

Faculty Senate Meeting Minutes

Thursday, October 13, 2016

4:00 pm in the Charles Hunter Room of the Hunter Conference Center

1. Call to Order (1”) 4:05 pm
 - a. In attendance: Bruce Howard, Loralyn Felix, Doug Wayman, Bruce Haslem, David Berri, Mary Pearson, Abigail Larson, Michiko Kobayashi, Brian Ludlow, Joel Judd, Kholoud Al-Qubbaj, David Lunt, Todd Mack, Angela Pool-Funai, Jason Smith, Lynn White, Lynn Vartan, Wendy Sanders, Scott Knowles, Jay Merryweather, Matthew Roberts, Mackay Steffensen, Chas Gasser, Nasser Tayayon, Matthew Weeg, Mark Meilstrup, Daniel Eves, Chris Monson
 - b. Motion to approve the minutes – minutes approved
2. Recognition of Guests (1”)
 - a. Brad Cook, Provost and Chief Academic Officer
 - b. Ann Marie Allen, Director of Ethics and Compliance, Title IX
 - c. David McGuire, Human Resources,
 - d. Marely Scott
 - e. Bruce Tebbs
 - f. James Sage
 - g. Introduction of New Senator (Selwyn Layton, Nursing, COSE)
3. Administrative Update (Brad Cook, 5-10”)
 - a. Dean Carl Templin of the College of Business is retiring; search for replacement will begin soon
 - b. Inclusion and Diversity Plan to be included in the Strategic Plan and Chief Diversity Officer search to begin soon
 - c. Provost Award for Excellence in Inclusion and Diversity – Faculty and staff that have worked towards these goals
 - d. Accreditation: Three years ago completed a self-study time for a mid-cycle (three-year) review to focus on how we are doing on Strategic Plan and progress on curriculum issues. Steven Meredith is heading a task force to prepare for the review. More information on accreditation and TrackDat in November meeting.
4. CUPA and Salary Data Presentation (David McGuire, 15-20”) 4:15 pm
 - a. Discussion of the components of the University’s salary equity models and studies:
 - b. Changes were made in 2010 based on faculty committee to the designated salary survey/study
 - c. This year the salary study was conducted via Academe. Straight average but cannot determine salary benchmarks between disciplines.

- d. Handout provided. Handout will be posted on faculty senate website and Canvas page
 - i. Faculty and Staff Salary Equity and Study and Survey – compare out salaries with universities with similar budgets and programs (i.e. not R1 institutions, see posted handout for specific comparison universities); Model uses salaries based on rank and TT or NTT position.
 - ii. CUPA data is adjusted by years equivalent experience and years in position
 - e. USHE model discrepancies – 15% below average vs. CUPA average. Same comparison universities. McGuire: “less sensitive model”.
 - f. President Wyatt: Use of these numbers is primarily to beckon the legislature to approve additional funding for salaries. Goal is to increase salaries as much as possible but the legislature has only been giving us a 2% increase for salaries each year (all State employees).
 - g. Brian Ludlow: We need to address re-distribution of monies already present within in the University – Admin spending vs. Faculty spending. How is the existing money being distributed?
5. Title IX Compliance Presentation (Ann Marie Allen, 15-20”) 4:40
- a. Handout passed around & reference card – handout will be posted on FS webpage and Canvas page
 - b. Title IX (Education Ammendments of 1972) is a very broad mandate; new statement within revised title IX policies (as well as policy 11.5 and 5.27) regarding mandatory reporting. New statement is “All university employees.....with the exception of licensed mental health counselors, licensed medical providers, or members of the clergy who are working within the scope of their license or religious assignment, are required to report all incidents of sexual misconduct to the Title IX Coordinator...”
 - c. Title IX violations or suspected violations need to be reported to the appropriate office® (i.e. Ann Marie Allen, David McGuire, & other deputy Title IX coordinators). Reporting potential violations is mandatory in order for the issue to be investigated properly. Senators should communicate to the rest of their department members that reporting potential violations is mandatory. Safe Colleges online training is mandatory training for each faculty and staff member as well.
 - d. Reports are investigated via Title IX officers thereafter Ann Marie reaches out to the student.
 - e. Title IX violation due to employee violations: Inappropriate relationships (intentional or nonintentional). Employees must understand appropriate boundaries to avoid these situations.

- f. Steve Knowles: Theater question regarding productions and limited roles within some of the plays for women. Does this violate Title IX? Ann Marie: unsure and has not encountered this issue.
 - g. Lynn White: Reporting rule: Do we only report physical misconduct that is sexual in nature or does this include all discrimination and physical assault? Reporting rule may be too specific and should include discrimination. Ann Marie's response: Title VII addresses some of these issues (Civil Rights Act of 1964) Employee to employee issues fall under Title VII. Student code of conduct for physical abuse and ethnic discrimination. Sexual misconduct does not include ethnic discrimination – Other policies address ethnic discrimination issues and issues of physical abuse that is not sexually oriented.
 - h. Other concerns: What if a student does not want “you” (the faculty or staff member) to report the sexual misconduct – You MUST report ALL Title IX violations. You should let them know your obligation to report the violation prior to any discussion with the student. Suggestion: Put Title IX policy in syllabus
6. Senate Treasurer's Report (3") Chad Gasser 5:10
 - a. Purchase of food and beverage for meetings
 - b. Purchase two books of Modern Rules of Order (2 copies are available)
 - c. Charged for use of conference center
 7. Senate President Elect's Report (5-10")
 - a. Report on Board of Trustees' Meeting –
 - b. Nathan Barker is gone
 - c. New Trustee Scott Johnson
 - d. Expansion of campus west of SUMA
 8. Senate President's Report (10-15")
 - a. Safe Colleges Training
 - b. Report on Deans' and President's Council meetings
 - c. CAPS wait time is zero! Suicide is #1 cause of death for college-aged students
 - d. Open carry policy on campus (concealed carry permit required). Training and education for faculty on this policy to be announced.
 - e. Undeclared students are now considered and labeled as “exploratory”
 - f. Open resources: Contact Library & SUU Press and Design
 - g. Change in Policy 11.8 Student Fee
 - h. Change in IRB policy – this will be released for a 30 day review soon
 - i. Update on LRT Task Force
 - i. Met on 10/12
 - ii. Will present the faculty senate with a draft as soon as possible.
 - j. Standing Committees
 - i. Most positions filled

- ii. University General Scholarship Committee: Does anyone know anything about this committee? It is in the senate by-laws but not described. Scholarship recipients – committee to award these monies. Jay Merryweather volunteered to possibly serve, and to look into this further.
 - k. Ombuds Position Update- Survey
 - i. 324 survey responses; 66.7% support or strongly support this position being filled. 47% indicated use of this service if it had been available in the last three years. Motion to approve and take to the President’s Council. Dave Lunt makes motion; Lynn White seconds – motion approved.
9. Policy 6.33 Academic Integrity Discussion (Mark Meilstrup, 10-15”) 5:20
- a. Policy changes because of interpretation differences among administrators and faculty. Example of cheating; faculty gave the students ½ credit and students appealed. Appeals went through 11.2 UAB (University Appeals Board); followed policy 11.2 & determined professor did not act in due process b/c faculty did not notify the students within 5 days.
 - b. Need clarification of appropriate faculty protocols for suspected cheating as well as clarification of the student appeals process and how any faculty sanctions against the student are reversed or modified.
 - c. Clarification of when and how to conduct notification of students who are suspected of cheating
 - d. Policy 6.19 Grade Appeal Policy also needs clarification –
 - e. Brad and Bruce agree that this issue and these policy revisions should be done by the Academic Affairs Committee – motion passed to send this information and policy review request on to Academic Affairs Committee.
10. Additional Items from Faculty Senate President:
- a. Change in IRB policy – 30 day review coming out soon
 - b. School of Graduate and Continuing Studies name change now “Graduate and Online School” to be approved by Board of Trustees
 - c. Institute of Policy Analysis name change to the W. Edwards Deming Incubation of Public Affairs.
11. Policy 11.8 proposal for student fee review committee (Wendy Sanders, 5”) 5:40
- a. Two handouts provided (policy and proposed changes): these will be posted on FS webpage and Canvas page. SUUSA funds; NOT the same as COURSE fees. These monies go to CAPS, athletics, theater, festivals, other productions, etc....
 - b. Students have to pay a lot of fees – elected senator (vice president of student affairs) to represent students but students feel like student fees are too high and they don’t have a voice in how much they pay and where this money goes.
 - c. New Policy 11.8 revisions going up for approval soon (October 19th) – but is this policy fair? There is no elected representation on the committee (Jared Tibbets

chooses who is on the committee); student self-governance is limited with the new policy change. Students should be able to vote and have a voice on how to change this policy. Can we put this policy change on “hold” until the student committee reforms in November?

- d. Motion for drafting a letter to Jared Tippets by the end of the week to request placing a temporary hold on the passage of Policy 11.8 because of outlined faculty senate concerns and request for the policy revisions conducted with input from student body leaders. Motion approved.
12. Campus communication improvement (Jessica Young): 5:55
- a. Elimination of excessive emails via website (completed in January) where the information that is usually emailed to everyone can be found. Daily emails replaced with weekly emails potentially with an opt-in and an opt-out feature. Another new website will highlight faculty members and “Faculty Fridays” so students can get to know professors on a more personal level.
13. Married Dependent Tuition Proposal Updates (Scott Knolls, 5”) 6:05
- a. Needs to be updated on previous information – referred to faculty senate canvas page and FS website
 - b. FS secretary will make sure all senators are allowed to access the FS Canvas page
14. Faculty Salary Issue- Strategic Plan, Philosophy, Goals (Bruce Howard, 5”) 6:10
- a. Salary and equity committee still needs a representative from the Library. This committee will track the trends of the institution and the peer institutions.
 - b. Need to pass a resolution to add salary language and goals back into the strategic plan – motion to pass and approved unanimously
 - c. Need specific action plans – Must remain competitive in regards to hiring new faculty. De-convolute the data to have solid ground to make an argument and support our position.
 - d. Discussion will be taken to the President’s Council
15. Family Medical Leave Act follow-up (5”) 6:20
- a. Are there any volunteers to investigate this issue and bring it back to the Senate?
 - b. Faculty have complained that they have had to find people to cover classes and there is no money to cover classes for maternity leave or other medical leave issues. It varies by department and there seems to be no policy that prevents people from falling through the cracks. Should we inquire with David McGuire about this? Is this an HR issue, or some policy infraction?
 - c. Motion for Bruce Howard and Wendy Sanders to find out what David McGuire knows about this policy and implementation of this policy.
16. Faculty/Student Ratio follow-up (5”) 6:20
- a. Tabled
17. Policy 6.2 Evaluation of Academic Officers Tool and Survey

- a. Evaluation documents: Comments should be sent to Lynn White so they can be used
 - b. No comments indicates the evaluation tools are approved
18. PVA-BS Elective Loophole: Tabled
19. Library Committee Question (Dave Lunt): Tabled
20. New Business (5"): None
21. Motion to Adjourn (1") 6:30