

SUU Faculty Senate Minutes
October 9, 2014
4:00 p.m. Charles Hunter Room, Hunter Conference Center

Senators in Attendance: Emily Dean, Kevin Stein, Joy Sterrantino, Kim Weaver, Selwyn Layton, Loralyn Felix, Scott Lanning, David Berri (also Proxy for Jeff Barnes), Tyler Stillman, Katy Herbold, Michiko Kobayashi, Kholoud Al-Qubbaj, Andrew Van Alstyne, Lynn White, Jee-Young Chung, Michelle Orihel, Denise Purvis, Kevin Baker, Wendy Sanders, Mark Meilstrup, Isabella Borisova, Thad Morton, Chad Gasser, Nasser Tadayon, Matthew Weeg.

1. Emily Dean: Call to Order at 04:00 p.m. Motion to approve the minutes of September 16, 2014 by Chad Gasser; seconded by Lynn White. No discussion; minutes approved unanimously.
2. Recognition of Guests:
 - a. Fred Govedich, Julie Taylor, and Rick Lambson.
3. Senate Treasurer's Report: Kim Weaver reported the budget set this year for faculty senate is \$2,182.00, \$159.46 spent on food/meals, \$24.00 spent on room rental, \$127.79 spent on office supplies, and encumbered -\$91.73 for a total balance of \$1779.02. No one has increased their donations to the faculty senate scholarship fund thus we are in the same position as reported in August and September faculty senate meetings thus it is encouraged for faculty senators to bring this up in their college's and department meetings. Faculty senate president Emily Dean reported that the outstanding and distinguished educator and outstanding scholar awards have not been updated in 3 years and the faculty senate will be updating these plaques as well which will cost a little bit of money from the senate and she will be getting a quote on how much this will cost.
4. Senate President Elect's Report: Kevin Stein stated that there is nothing to report at this time.
5. Senate President's Report
 - i. Kevin Stein will be presenting on his sabbatical in China on Monday Oct. 13 at noon. No president's council meeting since September. The president's office is still wanting everyone to know that they are still transparent and encourage faculty to email or call them with anything or questions that they could answer.
 - ii. The Dean's Council talked about merit money is back in the works. The University numbers are better than originally projected. They are also

proposing a cap on student's numbers to 25 in graduate courses. There was also discussion about DSST a standardized test for students with life experiences, giving college credit for those who pass this test. It helps those students test out from some basic 1000 level courses.

6. Action Items:

- a. Policy 6.2: Proposed changes to existing policy. Rick Lambson addressed revision of administrative evaluations. Recent evaluations of SUU Deans and Department Chairs have revealed an inherent weakness in the process. This proposal is meant to be a starting point for a discussion that hopefully will lead to more meaningful evaluations of administrative positions and improve the university's shared governance strategies. The following points of discussion, if acted upon, should dramatically improve the overall sense of empowerment of our faculty and staff. It has been proposed that:
 - i. All formal evaluations should now become official documents and property of SUU with priority access given to the provost and the university president. These documents should be archived to prevent manipulation or destruction.
 - ii. Evaluation surveys should be administered by a third party (e.g. IT Department) in a manner to ensure anonymity and to document that only appropriate personnel are allowed to complete the survey with a one-time submission.
 - iii. All administrative positions (Chairs, Deans, and Provost) should be evaluated by faculty and staff every 3 years as is the current cycle for Department Chairs.
 - iv. Formal evaluations should not only include the "official functions" of an administrator, but also address some of the "official qualifications." Often, the evaluation of qualifications, such as integrity, honesty, consistency, organizational and management skills, are much more relevant to faculty and staff than functions such as coordinating departments etc.
 - v. Common courtesy and respect, are not included in "official qualifications," but should be the most important issues addressed in any administrative survey and are fundamental principles by which all leaders should be judged.
 - vi. An important part of student evaluations of instructors is the principle of respect. Administrators should be held to the same high standards.

Lynn White made a motion to form an ad hoc committee to take on the re-wording of policy 6.2 and Kim Weaver seconded the motion. Vote passed unanimously. Lynn White,

Kim Weaver, Joy Sterrantino, Scott Lanning, and Rick Lambson volunteered to serve on the committee.

- b. Policy 6.1.C: Proposed addition to LRT policy. Fred Govedich addressed the issue and the proposal for changes with adding a provision to reduce the probationary period for tenure when negotiating for appointment outside of a regular faculty appointment.

It was proposed that:

- i. Currently the only way that a faculty can reduce the probationary period for tenure is at the time of hire.
- ii. The current system allows for up to three years to be granted as a reduction in the probationary period for tenure.
- iii. Faculty are often asked to take campus leadership appointments that change or reassign their time away from those of a regular faculty appointment.
- iv. Some faculty in these leadership roles feel that they are at a disadvantage when being assessed for leave, rank and tenure.
- v. Faculty who have met or exceeded their departmental requirements and who wish to take university leadership roles have no means to reduce the probationary period even when they have the support of the department chair, department LRT, dean, and college LRT.
- vi. Early tenure is common at other institutions.

BE IT RESOLVED:

- i. That Policy 6.1.4 II.C be amended to include the following:

C. The probationary period for granting tenure is normally seven years unless waived, reduced or extended as specified below.

1. The Board of Trustees may award tenure to the President of the University. Other academic officers may receive tenure as provided in SUU Policy 6.2.
2. Based on full-time service at other institutions of higher education, the probationary period may be reduced by as many as three years, or under exceptional circumstances the probationary period may be waived and tenure awarded at the time of hiring. Any reduction or waiver of the probationary period requires careful scrutiny of the applicant's credentials, documentation consistent with this policy, and the recommendation of the department chair, department and college/school LRT committees, dean, and the Provost, as well as approval by the President and the Board of Trustees. If credit for prior full-time service at another institution is granted, this determination must be stated in the recommendation for initial appointment. No retroactive amendments to initial appointment contracts will be allowed, except as

specified in paragraph 3 and 7 below.

3. Faculty members who are applying for or are in negotiation for a campus leadership appointment that is outside of a normal faculty appointment and wish to have the probationary period reduced and who can show meritorious service, teaching etc. may apply to have the probationary period reduced by as many as three years, or under exceptional circumstances the remaining probationary period may be waived. Any reduction or waiver of the probationary period requires careful scrutiny of the applicant's credentials, documentation consistent with this policy, and the recommendation of the department chair, department and college/school LRT committees, dean, and the Provost, as well as approval by the President and the Board of Trustees. If credit for prior full-time service at another institution has been previously granted it is included as part of the maximum of three years.
4. Except for conditions stated in II.C.2. and II.C.3 above, only complete years served at SUU will count toward the probationary period for an award of tenure.
5. Faculty members must apply for tenure in the last year of the probationary period that begins with the faculty member's tenure-track appointment.
6. In exceptional cases, the Board of Trustees may grant extensions of the probationary period. The faculty member's request for extension must be in writing and approved by the department chair, department LRT committee, dean, and provost. Applications for extensions waive rights or claims for defacto tenure.
7. At the request of the faculty member, and as approved by the department chair, department LRT committee, dean, provost, and the board of trustees, years granted toward tenure at the time of hiring may be rescinded. Such requests must be in writing. If approved, the rescinding of years will be for all years granted.

After a long discussion Faculty President Emily Dean brought to a vote to either modify the existing policy or to not fix the policy and keep it as is. 8 senators were in favor of modifying the existing policy, and 7 were in favor for not amending the policy but keeping it as is and the rest were abstentions. Motion passed for amending the existing policy.

A motion was made by Thad Morton and seconded by Matthew Weeg to make an ad hoc committee to make changes to the existing policy. There were 3 opposed, 3 abstentions, and 10 in favor. Motion passed to set up an ad hoc committee to amend the existing policy. Denis Purvis, Matthew Weeg, Selwyn Layton, and Thad Morton volunteered to be on the committee.

- c. Policy 6.9 and 6.3.8: Proposed changes to existing policy including:
 - I. Purpose:

1. Replace "Salary" with "Appointment"
- II. Reference:
 1. Replace 6.xx placeholder with 6.9.1
 2. Add 8.3.8: Supplemental and Overload Compensation for Staff and Non-Academic Administrators
- III. Definitions:
 1. Base salary – Revised definition of Base salary
 2. Move definition of "Supplemental compensation" in front of the "Overload compensation" definition
 3. Revised definition of Supplemental compensation
 4. Adopt 8.8.3 definition for Overload compensation
 5. Paragraph F – Add "(SPARC)" and delete extra spaces
 6. Paragraph G – Add "(SPARC)" and delete extra spaces
- IV. Policy:
 1. Delete subtitle "A. Supplemental and Overload Compensation Policy"
 2. Align and renumber paragraphs in the Policy section
 3. Cluster all paragraphs related to Supplemental Compensation and delete language restricting supplemental compensation to non-teaching assignments
 4. Cluster all paragraphs related to Overload Compensation
 - i. Remove "Only" from the restriction of overload compensation granted for teaching and delete duplication of rate for ICHs
 - ii. Add reference to faculty expectations outlined in policy 6.27 next to reference of "primary job description"
 5. Cluster all paragraphs related to approval requirements, and replace "their" with "an employee's"

Scott Lanning motioned to accept changes to Policy 6.9 and 6.3.8 and Chad Gasser seconded the motion. 2 abstentions and the rest in favor. Motion passed.

7. Discussion Items:

- a. David Berri recapped the conversation with Marvin Dodge about the University's health care. The faculty senate did not get the answers to their questions posed about health insurance. Marvin Dodge's take is that we are slashing benefits and we are not raising salaries. The human resources contradicted themselves. From Marvin's perspective he will be working on this issue. It was mentioned that our benefits have actually gone down and salaries are not increasing thus the faculty are losing on both fronts and should be very upset about this. David will keep on top of this and keep in touch with Marvin. Faculty senate president Emily Dean will draft a preliminary letter from the senate that will be sent out to the faculty for signatures about their concerns about health care benefits. David Berri volunteered as a faculty senate representative on the health care committee.

8. New Business:

- a. Visited about the summer compensation problem. The University has dropped compensation in the summer if students didn't enroll in a class or dropped a class and thus there was not enough students and the faculty was still committed to teach the course. The last move we made on Summer compensation was to:
 - i. Increase the maximum amount a faculty member can make per credit hour (e.g. a 3 credit class was capped at \$3,500 and is now \$4,000, which relates to a \$64,000 9-month salary - at the time this was our 75th percentile)
 - ii. Increase the per-student compensation on "under-subscribed" classes - the old compensation model prorated up to 15 students, and the new model only prorates up to 10 students so faculty make more per student and have a more realistic minimum threshold for full pay

The senate is in agreement that the faculty should be fairly compensated.

- b. Visited about problems with computers/classroom technology. Tom McFarland is willing to talk to the senate about this. Current concerns are not having administrator privileges for computers with Windows 8, not being able to install software on their computer without having IT come install it for them, and the new IT policy making it difficult for faculty to do their job properly since it slows them down not having privileges.

9. Motion for Executive Session by Scott Lanning with a second by David Berri, all in favor.

10. Motion to Adjourn by Andrew Alstyne with a second by Isabella Borisova, all in favor.