evolution and Dr. Gale Jackson a multidisciplinary artist in dance, poetry, and graphic design. If you are interested in having them come and speak in your class

while they are here let Emily Dean know and she will see about getting information to you. Electronic submission of documents for LRT. A small work group will be developed for this and James Sage wanted to encourage faculty to keep electronic copies of syllabi, assignments, etc. to have to go into this folder. Several new programs under development including Anthropology, MS in Cyber Security, Music Technology, Multi Media Degree, Innovation in Creativity Minor, MS Rural Health Nursing, and an MS in Dietetics.

- ii. President's Council is trying to control skateboarders on campus and regulate dogs. They are also going back to educational benefits that were implemented prior to 2013. The last thing from this council they would like the faculty senate to weigh in on a co-chair for the strategic planning committee. They would like a visionary who gets along with people but also can speak up for what they believe in. Emily Dean will put forth names as they come in. They will also put some compensation towards those who serve on the IRB committee during the summer.
6. Mitch Bealer chairman of the service committee stated that the committee spent a significant amount of time as they went through an RFP of all of the providers for SUU. Travis Rosenberg gave a Health Insurance Summary including data of total expenses, utilization per plan, and prescriptions. This report can be found under the faculty senate CANVAS Sept. 16, 2014 course by all faculty. He also went through a memorandum addressing various changes to the University's Health Insurance plans for 2014-15. It was asked that since the Affordable Care Act has been implemented if SUU has looked at other ways besides self-insurance to insure its employee's to help reduce overall costs and still get a good health care plan? The answer was that there are two different models the Insurance Model provided by an insurance provider which will keep all funds even if they are not all utilized or the Self provided insurance plan where in a good year that money can roll over protecting individuals in a poor utilization year. Mitch also commented that they looked at all the options and the committee also feels this way after they were provided comparison of insurances. Marvin Dodge is also looking at comparisons to give SUU employees the best insurance while keeping costs lower. The concern of the faculty senators is that they are taking home less money this year than last year because insurance costs have increased taking more out of their pay checks. There are also concerns that EMI may not be the best partner for SUU's self-insurance model. It was stated that EMI is a yearly contract thus as Marvin and the committee looks at the comparisons they can change the insurance partner or even going to choices of plans. Due to time not all questions were answered thus Travis stated he would get the answers written down and out to the faculty senate body.

7. Action Items:

- a. Policy 8.3.8, Supplemental and Overload Compensation for Staff. This is a new policy to help with overtime and compensation of Staff who are teaching. It was recommended that in Section 3. Part C that the ICH be limited to 6 credits. Mark Debeliso motioned to approve the policy with the recommendations and LynnWhite seconded the motion. Passed unanimously.
- b. Policy 6.2, with proposed changes to the existing LRT policy in 6.2.C. Matthew Weeg gave some background in that a non-tenured faculty member was put in a leadership position and had asked for his Tenure to come up early. It looked like this would go through and then it did not thus the only way for a faculty member to come up for Tenure early would be through the contract signed before hire. Thus, this would give an outlet for the faculty member to ask for special consideration if they have proven themselves and are in an exceptional position. Some senators were for this due to special circumstances and others felt like the faculty member needs to prove themselves through the whole LRT process. The discussion also included that other institutions have LRT policies which grant these special circumstances. It was also discussed that this can be part of the departmental LRT policies. It was suggested to take this back to the faculty and Emily Dean will also email it out and in the next meeting we will re-visit this.

8. New Business:

- a. Policy 6.1, with proposed changes to the existing LRT policy in 6.1.C. Matthew Weeg gave some background in that a non-tenured faculty member was put in a leadership position and had asked for his Tenure to come up early. It looked like this would go through and then it did not thus the only way for a faculty member to come up for Tenure early would be through the contract signed before hire. Thus, this would give an outlet for the faculty member to ask for special consideration if they have proven themselves and are in an exceptional position. Some senators were for this due to special circumstances and others felt like the faculty member needs to prove themselves through the whole LRT process. The discussion also included that other institutions have LRT policies which grant these special circumstances. It was also discussed that this can be part of the departmental LRT policies. It was suggested to take this back to the faculty and Emily Dean will also email it out and in the next meeting we will re-visit this.
- b. Policy 6.2 revisions for faculty proposal for the revision of administrative evaluations. This policy helps protect Chairs, Deans, and Provost in their evaluation process so that there are not bias and that anonymity is provided through the process. The senators are asked to share this with our faculty to get feedback on this policy.

- c. Summer compensation is also needed to be discussed by the faculty senate and the senators have been asked to think about this and discuss it with their faculty members.
- 9. Motion for Executive Session by Mark DeBelisio with a second by Kim Weaver, all in favor.
- 10. Motion to Adjourn by Mark DeBelisio with a second by Kholoud Al-Qubbaj, all in favor.