

Faculty Senate Minutes

December 06, 2018

4:00 pm

Cedar Breaks Room

Attending: Dave Berri, Nathan Barker, Steve Barney, Chris Monson, Kelly Goonan, Daniel Eves, Joel Judd, Tony Pelligrini, Scott Lanning, Doug Wayman, Michael Kroff, David Tufte, Matthew Eddy, Danny Hatch, Jonathan Holiman, Liz Olson, Jennifer Sorensen, Daniel Swanson, Scott Knowles, Benjamin Sowards, Hala Sweringen, Lynn Vartan, Matthew Roberts, Bill Heyborne, Selwyn Layton, Mark Meilstrup, Randall Violett, Brandon Wiggins, Nathan Barker for Shalini Kesar, Kris Phillips for Jason Smith,

Guests: Brad Cook, Brian Ludlow, Johnny MacLean, James Sage, Mary Jo Anderson, Daniel Bishoff

Not Attending: Tim Lewis, Lee Montgomery, Michael Crotty, Cynthia Kimball-Davis, and Mark Baltimore.

- Call to Order (4:07 PM)
- Recognition of new Administrative Assistant Heather Jones (4:07 PM)
- Recognition of Presenters and Guests (4:07)
 - a) Brad Cook
 - b) Brian Ludlow
 - c) Johnny MacLean
- Approval of minutes from last meeting. (4:08 PM)
Approved
- Teacher Evaluation (Johnny MacClean) (4:09)
IDEA is moving to online only, which precipitated a request for proposals. Committee member Alison Adams administers IDEA forms; she will still be the administrator no matter what platform is decided upon. Parker Grimes is also on the committee. First meeting has taken place – platform was selected (Brian will discuss) Committee has some recommendations.
- Teacher Evaluation Platform Presentation (Brian Ludlow) (4:16)
(See PowerPoint presentation)
Course and Instructor Evaluation formed of 11 faculty meeting weekly for an hour with some sub committees – sent out to 7 different orgs for proposals (no response from IDEA).
Options:
 - 1. Build own platform
 - 2. Purchase platform that will allow creation of questions
 - 3. Something similar to IDEABased on survey (257 responses) to purchase platform that will allow us to create our own questions. Faculty expressed a desire to create own questions and a shorter test/survey. IT representative felt it would take his team a significant amount of time to create platform, but it would be doable. Committee feels that the platform titled **Evaluation Kit** is a seamless platform that will integrate with Canvas and Banner.
Next steps will need to test bank departments to assess their needs – recommend 2-3 questions on college, department, etc. levels. New Committee will need to support departments and provide expertise.
Proposed timeline:

- Dec 13 New committee formed/decided
- Jan 13 Meet and assess survey data
- Feb 14 Identify university and department questions
- March 15 Survey faculty, chairs and deans
- April 15 Create pilot
- May 5 Pilot ready to go live.

Pricing was not considered -- but is, incidentally, \$30,000 cheaper per year than IDEA.

Evaluation Kit details:

- Mobile option for scheduling, grading
- Possibility of students not seeing their final grades until evaluations are taken
- Word clouds to eliminate meanness – also measures tone and blocks out certain words
- We can have the raw data to analyze and use
- Advantages to craft questions

Concerns expressed about weighted forms and how they were computed. This new platform would eliminate this issue. Moving forward, Committee would like to try and establish validity and reliability so that tenure issues don't arise. Brian said it was important for us to broaden our measures to peer assessment/self-assessment.

Current committee expressed desire to be on the next step committee. It will be up to Senate to decide who will be on the next committee. Current committee would recommend that at least the new committee include Steve Barney, new president. Senate will decide at a later time and email about decision – consider setting up a Canvas discussion or an email. Former committee would like to be advised on whether they continue or end their service.

- Report on Student Retention (Jared Tippetts) (4:43 PM)
(See handout)

Focus is on outgoing freshman returning as sophomores. Retentions are trending upward. 2017 retained at 3% (approx. 169 students). Handout explores 2014-2017 retention, including tuition paid calculations. Comparing our intuition to others in our category, average retention rate is 75%, which SUU feels is attainable. Jared shared that the 49.3% graduation rate for 2012 cohort. Compared to the rest of the state we are 2nd, behind University of Utah. From a retention standpoint, we anticipate surpassing the UofU.

- Report from Brad Cook (Provost) (4:57 PM)

The university is thinking about our instructional strength and the faculty lines needed to support our values – the fact that we continue to trend up on graduate and enrollment rates is commendable. With this success, we need to invest back into our University in strategically smart ways. What keeps the university steady on the faculty we hire is integrated into our strategic plan – maximize faculty resources and prioritize hiring fulltime faculty over adjuncts. Are we maintaining these goals? Daniel Bishoff has been tapped by the President to assist in forecasting our needs for new faculty and staff. Student-Faculty ratio data was shared which shows that 75% of the budget (20 new faculty lines) kept us level on the ratios. 18:1 or 68% of our instruction is taught by fulltime faculty. SUU is motivated to maintain that – statewide, and nationally, we are high. Faculty allocation (per a 5-year average) shows calculations on faculty needed to support projected growth in undergrad and grad to be forecasted at 28.8 new faculty, with 25 fulltime and 3.69 new adjuncts for undergraduate

teaching. These are data points to help make decisions, not the full factor that will be considered. The board and president have a 15,000-student goal, which shakes down to 172 new faculty (year range?)

How do we address imbalances in workload? A report – available on dashboard – will assess and help project growth and determine new faculty lines. This year, the total requested lines were 35. He is considering 25 new faculty lines and approval is in place now for 21 (preapproved) new faculty lines, awaiting budget discussions/negotiation on the final 4 lines.

State financial situation is strong – the government’s budget has come out and is only moderately supportive for higher ed – no additional \$\$ for space/buildings. Brad is worried about the position the state has toward education. Not likely to make changes to tuition. Affordability, accessibility and impact are important to SUU. We are looking for \$\$ for space, staff support, faculty, etc. Endowment is 25million – 100 million in invest portfolio – yielding about 4% yearly. We are supposed to spend 3% less of what we earn – so we should only be spending 1% but we spend 3%.

- New Business None
- Motion to Adjourn (5:57 PM)
 - a. Next Meeting – January 10th, 2019 (4pm in the Hunter Conference room)