

Faculty Senate Minutes

Thursday, February 9, 2017

4:00 p.m. in the Charles Hunter Room of the Hunter Conference Center

- 4:04 p.m. Call to Order (1”) In attendance: Bruce Howard, Nathan Barker, Loralyn Felix, Scott Lanning, David Berri, Mary Pearson, Camille Thomas (proxy for Abigail Larson), Michiko Kobayashi, Brian Ludlow, Joel Judd, Kholoud Al-Qubbaj, Dave Lunt (also serving as proxy for Liz Olson), Todd Mack, Angela Pool-Funai, Jason Smith, Danny Hatch (proxy for Lynn White), Lynn Vartan, Wendy Sanders, Scott Knowles, Jay Merryweather, Matthew Roberts, Mackay Steffensen, Chad Gasser, Nasser Tadayon, Matthew Weeg, Mark Meilstrup, Daniel Eves, Chris Monson, Selwyn Layton
- Recognition of Guests (1”)
 - a) Brad Cook, Provost and Chief Academic Officer
 - b) John Taylor, Provost’s Faculty Fellow
- Approval of minutes from December meeting. (1”) Correction to minutes: Lynn Vartan is Convocations, not Tanner Center. Minutes approved as corrected
- Administrative Update (Brad Cook, 5”)
 - a) Suspending search for Business Dean due to low applications; will resume search in fall; Mary Pearson appointed as interim and Kim Craft assistant dean. Some good applicants, even internal ones, but the overall range of candidates wasn’t sufficient to make a decision. Mary is well respected in the school; appointment could be up to a year, depending on how long search takes.
 - b) Executive evaluations: if you have been asked to participate, please do. This is part of the restructuring of how we do evaluations; surveys go directly into HR office – third party; feel confident about anonymity.
 - c) Board of Trustees award: nominations open; \$2,500 award; recognized with honorary lecture. Diversity & Inclusion award: nominations open; please consider nominating a colleague. Recognized Scott Knowles for Laramie Project theatre production addressing issues of diversity
 - d) Bruce asked about optimizer classroom scheduler. Brad says it allows for some negotiation, but we are trying to optimize our space. Matt Roberts: can request special rules; run a report of classes & make changes before set in stone. Matt Weeg: problems with labs schedule in Centrum. Brad suggested to bring John Allred to discuss; we’ll refine it over the next few months. 2pm on: we have the worst utilization of space in the USHE system.
- Jumpstart: time commitment, and compensation (John Taylor, 5-10”)
 - a) Time commitment varies by faculty member. We have flexibility to decide how much time/integrating to because of team approach. Some integrate a lot; others teach similar to how they’ve taught before. Students enjoy when faculty integrate curriculum. Today – went snowshoeing; last year’s Jumpstart students came to answer questions about transitioning into normal classrooms. All said they missed

the integration between disciplines. More integrated curriculum makes for interesting discussion

- b) Anticipated \$1,500 stipend next year for faculty. Incentive for innovating curriculum. Brian Ludlow – question from undergrad curriculum committee regarding significant amount of contact hours above & beyond a regular course. Concern that we might start creating a culture where expectation is integration and attending other courses; before you know it, we have double, triple the contact hours on a fairly regular basis as the new norm. John Taylor – reason for stipend is because the aim is about 60 hours of contact, rather than standard 45 for a 3-hr class.
 - c) Dave Berri – is there training on integrating courses? Orientation? Dave Lunt – started planning last fall; meet regularly throughout semester; it is a little disorienting, but the best part is watching other people teach. No formal training for integrating. John Taylor – Most faculty didn't get formal training to teach, either (except teacher ed). Learn by watching others.
 - d) Todd Mack – feedback from faculty differed about workload, but everyone said it was worth it. There are other intangible benefits to doing Jumpstart. John Taylor – if you are stringent and have to have everything planned out ahead, Jumpstart probably isn't for you. It's very fluid; you have to get used to the feeling of building your wings as you are falling.
 - e) Dave Berri – cost? John Taylor – students get credit for class, funds go to department, Provost backfills (travel for field trips, etc.). Brad Cook – net maybe 15-20K more than tuition paid; GE classes vary (some more expensive than tuition; others less – evens out). John Taylor – in most universities, GE is money-producing program. Jumpstart: 50 students, \$500 over 34 credits. “Our retention rate is through the roof.” Brad Cook – with retention rate like that, students come back and pay more tuition. Not an unsustainably expensive program.
 - f) Brian Ludlow – any shared assessment? John Taylor – hasn't really been done yet; how they show they've met objectives is a lot different. None report feeling underprepared for subsequent courses. Dave Lunt – in his experience, Jumpstart students are doing much better on ELOs in his class.
- Lecture Capture Options Presentation (Karl Stevens, Shane Flanigan, 10-15”) Postponed to next meeting.
 - Senate Treasurer's Report (3”) \$1,950 in expense account
 - Senate President Elect's Report (5-10”)
 - a) New associate's degree Legal Studies
 - b) Policy development authority – president wants to close loophole that allows him to make policy without certain approval
 - c) Intercollegiate athletics – policy to consider; statewide concerns about Title IX. Current policy says female student-athletes cannot compete if pregnant. Policy changes are in the works.

- d) SUUSA – considering revising constitution to allow representation to be more reflective of general student population
- Senate President’s Report (10-15”)
 - a) Report on Deans’ and President’s Council meetings (emailed)
 - 1. Question about policy covering last two weeks of semester. University didn’t want to tie the hands of clubs, etc., from having study sessions, etc., so decision was to let them arrange their schedules during that time (students are adults & can prioritize).
 - 2. Distance Ed committee reorg: Mark Atkinson was chair but resigned from committee; Bruce asked Joel Judd to organize meetings and vote on new chair.
 - b) Update on LRT Task Force. Sent out policy revisions; trying to better align LRT policy with current mission statement and link it to the engaged learning that we want to happen on campus and fit the EDGE project. Working on it and hope to have something to bring to March meeting.
 - c) Ombuds Position Update. Bruce contacted Anne Marie Allen about new survey that is clearer for faculty about what this position can do. The ombuds is not an advocate or official mediator. Hope to send out new survey before next meeting.
- Faculty Salary-Equity Committee Update (Jay Merryweather, 5-10”)
 - a) Jay Merryweather – one meeting so far; reached out to Marvin Dodge to compare notes between committees tasked with researching same topic in staff association; figuring out tasks and will report back. Mackay Steffensen – five categories in Academe (American Association of University Professors); we are 2A Masters category. We’re told we can’t get CUPA data, but he called CUPA and learned yes, it can be released to faculty; just can’t be publicized.
 - b) Danny Hatch – does faculty data include administrators? Mackay Steffensen – Depends on data source; some separate. Also see USHE fact book, Tab K. Will send info to Bruce. Scott Lanning – library also has annual salary data in archives; see Special Collections.
- Upcoming Senate Elections- see list below (Bruce Howard, 5”)
 - a) Supposed to be introduced & take places in April, so elections need to be in March. Bruce sent list of expiring terms. Senior senator (most years in rank) should run elections; include all eligible faculty. Reach out and ask who’s willing to serve. Work in conjunction with dean’s office. Try to balance between departments. At least half should be tenured. See bylaws.
 - b) Term limits? Has to be one-year wait before running again.
 - c) Nathan Barker – need someone to serve as President-Elect; must have served as senator and tenured. Includes course release.
- Family Medical Leave Act follow-up (Jason Smith, Wendy Sanders, 5-10”). Jason Smith – reports that policy 9.7 was handled inconsistently across campus. 1) department chair’s responsibility to find replacement; 2) clarification of funding source for adjunct/overload/etc.; 3) clarification of responsibilities to prep. Spoke to David McGuire

in HR – confirmed #1. Perhaps more valuable to provide proactive report to Dean’s Council, rather than policy edit route right now. When FMLA request approved, HR to contact department chair. Potential concern about pursuing policy change: might raise additional questions like faculty leave time (unlike staff, who have to accrue time off), etc. Practice vs. policy (ex.: 6 weeks paid leave is practice, not required by policy). Reminder that FMLA isn’t just for maternity leave (ex., emergency surgery), so #3 might need to remain open-ended. Straw poll of support to add clarification in policy of #1 & 2. Proposed changes to be discussed at next meeting.

- New Business (5’’)
 - a) Mackay – student evaluations (see handout). Concerns that online-only evals are more likely to convey negative feedback. Ask to query faculty for feedback to discuss next month. Scott Knowles – question about why online critiques? Students can be more abusive online than on paper. Lynn Vartan – concern about survey fatigue. Mary Pearson – lower response rate online, so she did some research to compare online/in person results & found them to be similar or even lower in person. Dave Berri – found opposite – in class feedback is better. Mackay – if abusive, cuss words were said to a faculty member’s face, there could be repercussions, but online anonymity protects them. Bruce asked everyone to query respective departments to gauge the issues. Feedback on narrative comments, exclusively online, etc.
 - b) Questions from the group: IDEA? Nationalized norms, but what about cost? Why can’t we do it ourselves? If unreliable/invalid, why use for FAAR/LRT? Jay Merryweather – former experience on evaluation committee – custom system was very expensive; IDEA is better than what we had before. Establishes pattern.
- 5:39 p.m. Motion to Adjourn (1’)