Faculty Senate Minutes
October 30, 2012
LC 243, 3:00-5:00 pm


Excused or Absent: Marlene Bacon, David Dean, Matt Draper, Dwayne Erdman, Wioleta Fedeczko, Debora Ferreira, Doug Gardner, Stott Harston, Erin Haskell (UVUSA), Carolyn Howard, Pierre Lamarche, Rick Moody, Paul Tayler, Elaine Tuft, Marcus Vincent

Call to order - 3:00 PM

- Approval of Minutes from October 16, 2012 Senate meeting. Minutes approved after attendee correction.
- President Holland
  - Enrollment Concerns – There is a system-wide meeting next week to discuss the impact of the LDS missionary announcement. Belief is any short effect will be short term.
- VPAA – Ian Wilson
  - Visited the Health Professions Building and departments. In order to help them feel more engaged, would like to hold meetings such as Faculty Senate over there during the year.
- Information Items
  - Bob Dickeson visits on November 1st from 10:00-Noon in LC243.
  - Testing Center -Talk with faculty/areas regarding their impressions of the testing center and pedagogy issues of a testing center as it relates to your department.
- Planning – Linda Makin
  - Areas of responsibility – Institutional Effectiveness & Planning; Institutional Research & Information; Reporting Analysis & Data Management; Budgets; Compliance; Policy
  - Role – Assist campus with everything to do with planning, prioritizing, budgeting, assessing, and acting in a transparent environment.
  - Planning – All centered on our mission, core theme, and administrative imperatives

Handouts and posters were provided. If you would like some, contact Michelle Durham.
- Mission statement - Approved prior to becoming a university and has been in effect for just over four years.
- Core themes - How we translate our mission into the core themes and fulfill NWCCU requirements. Objectives and Indicators support them.
- Administrative Imperatives – Key practices and principles UVU needs to fulfill our mission over the long haul. These are not required by NWCCU. The university felt these were important to assist in fulfilling core themes.
- These three areas are the foundation of all planning whether it is at the university, department, or program levels.
  - University-wide planning efforts – Integration Model updated in fall 2009-2010; Facility Master Plan in 2010; Strategic Plan for Managing Growth Phase I in 2009-2011; Unique Education Mission; Core Themes, Objectives, Indicators and Administrative Imperatives. All can be found on the web site.
  - Statewide planning efforts – Integrative Comprehensive Strategic Plan also known as the 2020 Plan. Focus is on participation, completion and economic development. The 2020 Plan is that 66% of Utahns will have a post-secondary education. The Governor also instituted Excellence in Education Commission that impacts our planning.
  - Internal planning efforts
    - University Planning Advisory Committee (UPAC) – consists of faculty, students, staff, and cabinet. Charged by the President to advise he and the cabinet on broad university planning. This year UPAC will be conducting a SWOT analysis in areas of core themes, master plans and how we are aligned with USHEs plans.
    - IT developing a Strategic Plan
    - Satellite Campus Plan
    - Student Affairs
    - Academic Affairs Master Plan with current emphasis on Program Planning
    - Divisional and Unit Plans including self-studies
  - PBA Process – ongoing cycle
  - State of the University to discuss university plans
  - Management Tool of Planning/Assessment Software – “Insight”
    - Idea is to provide facilitation for large organization and is pre-populated with core themes, objectives, and indicators. It is also programmed with ELOs.
    - Contact Marc Jorgensen or Michelle Baron for more information.
- Questions
  - How does the program planning system integrate with COMET and curriculum to create a strategic plan for curriculum perspective for each department, etc.?
    - Working on systems (COMET and INSIGHT) talking together, but not replicate data.
    - Curriculum - Schools/colleges have identified proposed degrees for the 2013-2014. There are no broad plans for curriculum planning. All program outcomes should be done. Departments should have their own mission statement.
How does summer budget integrate into rest of year?

- UVU has one appropriated operating budget with two primary funding sources: tax funds (38%) and tuition (62%). In the tuition revenue is the revenue from summer school. Summer school generates more than the direct summer school costs, but that revenue is distributed throughout the university budgets.

What is the general sense of your role in planning?

- Faculty Senate does not play a role in overall planning.
- Ian Wilson noted that faculty is represented on many planning committees such as President’s Council, PELC, Curriculum Committee, and Professional Development. A problem is the lack of communication from the faculty serving on the committees. In regards to participation, the president remarked that sometimes it is a choice about time and energy. The overall effort is to bring as many faculty voices to the table.
- Suggestion was made to have the product of the PBA process presented to Faculty Senate for commentary and formally recognized in the minutes as having been presented. Linda Makin noted that the PBA schedule and presentations are posted on the web and the outcomes’ meeting is an open meeting for the entire campus in April.
- UPAC nominations are open every spring and the committee would welcome more faculty nominations. Some faculty feel the general impression is that planning will happen without faculty participation, which provides temptation for faculty to not be engaged. The president noted that this has been a concern for UPAC and they are working on communication issues and what can be done to improve overall communication as an institution.

How are selection committees assigned and how does faculty become apprised of the opportunities and be adequately represented so faculty does not feel administration is controlling?

- The president indicated there are hiring guidelines for the search committees and that there are periods for posting, search and feedback from campus to have involvement or say. He indicated that he would consider a review of the practices if interested as part of ongoing conversation about best practices.
- Suggestion was made that the senate control where faculty serves for credibility and buy-in and the fact that the senate can adjudicate the process.
- The president shared that UVU works hard to create an opportunity for broad faculty input throughout the institution in regards to the PBA process about where we are going and what we should be investing in.
- Master plan for facilities and future buildings is on the web, but priorities can change.
  - **MOTION** – Lyn Bennett motioned to reorder the agenda and move Item 6 up to Item 4. Gary Measom seconded. All in Favor? Motion passed.

- Discussion Items
  - **SRI Update** – Lars Eggertsen
    - Committee is trying to develop a new SRI. Looking at combining the best of existing SRI with work done in last few years. Committee hopes to have a draft in next few months and will present it to Academic Affairs first and then to Faculty Senate. Looking at new software that would provide flexibility at the department/classroom levels. Web site: [www.salgsite.org](http://www.salgsite.org). Intent is to address both evaluation of instructor and course. There will still be an option for a student to opt out prior to receiving their final grade. The committee also plans to ask students what they think the question is asking before the new SRI is put in place.

- **Ad Hoc Committee Formation**
  - Arlen Card provided a recap of the October 2, 2012 Executive Committee discussion.
  - Lyn Bennett suggested the Faculty Senate form a committee to deal with/explore issues that might be doable at UVU. Some concern was expressed as a former committee developed some good proposals, but ran into problems due to limited resources.
  - Senate does recognize that UVU relies on adjuncts to fill courses, but that the committee would need to focus on the issues that can be addressed.
  - The president noted he appreciates the concern for adjunct treatment and that he continues to push the equity theme with the legislature. He also noted that since his tenure he has been able to obtain funds for adjunct salary increases.
  - **MOTION** – Dennis Potter motioned to form an ad hoc committee to look into the issue of equity with respect to USHE and what things can be done at UVU with regards to space and representation on the senate. Lyn Bennett seconded. **AMENDMENT TO MOTION** – Add that the committee will also articulate a statement about the role of adjuncts at UVU within parameters of accreditation and provide context. All in favor? Majority in favor; 3 opposed; 6 abstained. Motion passed.
  - John Balden volunteered to chair the committee.
  - **MOTION** – Lyn Bennett motioned to reorder the agenda and insert a discussion on Hiring Processes as Item 5. Lisa Lambert seconded. Motion passed.
• Masood Amin expressed concern over the process of hiring a new Dean for the College of Technology & Computing. He feels there is a problem with the hiring policy that needs to be addressed. Issues he presented were 1) the current policy says that the search chair should have some knowledge of the college, and 2) the process for search members is not done properly and feels there is favoritism and does not include minorities. He asked that the search committee be changed, and 3) evaluation of deans in the hiring process.

• Discussion ensued over what the Faculty Senate’s role is in this process. Consensus was the Faculty Senate has no power. They can make a resolution to state the Faculty Senate agrees or disagrees with his comments.

• Ian Wilson addressed the evaluations of Deans and noted that discussions have already been taking place regarding this issue, and that faculty input will be solicited in the future as well as possibly initiating a five-year reevaluation of deans. He agreed we do need a clearer process of evaluation. In reference to Masood’s concerns, he noted that guidelines were followed and that selecting a chair outside of a school or college is not an unusual practice. Ian indicated that the university wants a chair that is impartial and does not have politics of the situation. Ian appointed the committee and examined many parameters to be sure members were diverse. He reminded the Senate that faculty is given opportunities to provide feedback during the process and reminded all that search committees do not make the final selection. This is done by the VPAA and President.

• MOTION – Vance Hillman motioned to suggest adding a minority to the search committee. Lisa Lambert seconded. All in favor? Majority in favor; 2 abstained. Motion passed.

• Motion to Adjourn at 5:00 pm

NEXT MEETING: Tuesday, November 13, 2012 – 3:00-5:00 pm – LC243