

Faculty Senate Minutes

March 18, 2014
LC 243, 3:00-5:00 pm



Present: Steve Allred, Jon Anderson, Deborah Baird, Debanjan Bhattacharjee, Mark Bracken, Alan Clarke, David Connelly, Karen Cushing, David Dean, Wioleta Fedeczko, Debora Ferreira, Doug Gardner, Barry Hallsted, Joel Herd (PACE), Vance Hillman, Matthew Holland, John Hunt, Vessela Ilieva, Ellis Jensen, Mi Ok Kang, Ryan Leick, Dan McDonald, Gary Measom, Gary Mercado, Rick Moody, David Morin, CheolHwan Oh, Dennis Potter, Jacqueline Preston, Leslie Simon, Nancy Steele-Makasci, Russ Thornley, Violeta Vasilevska, Marcus Vincent, Kent Walker, Lorraine Wallace, Ian Wilson, Alex Yuan

Excused or Absent: Tyler Brklacich (UVUSA), Kathy Black, Joel Bradford, Clayton Brown, Kat Brown, Monica Campbell, Leo Chan, Marty Clayton, Matthew Draper, Lars Eggertson, Yang Huo, Jill Jaspersen, Dianne Knight, Tyler Nelson, Allison Swenson, Darin Taylor, Craig Thulin, Cyrill Slezak

Call to order – 3:03 p.m.

Approval of Minutes from February 25, 2014. Minutes approved.

Senate Vote

The Faculty Senate Executive Committee motioned to rescind motions passed at the February 25, 2014 meeting and the Senate agreed. In addition, if the two proposals were passed, then a full faculty vote would be solicited. The results are listed below.

- Motion 1 - It is proposed that the three motions passed on February 25, 2014 concerning the future of the senate president be rescinded per a majority vote of the senate. In Favor – 26; Against - 2
- Motion 2 - The faculty senate proposes that the current faculty senate president stand for an approval vote whereby the term of service is extended one year since no candidates have come forward seeking the position. In Favor – 27; Against - 1

SVPAA

- Ian reported that the Legislative Session ended on a good note. Hoagies with Holland will be April 17 at Noon in the Grande Ballroom. All faculty members are encouraged to attend.
- Dan Fairbanks was selected as the new Dean of the College of Science & Health. Interviews have concluded for the AVP for Engaged Learning. Searches continue for the new AVP eLearning & Academic Outreach, Senior Director of Community College Programs, and the new Senior VP for Academic Affairs. Faculty is encouraged to attend the campus-wide presentations and should have received an email with the information.
- Commencement is May 1 and 2. Faculty will line up in the Hall of Flags at 5:45 pm to begin marching at 6:15 pm. Individual school and college convocations are on May 2. Check with your

Dean for times and locations. The Keynote Speaker will be Wes Moore, author of "The Other Wes Moore." Honorary degrees have not been announced yet.

President Holland

- Holland expressed that it was an honor to tell UVU's story. He noted this is a very significant thing for UVU and we need to focus on efficiency and use things that have gotten us to where we are today. The equity money will be used primarily for programmatic support, HR, and infrastructure. Compensation funds will be used for a 1.25% COLA. He reported that a 4% First Tier Tuition increase was passed. The President mentioned that he will be looking at ways to bring adjunct salaries into more alignment as well.
- In regards to Healthcare, the President is hoping there will be no increase this year but is still investigating. He noted that any leftover monies from First Tier Tuition will be used for rank, promotions, and moving faculty and staff to market median.
- The equity funds will not all be spent immediately. This year's PBA process asked for minimal requests which will give us time to really think through programs and provide the quality we desire. Holland noted we need an infusion of support to sustain UVU.
- The President expressed his gratitude to the many individuals who supported UVU in the final hours to receive the equity funds needed to move UVU forward. He noted that the Legislature is beginning to work on a performance-based model for future funding. What is UVU's strategy? 1) Although UVU received \$20M today, need time to do hiring and work it into the system, and 2) need to address the growth bubble continually so we don't fall into the same historical patterns. Need to define performance-based so there is still some control and not set us up for failure. Performance-based means there will be targets such as completion rates and if you reach those targets, the institution will receive funding based on reaching those targets. He asked the Faculty Senate to continue to stay on top of issues and participate in future conversations.
- Summer enrollments are being reviewed now. It is too early to comment. There was some funding that assisted need-based students to attend summer. UVU will continue to seek out-of-state students.

UVUSA

- Tyler Brklacich won the election for Student Body President.

Announcements

- A Fulbright seminar hosting a Fulbright Ambassador will be held at 1:00 pm on April 2 in SC 213a. Please encourage your students to attend and learn about opportunities available to them.
- Engagement Week is March 24-28, 2014. Please refer to the website for detailed information.

Copyright Issues

- Jacques Demal is the Chair of the University's Copyright Committee. Copyright is part of the Constitution, Article 1 which gives Congress the power to promote the useful arts and sciences by granting creative people a limited monopoly over their work. Role of the committee is to educate you and allow you to do your work which allows you to comply with the law and minimize risk.
- He noted that work on Canvas still belongs to the creator, but there are still some questions as to how much the university or Distance Education owns.
- Provided two handouts: 1) Know Your Copy Rights and 2) Author Rights. If you need a copy, please contact Jacques Demal.

Policy 522 – *Undergraduate Credit & Transcript* – read over for discussion next time.

Policy 504 - *Excessive Credit Hours* - Margaret Bellon

- In effect for number of years, but has now come down from Board of Regents. In the past, if a student took over 150% of needed degree credits a student would be charged an excessive credit surcharge. The policy now only allows for up to 125% of the needed degree credits, a student now is charged double the resident rate.
- Procedures call for students to be advised to create a plan of study upon admission of what they need to do to complete. If a student falls into this category, they will be notified on what they need to do.
- Exclusions have been incorporated into the policy and will be taken into account before a student is charged.
- Legislature asked for the policy to be sure students stay on track and get them graduated.
- Margaret noted that the information will be put into orientation and student handbooks.
- This policy does not apply to continuing education.
- Senators were asked to review the policy prior to the next meeting when action will be taken.

Policy 638 – *Post-Tenure Review*

- Policy was brought to the Faculty Senate last year and requested that it be rewritten based on comments provided at that time. This is second iteration.
- Dennis noted that the Policy Committee did not have a specific charge when reviewing the new iteration, but reviewed it and solicited comments from across campus. The committee feels that there are still significant revisions that need to be done. Dennis noted that the policy could do two things: 1) there is a movement to get rid of tenure, or 2) a way of helping us to become better faculty after tenure. In order to do this, we need two values: 1) be minimalist – only do what is required by law or the accreditation body, and 2) should be entirely positive, no negative language incorporated. If review BOR policy, it does not require any disciplinary language at all. Recommend sticking to the two values.

- The current version uses language like sanction, disciplinary, remedial (which is required by law), and termination.
- Dennis Potter volunteered to serve on the committee to rewrite.
- Alan Clarke noted this iteration is far better than last year. Two approaches are proposed: Dennis Potter's and Alan Clarke's. He supports doing the minimalist approach first. He noted that 638 refer to three policies and allow for a professor to be dismissed for cause. This is a low bar to termination and could lead to arbitrary and capricious results. The other problem is the three policies are not coordinated. The policy on appeals was designed for retention at the end of your three year contract, tenure decision, and promotion decision. This policy mentions it but we do not know how it is applied. His approach is to pull back due process language and make it explicit that conditions apply and are congruent.
- Dennis also noted the "U" puts all post-tenure procedures upon the departments and not at the university level. He feels that the deans and administration should have no say in the post-tenure process.
- Connelly reminded senate that there is currently a post-tenure review policy in effect.
- Hallsted noted that sometimes things need teeth to help faculty and the university mission move forward. He wants to see a mechanism in place that allows for faculty to move forward.
- Alan recommended waiting until the senate hears from Kat, then possibly make a motion to accept Dennis' proposal.
- Senate inquired if the departments at the "U" had a structure in place to deal with post-tenure. Dennis indicated the policy only included remediation, but did note it was left up to the departments. He feels the timeframes are not clearly stated.
- Marcus recommended Senate read the Board of Regents' policy prior to the next meeting for context in preparation for next senate meeting discussion on UVU's policy.
- Connelly reminded Senate that the policy is in Stage 2 which is a comment stage not a rewrite stage. Clarke noted that his proposal takes all three policies and review them line-by-line for consistency, but is a much bigger project.
- Dennis feels that there should be no reference to disciplinary action as there is already a policy that deals with termination for cause.
- Faculty Senate needs to read handouts received in addition to the current 638 in order to determine what direction the institution wants to go.

Mark Bracken motioned to adjourn. Doug Gardner seconded. Meeting adjourned at 4:56 pm.