

Faculty Senate Minutes

August 29, 2019

4:00 pm

Charles Hunter Room

Attending: Dave Berri, Steve Barney, Bill Heyborne, Kelly Goonan, Brandon Wiggins, Danny Hatch, Melinda Ford, David Tufte, Michael Kroff, Doug Wayman, Michael Kroff, Jim Mock, Lijie Zhou, Jennifer Sorensen, Carlos Bertoglio, Matthew Eddy, Daniel Swanson, Andrew Kent-Marvick, Doug Ipson, Randall Violett, Rachel Bolus, Richard Cozzens, Andrew Misseldine, Doug Wayman, Wendy Sanders for Richard Bugg

Guests: Tessa Douglas, Johnny MacLean, Cynthia Kimball Davis, Bruce Haslem, James Sage

Not Attending: Shalini Kesar, Lee Montgomery, Donna DeSilva, Mark Balitmore

1. Call to order Steve Barney (4:00)

2. Meeting Structure: Kelly Goonan (4:02)

Review of Parliamentary procedures per Roberts Rules. We have modified some rules for Faculty Senate. Executive Council meets the week prior Senate meeting, so you can bring up issues to Steve to review in the Executive meeting. We'd like to make the meetings more organized to save time for discussion items. One of the main changes made was speaking in the Senate, if you would like to speak, raise your hand and Barney will call on you. Please keep your remarks to two minutes (Goonan will time you). Please do not speak more than once on a given item, unless everyone else has had a chance to speak. Voting in Senate will be by roll call vote, go around the room to place your vote in representation of your department. We will include basic elements in Roberts Rules motions, adjournments, etc. in order to make progress in meetings and clarify action items for progress.

3. Recognition of Presenters and Guests (4:07)

- a. Tessa Douglas
- b. Johnny MacLean
- c. James Sage
- d. Others

4. Approval of Minutes from last meeting (4:09)

Postponed until September meeting

5. Action Items (*Items from last meeting requiring vote*)

- a. None

6. Information Items (*Information presented followed by questions for clarification*)

a. Southwest Tech Dual Enrollment Program: Tessa Douglas (4:09)

SWTech has a dual enrollment program with SUU which seeks to support the interests of all students. The benefits for SUU students are that they can take classes at SWTech and articulate. Students at SWTech are also enrolled automatically at SUU and can earn SUU credits at SUUTech prices. SEE PPSlide for more information.

b. Academic Calendar: Johnny MacLean and James Sage (4:18)

Finalized the 15 week campus calendar plus a finals week. Summer will not have a final exam week. All this was recommended by the Faculty Senate and can be reviewed on the Provost Office's website. Calendars are now integrated into the online Google calendar. Let James Sage know if you note any errors. Board of Trustees will approve the calendar on September 27th – the calendar not final until then. There is more consistency in this calendar year with day breakdown being: 64, 64, 62 or 61. We are still in compliance with federal regulation. There is a full Spring Break, as well as two weeks after graduation before summer semester begins. Summer session will have A terms and B terms. Our partnership with AP our OPM calendar has 7 weeks of instruction and a final exam week – this is the second calendar for online classes. This is still in development.

Question: Can Canvas open their classes a few days before actual start date if classes are starting mid-week.

Answer: (Johnny McLean) YES

c. Promotion and Tenure Policy Update -Johnny MacLean (4:30)

Johnny's goal is to be of service and foster a culture of improvement and professional development. He welcomes feedback and suggestions on how he can help you better. He would also like to increase communication dialogue and collaboration. Welcomes your suggestions.

I know it feels like new initiatives that have been moving fast. This policy has been a deliberate process for P&T. Your department chairs should have the resources to help you through this transition – too many details to go into here tonight. Working on updating the resources they provided a year ago for the transition and these will be presented to department chairs soon.

d. Regents Priorities: Johnny MacLean (4:36)

President Wyatt is interested in innovating and making this university a place in the state and the country for innovation. The regent, legislator and commissioner's office set priorities which Pres Wyatt pays close attention to and informs his directions. The regents are interested in identifying the barriers to student success, which are:

#1 Priority

Transfer students and articulation of credits. 65% of graduating students in our systems have at least two institutions on their transcripts. The curricula between these schools present barriers and problems for students in the state. Pres W would love input, from faculty especially, on how to innovate in this matter.

#2 Priority

Is regarding learning assessments before students come to our colleges. Ways to honor students previous work experiences that might transfer to credit and fit into curriculum. The regents are interested in those ideas to help students.

e. Student Feedback Survey: Daniel Hatch (4:40)

If you remember at the end of last semester we developed a new platform, we also developed a new survey to sit on this platform and got faculty input, created an assessment and asked for more feedback. We changed the responses in order to stay away from numerical assessments. This was not fully supported so we have taken suggestions from the summer semester student survey and are making changes based on your feedback.

We want you to have information that you can use based on student surveys. You can decide how you want to measure yourself and compare your performances

Barney: we are moving away from a student evaluation system. This should not be the main source of your evaluation, the main source should come from your mentorship team. The idea of this survey is to illicit student feedback .

Please explain to your departments the rationale behind this to open up more dialogue

f. SUU Women's Network: David Tufte (5 Minutes) 4:50

Has been on campus for a few years now and is growing. We need more faculty involvement – we are working to live stream our monthly events. They are recorded as well. We hold a Fall Kick Off and Wrap Up event in spring. There is a large conference as well (March). Please join us – it's not of, for, or about women only. September 10 will be our kick off with food. Please come and join the club. There is a Canvas page. Our monthly meetings can offer professional development credit.

g. Summer Compensation Proposal: Cynthia Kimball-Davis and Bruce Haslam) (4:53)

The committee met 5 times this summer and came up with recommendations for summer compensations and 3-year degree funding requests. Guided by three goals increase compensation 2. & 3. [SEE HANDOUT]

Compensation models

It is generally felt that we do not like prorating of summer salary – we would like to get rid of this and are proposing a fixed rated. We expect that this will enable us to receive our salaries immediately rather than waiting a month until the first paycheck.

We have 4.5 million to allocate. We need to begin considering what classes you would have to offer. Fall and spring offer about 1010 classes combined. 30-35% of that in for summer classes. If 80% of classes end up being taught, the salary would be \$1800 per ICH; @ 70% it could be \$2000 per ICH. 60% of needed classes would be \$2300 per ICH.

Tufte: who do we lean on to cut classes and get more compensation?

A: Not sure – but hoping there would be no central control. Lean on Department chairs.

Berri: Scott wants us to go up to 50%

Bruce: We have to make recommendations for salary. We need to fix a number. And make recommendations clear and reasonable.

Questions: Is it happening this summer, what is the increase can we expect it?

A: We hope it will be this summer. The money is there and has to be spent.

We don't have a lot of information and we hope the money will stay reserved for faculty. We need a regular committee to evaluate this and stay on top of the results and numbers.

Department chairs may be limited to 2 classes during the summer. Giving feedback to change this.

The question to ask is:

What classes have to be offered for students to finish in 3 years. There are some degrees that may not be able to do this for various reason. President has in mind 15-20 degrees he'd like to see offer 3 years.

Theatre department comment: There are concerns about summer being the preferred time to teach and weakening Spring/Fall offers due to higher pay in summer. Students then are limited and their 3 year

plan becomes more like a 5-6 year plan to graduation because a majority of classes move to summer for the higher pay to faculty. This does not help students. How do we prevent this?

h. Committee updates: Steve Barney (5:52)

We have some vacancies on the Faculty Review Board Committee we need to replace 2 seats from PVA and Science and Engineering to get together and submit a name – one from each of these colleges. POSTPONE further comments to next meeting.

i. Attendance Policy: Steve (5:53)

Students have to be recorded as attending in order for university to continue to qualify for funding – there is a Canvas quiz on the class photo roster, click on the students and type in the date that they first attended.

j. Mid-term Grade Policy: Steve (5:55)

If you're not using Canvas you will need to use Banner to submit your grades.

k. E-Mail Policy (SUU Policy 5.58): Steve (5:56)

All university business must be conducted via suu.edu account. Personal business should never be conducted via suu.edu account.

7. Discussion Items (*items requiring discussion and debate*)

a. Summer Compensation Proposal (5:24)

Theatre does not offer summer classes – could summer funds be allocated to Theatre to build a more robust fall and spring when students will only be attending? James feels it may be possible from the summer revenue to fairly compensate fall and spring, we do not wish to harm students during these semesters. We are hearing these concerns from department chairs on these potential money changing behaviors for fall/spring teaching at \$800 a credit versus \$4000 a credit.

Johnny McLean: Faculty Senate put together proposals – to provide some guiding principles to prevent department centric decision making.

Comment: support services should also be included in compensation consideration as they will be providing additional services (library, tutoring, testing, teaching and learning center, etc.) to students and faculty – it will be more than just faculty removing student barriers for earning a degree in 3 years.

We need a plan on how to allocate these funds, otherwise we will minimize faculty compensation.

We will take this information and provide some guiding principles for your departments.

MOVE to modify/amend proposal – 2nd motion carried.

Guiding Principles

We will work to approve the proposal with additional guiding proposals:

- We recommend that the best interest of the students be presented with appropriate academic support for them. Removal of barriers from departments.
- Maximize faculty compensation during the summer and overloads during the fall and spring.
- Be judicious in course offers so that it will help everyone.
- We need to look at fair compensations for adjuncts and overloads
- Acknowledge our charge to expedite student graduation

Statement

In acknowledgement of our charge to remove barriers to student graduation, we also recommend that priority be given to the equitable solution of overloads and adjunct salaries during Fall and Spring.

It was marked that more was needed about exclusive focus on summer, which could be detrimental to student success in certain programs.

Please submit your proposals and by Tuesday to get approved by everyone. Pres. Barney will take recommendations to Daniel Bishoff.

Tufts: What we really want is more profitable classes. Not more classes but ones that generate revenue. Only the beneficial classes.

- b. EDGE Discontinuance (5 Minutes) SKIP
- c. SIEL Disbandment (5 Minutes) SKIP
- d. Other Issues/concerns (5 Minutes) SKIP

8. Standing committee updates

- a. Treasurer's Report (5:58)
- b. President Elect's Report (5:58)

Board of Trustees meeting – a proposal was made that each of the academic colleges have a member of the Board of Trustees assigned to them to be their trustee. We asked that the Faculty Senate be assigned someone and the Board President volunteered himself. Barney has a meeting with him next week. They are the governing board so this is a good relationship to cultivate and to be an informed body. He also wants to come to one of our meetings.

- c. President's Report (5 Minutes)
 - i. Anonymous Faculty Feedback Survey POSTPONE
 - ii. Faculty Innovation Incubator POSTPONE
 - iii. Faculty Affairs/Senate "Office Hour" 6:00

This will take place the first and fourth Thursday of every month, 4pm in the rotunda to discuss issues of choice for 1 hour.

Meeting adjourned: 6:02 pm

(No Executive Session was held)