Faculty Senate Minutes
February 26, 2013
LC 243, 3:00-5:00 pm


Excused or Absent: Steve Allred, Deborah Baird, Kat Brown, Leo Chan, Vivienne Faurot, Debora Ferreira, Joel Herd (PACE), Carolyn Howard, Dianne Knight, Rick Moody, Jeff Packer, Axel Ramirez, Paul Taylor

Call to order - 3:00 PM

Approval of Minutes from February 12, 2013. Correct Attendees. Minutes Approved.

- Reports and Updates
  - Copyright Committee – All names submitted were accepted for committee.
  - Senate Elections – The Petition form is on the website for nominations. Nominations will be open for the month of March. Contact David Connelly if you would like additional information on duties.
  - President Holland
    - Legislature
      - Budget projections were released yesterday. Part of the challenge is that the Legislature is considering $40M as one-time funds. This will put pressure on Higher Education as to what will suffer and what will prosper. Continual emphasis is on equity and our hope is that it will still be a priority. University of Utah’s medical school funding and Dixie’s university status are at the forefront. What is not on the table coming out of Higher Ed Appropriations, but being pushed for, is compensation for at least a 1% COLA.
      - Sequestration picture looks like we are headed for that, but still not sure what it means. It would begin effectively on Friday, but there is still time for an agreement to be reached. The hit for Utah is between $6M to $40M, which is a significant amount out of the State budget. Where the cuts will be made is not certain. Our classroom building is still at the top of the priority list, but still under discussion.
      - Bill SB 51 – Higher Education Tuition Waivers
        - Legislature is trying to give each institution as much flexibility as possible to fill the gap. One strategy is to open up more out-of-state
recruiting by giving more flexibility in how many waivers we grant on out-of-state tuition. Marketing, Student Affairs, and Enrollment Management are developing and thinking through where we can go with this plan and provide pockets of opportunities for recruiting. Precise language is still being worked out, but appears to be done on merit consideration.

- VPAA – Ian Wilson
  - Sent out a reminder to RTP and Department Chairs regarding those faculty up for Tenure in Fall 2013. Faculty requesting an extension, need to submit them by March 15, 2013 to their Department Chair.
  - Faculty expressed concern over the Hiring Chill and the problem search committees are facing to secure candidates because they are not allowed to make offers. Ian indicated we have asked departments to wait a few more weeks to interview if possible to see the outcomes from the legislature. If we find a situation where we need to dip into replacement funds, we want the flexibility. Search committees want to know if there is any way to plead their case now. Ian suggested they discuss the situation with their Dean and can have a conversation with Ian to if anything can be done. The President shared that this is a tough time right now for the university and the potential gap we are facing including other things on the table. The gap is significant and is it easier to not hire now instead of firing later. He recommended one strategy is hold on the position and fill with a lecturer rather than hiring faculty just to fill the position. Ian indicated that President’s Council will meet the week of March 18th to address these issues.
  - Some faculty in History are concerned over replacement positions not be filled and that failing a search will deeply impact their department as they will not have qualified faculty to teach required content courses.
  - President stressed he is not any less interested in building this university. There are ongoing discussions about what is essential and they need to be addressed. He invites faculty to present their case to their Deans for them to bring forward.
  - In terms of the PBA process, what kind of contingency plans are built into the process with regards to enrollments and the legislature and does the contingency plan need to be more robust? President indicated that a post-mortem discussion would allow us to look at what worked, what didn’t, and what could we do better. President shared that we are down $5M this semester and credits the financial team with continuing to move forward and having contingency plans in place that are helping us to whether the storm. Conditions right now represent a perfect storm between economic conditions and enrollments. We are doing the best we can given the current conditions to minimize the fallout.

- UVUSA – Erin Haskell
  - Students will be going to the Capital this Friday to present their petitions on the Education First Initiative.
  - Discussion - Tuesday that becomes Monday
o AAC discussed the issue on February 26th regarding the academic calendar and the Monday/Tuesday switch. Main reason the switch was created was a problem with Monday night classes due to holidays and only holding 12 Monday night classes. An option presented was to extend Monday night classes by 15-20 minutes over the period of the semester, which would make up the teaching time missed. Eva is checking to see if there are any Monday night back-to-back classes that would be impacted.

o Science expressed concern with the labs.

o Some classes even during the day meet only on Mondays and lose 3 weeks.

o Several faculty suggested that the semester extend into May and asked if there is really a concern with ending the semester at the end of April. Some suggested that students would not be competitive for some of the summer jobs if the semester went into May. Some faculty would like to see hard data including how many of our students are actually shifting jobs or just going into a full time component and not just anecdotal evidence while others feel first-hand experience is valid. Lyn Bennett proposed to use April more intensely.

o **MOTION** – Gary Measom motioned for David Connelly to investigate options for obtaining better information to bring back to Senate for a better discussion. Tyler Nelson seconded. All in favor? Motion passed.

• Resolution – Service

  o **MOTION** - Lyn Bennett motioned to accept the position that is contained within the proposal. Gary Measom seconded. Discussion – Elaine Tuft indicated that for the Chair of the Personnel/Elections Committee it could be difficult to follow all the faculty and committees. David Connelly expressed that the intent is to only keep a rolling log of what comes through the Faculty Senate and the term limits. Senators feel that the roles and release time for senators needs more discussion. Funneling the information through the Senate allows for more individuals to serve. All in Favor? Majority. Eight Abstained. Motion passed.

• Resolution – Benefits

  o **MOTION** - Lyn Bennett motioned to accept the resolution as presented. Matt Draper seconded. Discussion – The senate recommended that additional alternatives be explored. Kim Strunk is concerned over medical costs going up 37% in the last two years and would like a broader perspective on the situation. She recommended her husband discuss some of the healthcare concerns and innovative ways to address healthcare costs. Kim feels EMI needs to explain why the costs continue to increase and who is responsible for the medical plan’s finances? President Holland recommended leaving it generic to administration (HR, Planning & Budgets, Financial Services) with the Benefits Committee and others determine the most effective way to create a forum for discussion and distribute the information. Seems to be two issues: 1) Clarify what we have and how it works; 2) Alternatives – has UVU explored options besides a self-insured plan. Russ proposed an amendment that Faculty Senate is regularly updated on the benefits process and plans. David Connelly will work the language in. All in favor of moving the resolution forward? Motion passed.

• Constitution and Bylaws
Main Concerns

• Initial push to was to rewrite the Constitution and separate out some of the duties, role of the senate, electoral process, and service. Bylaws are internal operating procedures and should be able to change and adapt easier. The idea was to separate the Constitution and Bylaws, as they are now both contained in university policy. Another suggestion was to move elections to the spring so committees are ready to go in the fall.

• As the Constitution and Bylaws are current university policy, they will need to follow the policy process and put into Stage 1 if this is something the senate wants to move forward on.

• The benefit of moving the Bylaws to procedures or guidelines from policy allows the senate more flexibility in their operations.

• MOTION - Lyn Bennett motioned to bring Policy 103 – Faculty Senate Constitution and Policy 104 – Faculty Bylaws forward from the Subcommittee to the Senate for discussion. Craig Thulin seconded. Discussion - Senators feel the two needs to be separated. A suggestion was made for training new senators and it was proposed that the first half hour of the first fall meeting handle this. All in favor? Motion passed.

• Policy
  - Policy 638 – Post-Tenure Review moved to Stage 2.
  - Policy 631 – Student Evaluations of Faculty and Courses has moved to Stage 3 and is open for public comment. Please notify your faculty to review and comment.

Marlene Bacon motioned to adjourn at 4:50 pm.

NEXT MEETING – Tuesday, March 19, 2013, from 3:00-5:00 pm in LC 243.