Faculty Senate Executive Committee Minutes  
March 27, 2012  
LC 243, 3:00-5:00 pm


Absent or Excused: Stan Jenne, Gary Measom, Russ Thornley

- Call to Order 3:04 pm
- Minutes Approved.
- President – Matthew Holland
  - The President presented information on the 2012 Compensation Proposal. The proposal includes a 1% salary increase for all employees and UVU must contribute 25% of the 1% increase. He is anticipating the Board of Regents will pass a 4.5% 1st tier tuition rate increase. These increases are designated to help with merit and retention, health insurance, retirement and operational issues. The Benefits and Oversight Committees have reviewed our benefit plans and have reported that UVU is facing significant increases in the premiums.
  - Benefits – Ron Price
    - Ron reminded the Faculty Senate that last year all employees received a $985 increase to their base salary to cover the cost of the benefit increase. Currently, UVU is looking at a 14% increase in benefit costs by the end of June.
    - Two plan options will be offered for the upcoming year: Base Plan (Gold) and a Buy-up Plan (Green). He presented cost information on both plans with reference to the current plan. HR plans to hold one-on-one sessions, open forums, departmental meeting, meet with PACE and Faculty Senate to help education and answer questions. By creating the two plans, they have been able to carve out about 10%, and the Cabinet is kicking in 5.33%. Dental was looking at about a 12% increase, but the Benefits Committee chose to include a deductible to offset this increase. Ron reminded everyone that preventative care has no co-payment.
    - Utah Retirement costs required by UVU to pay have also increased by 10.4%.
    - Ron discussed the handouts and noted that these are proposed plans until the Board of Trustees approves on April 6.
  - Salaries
    - The President noted that all employees will get a 1% increase plus $100 to their base salary to allow everyone to receive a true 1% increase subject to taxes. He also reminded the Senate that the
University might not always be able to assist with the increases to offset benefit cost increases.

- **Equity/Retention**
  - As per instructions from Regents, the university has money to distribute for equity and retention. We still have some salaries that are out of whack with market norms and competitive job offers we need to compete with in order to retain personnel. On the faculty side, that money will be used for rank and tenure promotion with some left over for targeted equity and retention as identified by Academic Affairs. The same holds true for the staff side to make a pay scale adjustment for appropriate and non-appropriated to bring them up to just the minimum of their pay grade. Executives will also receive the 1% increase except the President. Adjunct faculty will also receive the 1% increase giving them $22 per 3-credit course. Similar adjustments will also be provided to the hourly staff.

- John Balden thanked the President on behalf of the faculty for helping to secure the salary increases.

- Linda Makin reiterated that meetings with PACE in the near future and the BOT on April 6 for a conference call. HR will distribute a letter from the President and Benefit Enrollment information on Monday, April 9. She and the President also thanked the Benefits Committee for their hard work and input. Ron Price noted that as soon as the letter goes out, HR will begin meeting with departments, groups and others to discuss the information and assist all in making an informed decision regarding their benefits.

- Hoagies with Holland will be held on April 19 at Noon. Lunch will be served starting at 11:30 am.

- **Policies**
  - Policy 523 – *Grading* - John received the Policy Committee’s comments and sent them out to faculty. He has received about 20 emails with comments. John will send the comments to Lyn Bennett. This policy will be an action item at the next Senate meeting.
  - Policy 631 – *Student Evaluation* – Will be an information item on next Senate agenda.
  - Policy 601 – *Classroom Management* – This policy continues to be an action item.

- **Committee Reports**
  - Thomas Henry – Nothing
  - Stan Jenne – Not Present
  - Kim Strunk – She will no longer serve on the Senate as she will be on the RTP Committee for the School of the Arts and felt there might be a conflict of interest.
  - Russ Thornley – Not Present
  - Ian Sorensen – Ian sent an email to Ian Wilson some information regarding Faculty Development travel requests. Ian Wilson will review and let Ian
Sorensen know if he has any funds available. Faculty Excellence Awards information will be presented at the last Senate meeting.

- Pierre Lamarche – The Grievance Committee met on Monday. The committee was put together to address specific types of grievances. They strictly deal with academic rights and responsibilities issues. The scope of committee is limited. Grant Richards expressed frustration, as there are so many committees that handle various types of grievance issues. He also expressed frustration, as no mediation is required. However, when a moderator is requested, the institution will provide one. This gave Pierre the idea that UVU needs an Ombudsman office for all grievances for both faculty and staff as the first point of contact. John Balden noted that most of the grievances come to the Faculty Senate and then he directs them. The current policy is Policy 647 – Grievance. John and Pierre recalled that there was an office in the past, but no one knows what happened to it. The idea is to create a point of first contact for anyone who may have a concern and they don’t know what to do or where to begin. Arlen asked if the Ombudsman office will referee dialogue or interface to get it started. Pierre has no idea of how it was previously structured. John noted that it really did not get used. He said he is usually the first point of contact for faculty and directs them accordingly, and agreed whether we have an office or more education, the issue needs to be explored.
  - Pierre also informed the Senate about the rally demonstration held by the UVU Coalition Against Discrimination recently. They did meet with the President requesting Administration to consider the possibility of including sexual orientation and gender identity as a protected class under the university policies. Lyn Bennett indicated that the Policy Committee unanimously will strike anything that does not include orientation because the committee feels the university is going to stand up and say we are against all discrimination or not. Pierre would like to propose a resolution to support the Coalition Against Discrimination and include sexual orientation and gender identity as protected classes. Kat Brown expressed that it is currently written into the pre-planning policy for Discipline, but has been told it will be removed when it reaches President’s Council. David Connelly indicated that this is reason to go after Senate activity to express their support. Pierre also proposed an information item to request Administration to extend campus benefits to domestic partners including same sex domestic partners. John Balden requested Pierre develop a draft of what he wants to bring forward.

- Elaine Tuft – Her committee is working on the elections. They still do not have a chair from the Arts. She reviewed the bylaws and noted that a senator could run the elections. An Associate Dean is not allowed to run elections. Nominations and elections will be held at the next senate meeting for committee chair positions and will take office May 1. Ian Sorensen asked how the new Aviation/Public Service School will affect senator allocations. John noted it wouldn’t. Ian Sorensen then indicated it does affect Faculty Awards.
Lyn Bennett – The Ad hoc finished its rewrite of Policy 644 – Appointment and Responsibilities of Department Chairs. John Balden forwarded it to be put on President’s Council for review in the subcommittee meeting then President’s Council for Stage 2. She also sent John rationale for Associate/Assistant Policy Chair. The Committee feels there should be something, but not necessarily a policy. The Ad hoc Committee is willing to do whatever the Senate instructs. The rationale needs to be sent to the Faculty Senate and decide what they want the committee to do, whether it is to draft something or not.

Arlen – Nothing. Arlen would like to continue until next spring since he came on the senate during the term. Executive Committee agreed, as he does not need to be re-elected.

Gary – Not present

• Information Items
  o April 3 - Senator Elections
  o April 17 – Final Senate Meeting - Certificates will be presented for those existing. A nice catered meal will be provided for 65 people. Voters will need to be defined.
  o April 24 - No Executive Committee Meeting
  o Discuss Tenure Document and definition of tenure
  o Lyn Bennett recommended UVU hold Safe Zone Training on Campus. Kat Brown indicated that Ron Price agreed to meet and address this issue. She said HR is willing to investigate and hold these trainings. Lyn Bennett will contact Kurt Ashworth.

Adjourn – 3:55 pm