

## Faculty Senate

### Minutes

August 30th, 2018

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

- Call to Order 4:01 PM
- Recognition of Presenters (4:05 PM)
  - a. Marvin Dodge, Vice President of Finance and Administration
  - b. James Sage, Associate Provost
  - c. Schvalla Rivera, Assistant to the President for Diversity and Inclusion
  - d. Johnny MacLean, Assistant Provost for Faculty Affairs

- Approval of minutes from last meeting. (4:06 PM)

- Academic Affairs update (James Sage, 4:07 PM)

Presented a two-page handout that is prepared for the board of regents. It will be included in the minutes

- Diversity Policy at SUU (Schvalla Rivera, 4:08 PM)

Dr. Rivera defines her job as the assistant to the president for diversity and inclusion. She is currently revising the policy for diversity at the university. They are going to do a climate study to assess the level of diversity and inclusion at the university.

Dave Berri – how many people are on the committee.

Exc. Committee has 14 members and an advisory committee has a larger grouping including students, SUUSA, Michael O Leavitt center for politics and the first meeting is coming in the next month.

Steve Barney – What types of resources are available from your area?

There are trainings being developed and distributed through the CETL group. She is a resource on how to have tense discussion in class and ways to improve the environment on campus.

Dr. Rivera is will to guest lecture in your class if your need her.

- Roll out of LRT Policy (Johnny MacLean, 4:14 PM)

Dr. MacLean presented multiple times in the opening week meetings to help show what is going to happen in the LRT roll out. Two documents need to be developed on is departmental criteria to be in line with the new P&T policy. The other document has to do with the selection of the mentorship teams. Associate and Full Professors will help to mentor the assistant and lecturers in the department to help them develop goals. There is a website with the due dates for this transition.

Transition team will act as a resource consisting of 8 people that will help the departments make progress as they work on developing their criteria. Johnny will start up the first meeting of the team and then allow the committee to work on its own.

Seven department are opting to use this new policy this year. Nursing, Biology, IES, Aviation, Psychology, KOR, and Agriculture/Nutrition.

- GE Committee (Johnny MacLean, 4:21 PM)

A standing committee that works with at least one member from each college on campus. We are working on assessing general education classes to make sure that all of the essential

learning outcomes are being assessed. Because of the speed of the initial roll out the committee is trying to revise the specific learning outcomes to be more representative of the various areas. There is a new map being generated to assign these learning outcomes but it isn't complete. By the next faculty senate meeting there will be some information.

- Update on Faculty Salary Model (Marvin Dodge, 4:26 PM)

A compensation committee was organized last year to look at salaries across campus. There have been concerns about the peer group used to determine the salaries for both staff and faculty. The compensation committee used a consultant (Gallagher HR consultants) to help develop a new peer group. College and University Professional Association (CUPA) data has been called into question in our previous compensation data. The challenge wasn't in the data received from CUPA but the peer group. In conjunction with the consultant group a new peer set is being determined and should be available later this fall. Marvin provided a handout that is available below.

In the potential peer group, it was identified that we are in direct competition with Dixie State, Weber State and Utah Valley Universities. So they were added to the group. Additionally all of the regional schools in the intermountain west were also added even though they went apart of the criteria determination. So 32 schools were determined based on 16 descriptors and the additional 15 are from the intermountain west.

The target salaries are determined by an average of all of the peer set schools salaries based on job titles. Based on that data our faculty are 1% above the average of our peer set. The staff are 2% below. Part of the information comes from CIP (Classification of Instructional Programs) codes. This summer the information was not complete and when the time came to figure out salaries Marvin decided to use the new data and there were some mistakes. Some of those mistakes have come from the near 100% turnover in the HR office so the familiarity with the internal model was sparse. Because the model was placed in a spreadsheet and it was difficult to interpret. They are currently trying to rectify the situations that happened this summer with mistakes in salaries. The University is looking for a software package to handle salaries, so that the most current information is being fed into the salary determination. Too many of the salary process are manual so the work load is considerable. Also a contract had been signed with Payfactors to get a handle on salaries. The new system will not match titles but job description so that you can show similarities in tasks you are required to do and not just be paid by job title.

Transparency is really important to Marvin. He will try to make sure that the process is clear. If you want to know what someone makes, it is available in the library and online. What is being asked is a rationale as to how that salary was determined. Keep in mind that there will always been a human element. Even though the ranges are determined by the HR office, if someone has exceptional credentials may be compensated more than another person. That is at the discretion of the people in the knowledge areas.

Joel Judd – Are you saying that you have figured out a new way to do this but it isn't perfected?

Marvin has been a proponent for releasing the salaries but has met with some resistance because that would cause strife between colleagues. What will never be captured is all of the factors that have gone into determining salaries.

Matt Roberts – so with our new group when we compare our salaries we are exactly in the middle? Is that our goal?

Marvin - With the accepted model in HR even if you start at the bottom of the range for your

position, within seven years you should be at the median for your salary range. As you have more time in that position you should progress to the top of the range. This is HR's strategy.

David Berri – If you are committed to raise the people who are below the average, and the people who are above won't have their salaries cut, then won't we go above the median as those increases come for those below average?

Marvin - Yes. There are other factors that come into play, like productivity but in essence you are correct.

Scott Lanning – Don't we create our own compression problems because our raises don't keep up with inflation?

Marvin - We tell the legislators that and they don't care. So we are trying to manage that internally. Our performance review process needs to be addressed. Every person I have fired has run to HR and showed glowing performance reviews. I think the current evaluation system is not working.

Todd Petersen (for Cynthia Kimball Davis) – How do you address when someone is hired at a larger salary than they should have for their position, is there a mechanism to review that situation?

Marvin - We don't have that yet.

- Midterm Grade Policy (Steve Barney, 5:10 PM)

We have a new policy for midterm grades. There has been some discussion about this session and has been approved over the summer but the various entities at the university. The current policy states that a mid-term grade needs to be posted either in Banner or Canvas. There is an exemption that can come from your department and dean but that needs to be done in the first week of classes for that semester. There won't be substantive changes to this possible but the mechanism by which it is reported can still be addressed. If there is a more effective way please talk to your colleagues.

- Committee Assignments (5:22 PM)

- a. Provost's Ad Hoc Committees

- Online Presence Committee - Cynthia Kimball Davis

- Faculty Evaluation RFP Committee - Danny Hatch

- Academic Integrity Policy Committee - Daniel Swanson

- P&T transition team - Shalini Keasar

- b. Remaining Vacancies

- Academic Standards and Admission Committee – Selwyn Layton

- University Curriculum Committee – Selwyn Layton

- Undergraduate Research Board – Chris Monson

- Executive Session

- a. Senate Treasurer's Report (3 minutes)

- b. Senate President Elect's Report (5-10 minutes)

- c. Senate President's Report (5-10 minutes)

- New Business (5 minutes)

- Motion to Adjourn (6:21 PM)

**a.** Next Meeting – In September