**Faculty Senate Minutes**  
March 19, 2013  
LC 243, 3:00-5:00 pm

**Present:** Jon Anderson, Steve Allred, Marlene Bacon, Deborah Baird, Lyn Bennett, Mark Bracken, Clayton Brown, Kat Brown, Arlen Card, David Connelly, Karen Cushing, David Dean, Tim Doyle, Matthew Draper, Lars Eggertson, Dwayne Erdman, Vivienne Faurot, Violeta Fedeczko, Debora Ferreira, Doug Gardner, Erin Haskell (UVUSA), Vance Hillman, Matthew Holland, Yang Huo, Mark Jeffreys, Xiaoyi Ji, Dianne Knight, Pierre Lamarche, Ryan Leick, Dan McDonald, Gary Measom, Gary Mercado, Rick Moody, Cheol Hwan Oh, Dennis Potter, Axel Ramirez, Nancy Steele-Makasci, Kim Strunk, Darin Taylor, Russ Thornley, Craig Thulin, Elaine Tuft, Kent Walker, Lorraine Wallace, Ian Wilson, Alex Yuan, Brian Birch, Mike Freeman, Richard Tafalla, Alan Clarke

**Excused or Absent:** Kathy Black, Bret Boyer, Leo Chan, Phil Gordon, Joel Herd (PACE), Carolyn Howard, Tyler Nelson, Jeff Packer, Jacqueline Preston, Paul Tayler, Marcus Vincent

Call to order - 3:01 PM

Approval of Minutes from February 26, 2013. Minutes Approved.

President Holland

- Legislative session ended Thursday, March 14. The new Classroom Building was approved for $54M, but we need to secure about $1M in additional funds to complete the project.
- Mission-based funding: UVU received about $2.6M in equity funding and about $1M for mission-based initiatives. We did not receive any STEM funding nor the 1% COLA from the legislature, however UVU employees will receive a 1% COLA from funding provided to offset healthcare costs.
- The Regents and Presidents are setting tuition this week. We are currently looking at a 5% first tier increase and UVU is looking at a second tier tuition increase.
- More focus will be placed on the inequity among staff salaries as the university has been addressing faculty salaries over the last few years.
- Departments should know in a week to 10 days what budget reductions would need to be made to make up the gap. Some of the mission-based funding is tied to specific projects that we proposed to do with the funds when awarded, but UVU will move forward in a modest way.
- The President stated that the 1% increase in taxable income would not come at a cost of the 1% loss of tax-free benefits.
- Hiring Chill – The University has been hiring across the campus dependent upon certain specifications. In the case of the soccer coach, the university had to start a soccer team as an agreement to get into the WAC and the position is soft-funded.
- Out-of-State Waivers – Legislation was passed to give institutions the flexibility to take the cap off out-of-state waivers. Removing the waivers just to get more bodies could come at a potential income loss. One recommendation is to have a potential merit component attached in addition
to some targeted areas where we have not had students come from. Have approved some early PBA funds for out-of-state recruiters and hope that those positions pay for themselves.

* Academic Affairs will schedule some meetings to inform faculty regarding the new classroom building and ongoing plans. Mark Bracken recommended that Frank Young provide periodic tours as the building moves forward to provide their input.

UVUSA – Erin Haskell

* Elections are over and Student Government is excited about the new team “Ignite” coming into place. Applications are open now for students who want to be on student council. Student Government felt the initiative presented at the State Capital went well.

Benefits

* Three Options were presented and discussed. The costs and percentages are still being finalized.
  o **MOTION** – Dennis Potter motioned to bring in a guest speaker to discuss healthcare issues at the next meeting. David Connelly postponed bringing in an individual due to contractual implications presented by Human Resources. David will make a request to Tad to share information regarding healthcare. Lyn Bennett seconded the motion. All in favor? Motion passed.
  o UVU provides our own insurance through a self-funded plan and hires a company to administer the plan. Because we are self-insured, we do not contract with other insurance companies. The institution will be sending out for bid this next year regarding a new administrator.
  o President Holland expressed that disseminating information on healthcare and costs is important. Human Resources expressed concern to make sure the discussion forum is structured in a way that allows for dialogue for all employees.
  o President’s Council will be finalizing the benefits plan this week in order to provide specific information to all employees. President Holland shared that administration is discussing looking forward to begin conversations on where do we go from here such as continuing to be self-funded or move to a provider plan.
  o All faculty members are encouraged to attend the information meetings to show that they have an interest in their benefits and how they will affect them personally.

Library – Mike Freeman

* Request was made regarding concerns over the ability to schedule, work with, and nature of use of library materials and how to make the best use of services.
* Mike relayed that as a university library, they are growing up, that faculty and staff check out is now a year, but needs to be checked out on a semester basis and renewed online. The media check out is now seven days but are willing to make adjustments as needed. The fines will not start until after a year. If there has been another request for the same item, the library will ask for it’s return and you are expected to bring it in. There is a librarian assigned specifically to
each department. In regards to electronic reserve, the library must follow copyright restrictions when linking items to Canvas.

- **Library Budget** – There is money allocated each year to invest in media in addition to some supplemental money. If faculty has a special request, the library will try to address those needs such as music scores and videos.
- **What can faculty do to help the library be more productive, etc.?** Mike indicated making wise purchases such as core journals. There are areas that do need improvement. He reminded everyone that it takes a lot of money over long period of time to build an efficient and effective library.
- **In Utah, faculty library cards are good at any institution across the state.**

**Office of Engaged Learning (OEL) – Brian Birch/Richard Tafalla**

- The intent of the position is to focus/consolidate scholarship and faculty development. The position was budget neutral.
- Richard plans to meet with departments around campus to obtain ideas on engaged learning, scholarship, and some of the things faculty and departments are doing and hearing. He also plans to meet with students to obtain feedback.
- The SoTE conference is next week. He encouraged everyone to attend.
- The Office of Academic Research (OAR) is up and running helping faculty and students with research initiatives.
- OEL is reviewing grants and will be funding quick shovel projects with excess funds.
- Richard indicated that the budget problems in Washington affect grants depending on the type of grant.

**Policy 638 – Post-tenure Review**

- The Policy Committee is still reviewing the policy and would appreciate any input.
- Alan Clarke presented several problems he sees with the policy such as termination clause, lack of due process in the policy, no conflict of interest, or bias clause. Because it mentions research, it has a rebound affect. The de facto abolition of tenure for “grounds of termination” means search committees will need to disclose the policy. **Suggestions:** 1) eliminate the termination clause and create other solutions consistent with the USHE policy; 2) add explicit reference to due process; and 3) incorporate by reference or directly the conflict of interest and bias clause from the original Faculty Appeals Promotion and Retention policy. UVU has moved from a college to a university and faculty has been hired under a variety of understandings and need to be more explicit in the research component and recommend additional language to make it clear. In addition, include language regarding scholarship and turning down scholarship as it pertains to academic freedom. The policy as written is entirely punitive and needs to have an incentive component. Research is being required, but the incentive to do so is not present.
- Faculty expressed concern over the purpose of the policy and feel it needs to be reworked. Some faculty senators are of the opinion that this policy should be about faculty development.
and not “re-upping” tenure. The policy needs to convey what the intentions are to the department regarding criteria and how they are developed.

- David will forward the emails received to the senate regarding post-tenure.
- Kat informed the senate that the Regents began the discussion and the current purpose is taken from the Regents policy, but does not dictate what is contained. Faculty feel the university should not go beyond what the Regents policy requires needs to be included.
- R481 clarifies specific recommendations for dismissal to include institutional regulations.
- Two key points to consider in the due process: 1) deficiencies after 5 years need to appeal, and 2) go into remediation then appeal after that process.
- Reasons to use “due process” essentially provide property rights or interests in your job. Makes it clear that tenure means something.
- Assumption is that we don’t have a continuing review process on campus when we actually do. Utah State states that your annual review is your post-tenure review. The point is, you never go through the formal paper trail, but a fundamentally different model is presented.
- UVU does not have merit raises and could be used for positive incentive for post-tenure. Course reductions and travel monies could be used instead of monetary incentive.
- Policy needs to have enough for the 1 percent that are not fulfilling this requirement, but the majority should be more positive.
- There should be a process that identifies the one percent and not penalize all faculty.
- Why was the alternative or something similar not brought out of the committee? Lyn indicated there are other models and UVU’s is the most punitive. The Policy Committee feels the policy should be focused on faculty development. There is a policy currently on the books, but was never really utilized.
- Is the Faculty Senate too late in reconsidering the policy? Academic Affairs said no. They are willing to revise the entire policy.
- Send all comments to Lyn Bennett.

Motion to adjourn 5:00 pm