

SUU Faculty Senate Minutes
April 9, 2015
4:00 p.m. Charles Hunter Room, Hunter Conference Center

Senators in Attendance: Emily Dean, Joy Sterrantino, Kim Weaver, Loralyn Felix, Scott Lanning, David Berri (Also proxy for Jeff Barnes), Tyler Stillman, Bruce Haslem, Mark DeBeliso, Brian Ludlow, Kholoud Al-Qubbaj, Andrew Van Alstyne, Garrett Strosser proxy for Lynn White, Michelle Orihel, Jee-Young Chung, Randall Allen, Denise Purvis, Wendy Sanders, Selwyn Layton, Mark Meilstrup, Isabella Borisova, Chad Gasser, Nasser Tadayon, and Matthew Weeg.

1. Emily Dean: Call to Order at 04:00 p.m. Motion to approve the minutes of March 19, 2015 by Scott Lanning and seconded by Mark DeBeliso; minutes approved unanimously.
2. Recognition of Guests:
 - a. Associate Provost James Sage, Julie Taylor, and Andrea Stiefrater.
3. Senate Treasurer's Report: Kim Weaver reported that we have \$5,446.61.00 for scholarships and the senate has about 51.2% left in the faculty senate budget that was set this year. We are looking at getting a new laptop.
4. Senate President Elect's Report: Kevin Stein nothing to report.
5. Senate President's Report
6. Action Items:
 - i. Policy 6.1.C "Early tenure": Matt Weeg head of the policy committee explained the changes proposed to the policy. Currently the only way that a faculty can reduce the probationary period for tenure is at the time of hire. The current system allows for up to three years to be granted as a reduction in the probationary period for tenure. Mechanisms to apply for early tenure are common at other institutions. Faculty who have met or exceeded their departmental requirements for tenure currently have no means to reduce the probationary period even when they have the support of the department chair, department LRT, dean, and college LRT.
BE IT RESOLVED:

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

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

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.

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 paragraphs 3 and 7 below.

Faculty may apply to have the probationary period reduced by one year if the following conditions are met:

All departmental tenure requirements must not only be met, but exceeded. The faculty member must be rated as exceptional in his/her FAAR in Teaching and in either Scholarship/Creativity or Service for multiple years by the department LRT committee. Whether exceptionality is required in Scholarship/Creativity or Service will be determined by the department.

The faculty member must discuss reducing the probationary period with his/her Chair and Dean, and obtain a letter of support from both. This letter would not be a guarantee that tenure will be awarded.

If the probationary period is reduced and tenure is not subsequently awarded, the faculty member will be given a terminal contract for the next year, or the University may initiate a buyout.

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.

Unless a one year reduction in the probationary period has been granted, faculty members must apply for tenure in the last year of the probationary period that begins with the faculty member's tenure-track appointment.

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.

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.

These changes were made to responses to previous faculty senate concerns and conversation as Emily Dean pointed out. Some senators noted that they were still concerned about changes to the policy. This concern is that the faculty member could apply earlier than 3 years which makes tenure track obsolete and this means they would not have a 3 year review. Other senators voiced that they do not see this as a downside. Mark DeBeliso motioned for a vote on the current changes to the policy and David Berri seconded the motion. Vote passed with 2 abstentions, 2 opposed and 16 in favor.

Scott Lanning motioned to include a calendar so that everyone still has to do a third year review. Mark Meilstrup seconded the motion. Motion passed with 4 abstentions, 2 opposed, and 11 in favor. Scott and Mark will take on the calendar to work it into the policy.

- ii. Policy 6.2 “Evaluation of Administrators”: Scott Lanning and Associate Provost James Sage addressed changes to this policy. The committee spend a great deal of time of wording. Changes were made to 6.b. Language changed to “These documents are stored in a secure repository” and also removed the statement about evidence tampering. Faculty senate president will be able to see the numbers but not the evaluations thus eliminating problems later on down the road of nothing being done. Mark Meilstrup requested for the clarity in the wording for the heading for request of formal evaluation and then clarity that if you don’t vote then it is counted as a “no”. Mark DeBeliso motion to accept changes and Lorilyn Felix seconded motion. Motion passed with all in favor.

7. Discussion Items:

- i. ESL admission requirements/International student preparation for SUU courses. Stephen Allen and Andrea Stiefvater talked about the requirements that is needed, for a student whose first language is not English, to get into SUU. Proof of English proficiency is required for all applicants whose first language is not English. Applicants with an undergraduate degree from an accredited college or university in the U.S. or an English speaking country may not be required to take the tests listed below. Students may show proficiency in English by providing scores for any one of the following:

TOEFL – A minimum score of 525 on the paper based test, 197 on the computer based test or 71 on the Internet based test is required to be admitted to SUU. The official TOEFL score must be sent directly to the International Admissions Office by the educational testing service and must not be over two years old at the time of application. SUU's TOEFL Code is 4092. Registration information regarding the TOEFL is available at www.toefl.org.

IELTS International English Language Testing System – Students are required to have a minimum score of 6.0 or higher to be admitted to SUU. Students who wish to take the IELTS should visit the IELTS website for information about the administration of this test and how to report the results to Southern Utah University. The exam must not be over two years old at the time of application.

Successful graduation from approved English language programs – Students are required to submit a transcript indicating graduation with an overall grade performance of at least 80% or a B average.

Students can also get into SUU through taking the nine course ESL program and successfully completing the program. 38 countries and 5% of our student population is made up of students whose first language is not English.

Some professors feel that students are taking tests from other institutions then applying and being accepted into SUU without having the proficiency in English needed at the college level. It was noted the only way this could happen is if a student was able to successfully take courses at another U.S. university then transfer to SUU. There are ways for these students to game the tests as well but this is very hard and unlikely and similar to the SAT or ACT requirements. Another concern is that some students are not functioning at the university level. The hope from professors who see this is that they call Andrea Stiefvater to run workshops for the students who are struggling. There are four workshops that occur the second half of fall and spring semester and can also be done in the summer. This option is \$299.00 which is a lot cheaper than a normal credit hour course. It is also encouraged for the professor to let the student know about these options to help them successfully pass the course. These classes consist of one in reading, one in writing, one in presentation skills, and one in pronunciation. If a professor steps up and recognizes that one of the courses are needed for a student they are encouraged to approach and this can be the intermediary step so that there are not academic integrity issues later on.

8. Faculty Senate Committee Reports

- i. Julie Taylor talked about possible revision of faculty grievance policy. Right know the committee is looking at policies from other institutions since they have procedures for non-tenure track faculty. Emily pointed out that five different grievance policies from other universities have been posted on CANVAS for faculty to peruse.

9. New Business:

- a. Parking is still an issue and the tone of the letter is harsh. Emily said she would pass down this information to our Kholoud Al-Qubbaj our faculty senate representative. Nasser Tadayon also thanked those who work on the benefits committee and that they have brought other options to the table for our faculty.
10. Motion for Executive Session by Mark DeBeliso and second by Scott Lanning, all in favor.
11. Motion to Adjourn by Mark DeBeliso with a second by Scott Lanning, all in favor.