**Faculty Senate Executive Council Minutes**

February 28, 2023

Via Microsoft Teams, 3:00-5:00 pm

***Present:*** Hilary Hungerford, Ben Moulton, David Frame, John Hunt, Jon Anderson, Jonathan Allred, Kathren Brown, Laura Ricaldi, Nizhone Meza, Sandie Waters, Skyler Simmons, Wayne Vaught, Wioleta Fedeczko

***Excused or Absent:***

***Guests:***

Call to order: Hilary Hungerford called at 3:02 pm

**FACULTY SENATE PRESIDENT**

Compensation:

* Laura Ricaldi: We had a meeting yesterday with Kat, Marilyn in People and Culture, and with Marnie (Judy Martindale’s replacement). Kat broke down the timeline of how salaries are determined. Around this time, P&C sends all of the zip codes in a spreadsheet to each college and the deans are supposed to send it to department chairs. The latter can choose whether or not to share it. The zip code is based on the topic the faculty teach. After this, it will be sent back to Marnie and with whatever the legislation provides in compensation, they determine how much goes to benefits, salary, RTP and merit. After all this is done, it goes back to the deans and they correct what they can correct.
* Sandie Waters: Did it seem something real that they were going to try and elevate those who work lower than they need to be?
* Laura: The impression I got was that in the past it was just kind of done, whereas they were focused on CUPA where all universities are paid measured on what they are teaching. We got into the School of Education where the wages aren’t marketable. New teachers are being paid more than they are at UVU.
* Hilary: If the faculty know they are in this spot like the School of Ed, where’s the chance to advocate? The market is outside of CUPA and zip codes and is a bit fuzzier. We want this to be more transparent. They seemed open to this. I don’t know if things will change this year, but at least it’s on the radar.
* David Frame: We are running into issues that our workloads are high and we can’t hire anybody out in the field; no one will take this kind of money.

Merit Pay:

* Jon Anderson: This is a stage one conversation, not a stage two. We hope to get this submitted for a stage two so it can be approved in fall. If we don’t do anything, merit is off the table after this year. The basic idea is we will get rid of the previous five-year model. Everyone will be eligible every year for merit. There’s $250,000 and it’s going to be distributed based on how many full-time faculty members are in departments. As long as you are meeting expectations across the board, you will be eligible for it. Because it’s tied to annual reviews, it will actually take a full year before it gets to you. We still need to address lecturers and how they just teach so they only have a few points to focus on. The longer we delay this, the more that money may get lost.
* Skyler Simmons: Is this policy or outside of policy?
* Jon: There are two major pieces happening. We are re-writing the Faculty Merit policy. I’m bringing it to Senate first before we go to stage two. If faculty don’t want this, I’m not going to pitch the policy.
* Sandie: If we are all getting paid what we should get paid, why do we need this additional thing?
* Jon: This is for those going above and beyond. This is about rewarding those who are putting in a good, solid effort. It’s not intended to write equity in pay. You are automatically assumed for merit unless you remove yourself.
* John Hunt: I’m concerned about research; it’s the one thing that doesn’t get compensated here.
* Laura: Is this added to salary?
  + Jon: Yes, this is a base pay increase. Linda has it worked it into the ongoing budget that $250,000 of all incoming money goes to faculty merit. My goal here is to get permission from you to bring this to Senate so we can have a robust debate.
* David: I would caution about putting numbers in policy. With inflation changes and number changes, let’s make sure the policy moves with it.
  + Jon: The only number that’s in policy is that the maximum is $1,500. An appropriate number will be found.
* Sandie: Is there a way for us to review the rough draft before next Senate?
* Jon: I need to get it to Wioleta to put it in the homework documents. I’m trying to treat it as much like policy as possible though technically it’s not policy.
* Skyler will add this to the agenda.
* Skyler: Are those numbers going to be representative of what we can expect?
* Jon: Yes, and at most it caps out at $1,500. You are basically looking at $100 per point. The department is picking what it means to meet expectations to sometimes exceeds and exceeds. We are not trying to put a subtitle or core tile system here.
* Wioleta Fedeczko: What happens if the department doesn’t use all of their money?
* Jon: Because it’s tied to merit, it goes back to Linda and might be able to be reapportioned.
* Wioleta: That is even more incentive to get this to my department instead of back to the administration.
* Sandie: I think the work done on this is great and the conversation is heading in the right direction. In the back of my mind I still have this nagging thought that someone will figure out how to adulterate the system. I wonder as we look at it as a Faculty Senate, if we can create into these places where people assess and then move on.
* Jon: We’ve tried to do this in the policy without overburdening people. It still needs to follow that five-point spread in order to work.

Lawsuit Against Proctorio:

* Hilary: If we are using “this will scan your room” from Proctorio we will now have to have a statement in our syllabi. We try not to have a lot of statements in your syllabus required unless it is required by law. This will go to Senate next week.
* Sandie: The syllabus is getting way too long. Is there not a way the University can have a page that states the policy and have the students read and sign it. I guarantee the students aren’t reading all of this in our syllabi.
* Kat Brown: Yes, we can. We can put it in a mandatory syllabus statement tab in Canvas. The only thing is we will have to turn it on in every single class but some faculty have not wanted that.
* Sandie: I know we trump academic freedom, but this almost seems separate. This almost seems like an employee manual that you get at other companies. I wonder if we can pre-frame it for faculty differently?
* Kat: It’s a lot easier to say that Academic Affairs and Faculty Senate have worked as a group to do this.
* Hilary: Do we need to change policy to do this? Right now there are only three statements required by law. I like the idea of proposing a tab because sometimes the language changes. Should we move forward adding this or open a discussion?
* Kat: I like how Skyler notes that faculty aren’t required to update any language or remember to put something in. It’s easier if we just give the Canvas administration the actual information once a year.
* Wioleta: I think it would be great if Canvas had built-in information that I don’t have to check every time. It would be nice to have options on what the faculty would like to be included.

IA Pre-Conference:

* The IA pre-conference is March 29th from 10-2:30 or 3:00. There are really great panels developing. This morning in Academic Affairs we asked if the deans would support it and they all agreed to pay at least $50 supporting the conference for snacks, lunch, and coffee. I’m really happy that this is a faculty-driven conversation. There will be some online stuff and some face-to-face. If you want to be a panelist, let me know. The theme is the role of the human professor in the age of AI. Huge shout out to Armen, the OTL and the deans.

**STANDING COMMITTEES**

* Retention, Tenure, Promotions & Appeals:
  + We are anxiously awaiting the Provost decisions coming out in the next few days.
  + Kat: Remember it’s not his decisions but his recommendations. There should be final decisions by March 30th.
  + Hilary: If faculty do get negative recommendations, point them to policy 646, John Hunt, Kat, or me.
  + Kat: The new 646 will go into effect the same day that the portfolios go to the trustees and get decided. It’s currently in stage three.
* Advancement of Teaching:
  + Hilary: Let’s get feedback on the current FEA process from the senators. I thought I would do a quick Qualtrics about everything people can talk about and what we should keep. What is important to you? I was going to turn the guidelines into a Qualtrics with things like, do you think this should stay? What should we measure in this?
  + Jonathan Allred: I think this is a good place to start. Another thought we’ve had is as soon as we’ve washed out the teaching effectiveness model, having the award be part of that.
  + Hilary: Do we tie these to the annual reviews?
  + Jonathan: We are finding that even with nominations, not a lot of peers are nominating them. I don’t know if there is too much hard work.
  + Sandie: I heard that departments that make lots of money make more money doing something else. The departments that are overworked don’t have the time to fill out the beefy award packet. I wish we would use digital measures to keep things current and pass on to Jonathan.
  + Hilary: For me, that’s an updated CV and is the same principle.
  + Sandie: It seems like it would be streamlining the process. When we have something that UVU uses already, why aren’t we better utilizing that tool?
  + Hilary: I don’t think we should require use of faculty success for this. You could run a report and make a CV from faculty success. I understand it and its power, but I don’t know if we want to enter that world. What I’ve gotten feedback from faculty is we have teachers who get bad feedback and get the reward because they look good on paper.
  + David: I have trouble because I was raised that you shouldn’t be bragging about yourself.
  + Sandie: Sometimes we are so busy that we don’t notice what others are doing or I won’t nominate them because I want the reward.
  + Hilary: It sounds like getting feedback is a good way to start.
  + Jonathan: Count me in and if I need more help, I’ve got my committee.

**UVUSA**

* Jaden Muir: The biggest update is the elections that are currently going on. We are finalizing next year’s president and VPs. Each student was sent a notification with a link to vote. As of this morning we had 3,700 votes.
* We are in heavy planning for the Battle of the Colleges.
* Ben Moulton: the week after Spring Break is Math Week. It’s all student focused.
  + Jaden: One of our department reps is helping plan the pie day event.
* On March 20th we are having a forum with the deans which will basically be like club rush.

**Senate Agenda**

* Hilary: I don’t have any announcements as of right now. We have voting on the policies we discussed las time (607). I may move up the merit pay process to earlier. Were we going to vote on whether we should add chairs to the eligibility for FHEAs?
* Wioleta: I believe you are right. People wanted to take it back to their departments who was going to be eligible before our next Senate meeting. We also need to add Proctorio.
* Hilary: I feel like GE isn’t coming back yet but that will be later.
* Laura: Some things have changed recently that the state has come back that they are moving the GE required numbers to 32 and you aren’t allowed to have broad categories.
* Jon: I’ve heard that it hasn’t been finalized. The other thing is that if you earned GE at other institutions, all other institutions have to accept it with no questions asked.

**NON-POLICY**

* Wioleta: We are starting to get questions from senators on the modality of the meetings next year. I’m getting comments across the board and I don’t know if we want to make it a vote again. If people vote to go back in person, we still need to have an option for Teams.
  + David: If we end up in a hybrid modality, we need to work closely with the technology people.
  + Sandie: It just seems like twice the work though I can roll either way.
  + Jon: We should have the vote in Senate because it applies in that group. There are elements of Senate that run smoother in person, but we will lose some functionality of Teams, such as the chat.
  + Hilary: The VP can monitor the Teams part of it if we go hybrid.
  + Wioleta: I will reserve the rooms. Brandi will help with this. We’ve used CB 511 in the past. There may be other rooms that are better for hybrid meetings. I’m leaning towards having a vote and the options being one or the other.
* Hilary: I would love to do an end of the semester something for ExCo. We could go to dinner or lunch somewhere or do a service project.
* Sandie: It would be nice to relax and enjoy each other.
* Wioleta: I like the idea of relaxing, but it would be nice to connect it to donations as well.
* Hilary: Maybe we can have it during finals week.

Meeting adjourned at 4:40 pm