

SUU Faculty Senate Meeting Minutes

March 25, 2021

4:00-5:30

Attending: Bill Heyborne, Rheana Gardner, Steve Barney, Kelly Goonan, Andrew Misseldine, Rachel Bolus, Lijie Zhou, Gary Wallace, Dave Berri, Richard Cozzens, Rosalyn Eves, Jim Mock, Matthew Eddy, Carlos Bertoglio, Paula Mitchell, Doug Ipson, Ross Flom, Richard Bugg, Bruce Haslem, Celesta Lyman, Brianne Kramer, Greg Powell, Skip Jones, Donna DeSilva, Daniel Swanson, Brandon Wiggins.

Proxies:

Not Attending: David Christensen, Andrew Kent-Marvick

Guests: Jon Anderson, James Sage, Trisha Robertson, Johnny MacLean, Joel Vallet

1. Call to order (4:00)
2. Recognition of Presenters and Guests
3. Approval of [Minutes from March 11, 2021 meeting](#) (4:02)
 - a. Minutes were approved.
4. Information Items (4:03)
 - a. Senate meeting dates for AY 2020-2021
 - i. Apr 8 (President Wyatt will be present), Apr 22 (introductions of new senators)
 - b. Tenure and rank advancement
 - i. Recognized colleagues who were advancing to tenure and those moving to assistant to associate professor, and lecturer to assistant professor.
 - c. Festival of Excellence - please encourage attendance
 - d. Replacement of retiring senators
 - i. Expiration dates of terms are listed on the [senate webpage](#)
 - ii. Please refer to the [senate by-laws](#) regarding how to conduct elections
 - iii. Please encourage your tenured colleagues to run - we are currently out of alignment with our by-laws
 - iv. New senators will need to attend our senate meeting on April 22nd. Outgoing senators will need to be prepared to introduce their replacements in the senate.
 - e. COVID updates (4:11)
 - i. Recent email was sent regarding access to vaccines. Please refer to the email to find out how to receive the vaccination. Please be advised that campus is continuing to enforce the mask mandate through spring semester. We will reevaluate prior to summer semester the need for masks. We have every hope that by fall semester we will be back to normal, but we will proceed with caution and be in communication.
5. Action Items (4:16)

- a. Parental Leave with Modified Duties - Kelly Goonan
 - i. There have been minor changes and we hope you've reviewed the policy again. Eligibility was clarified and additional changes were made to the sabbatical leave policy to make the language consistent. Time line flexibility was added. Also added was a section on Unanticipated Events and Policy Review.
 - ii. Policy was approved by the senators with one NO vote. The policy will move on for further review.
- 6. Discussion Items (items requiring discussion and debate) (4:47)
 - a. SUU discounted tuition rate and the need for more income
 - i. All the new funds that we received from the legislature every \$ will be spent on hiring additional faculty. We have been lobbying for the maintenance of our faculty-student ratios and salary. This is a significant action of good faith placed on us to move forward. We will be hiring 20 new faculty this year. Since 2016, we have moved from approximately 278 faculty to 350 faculty when the new hires are complete. Administration has made a commitment to keep up with student growth and faculty. Staff has not been kept up due to budgetary concerns. The budget is tight, the reserves in the division of academic affairs is about 200k, which is not a large enough cushion. We have 4 sources of revenue, 50% come from legislative support and the other 50% coming from tuition, advancement, and grant revenue. Our grant portfolio is administered by Mindy Benson's office. I share all of this to help you understand the predicament financially as we look at the restoration of budgets. The donations resources have been tapped. The legislature has been incredibly generous with us. We are then brought to tuition as our only area of growth financially. Our competitors are much more competitive in their tuition costs. We have not had a tuition increase for a few years. We are offering a substantial tuition reduction in the form of scholarship to attract students. Students are billed \$300 per credit but we are only collecting \$160 per credit. We would like to open up discussions about our tuition discount rates and whether we need to make adjustments to generate revenue.
 - ii. Anderson: we are at a point to start looking at what the future of SUU looks like and who's going to pay the bill. All these decisions have to be framed in an equity lens – which reflects upon affordability for students. For us, that leads us to some complex questions. We have given away education at a lower price point to students that are more prepared. We've made education less expensive therefore if you are more white and socioeconomically advantaged. We need to address that and see if that's what we want to continue doing. These are all open questions and we need to look at this together honestly.
 - iii. BTW: When President Wyatt joins us in our next meeting, he will address these issues with us.

- iv. Berri: We have a discount rate what kind of analysis have we done to see what happens to revenue when we offer these discounts. Do we have an analysis like this to look at?
- v. Anderson: I don't know if we have done that specific analysis. It's all set up on a matrix. What we don't know is if we don't give scholarships to those gifted students, will they stop coming to SUU.
- vi. When we ask students their reasons for leaving SUU the #1 reason is financial concerns.
- vii. Access and equity – we know that scholarships frequently go to students with certain advantages – so as we continue to think about recruiting a more diverse student body – we may not be, due to our policies, attracting the types of students we seek. Do we need more needs-based scholarship models rather than achievement models? How can we incentivize underserved students to come to SUU?
- viii. We will continue this conversation with President Wyatt next meeting. This will be an ongoing conversation and we are already moving into some important directions.

7. Standing committee updates (5:15)

- a. Academic Affairs (Steve Barney)
- b. Faculty Salary and Workload Committee (David Berri)
- c. Faculty Review Board (Gerry Calvasina)
- d. Distinguished Faculty Lecturer/Grace A Tanner Committee (Andrew Kent-Marvick)
- e. Inclusion Diversity Awards (Brienne Kramer)
- f. Outstanding and Distinguished Educator Award (Richard Cozzens)
- g. Distinguished and Scholarly Award Committee (Ross Flom)
- h. Distinguished Faculty Service Award (Paula Mitchell)
- i. General Education Committee (Carlos Bertoglio)
 - i. We are still working on our Marketing Strategy. Also, trying to create a network to give more support to undeclared majors. Next month faculty will receive a short survey we are looking for faculty to make connections to create initiatives on interdisciplinary collaborations. Sometimes we don't know what we have in order to bring about these collaborations.
- j. Attainment Gaps Committee (Steve Barney and Bri Kramer)
 - i. Meeting this week to refine the presentation the group will be making to the new CDO who will be here on April 1st.
- k. OTL Advisory Board (Gary Wallace)
- l. Ad hoc Parking Policy Committee Update (Daniel Swanson)
- m. Ad hoc Faculty Parental Leaves Policy (Kelly Goonan)
 - i. See above
- n. Treasurer's Report
- o. Past President's Report - Strategic Planning Committee

- i. Tomorrow committee will be meeting to narrow down the vision and mission statement. The website has links to the meetings available via Zoom. There are also recordings of past meetings. Feedback welcome.
 - p. President Elect's Report – Diversity Committee Updates
 - q. President's Report - Board of Trustees Meeting
 - i. Meeting was held on March 19th. A number of policies were given final approval: 1.0, 2.0, 3.0, 4.0, 6.1, 6.15, 6.47, and 6.5
 - ii. There are a handful of new programs that were approved: AS in Elementary Education, Bachelor of General Studies, BAS in IT and Cybersecurity.
 - iii. Changes in BFA degrees – from emphases to majors.
 - iv. Also, in Cyber Security now offers a major (formerly emphases).
- 8. Executive Session
- 9. Adjourn (5:22)