

## Faculty Senate Minutes

January 14, 2014

LC 243, 3:00-5:00 pm



**Present:** Steve Allred, Jon Anderson, Debanjan Bhattacharjee, Mark Bracken, Clayton Brown, Monica Campbell, Alan Clarke, Marty Clayton, David Connelly, Karen Cushing, David Dean, Matthew Draper, Wioleta Fedeczko, Debora Ferreira, Doug Gardner, Joel Herd (PACE), Vance Hillman, Matthew Holland, Yang Huo, Vessela Ilieva, Jill Jasperson, Ellis Jensen, Dianne Knight, Dan McDonald, Gary Measom, Gary Mercado, Rick Moody, David Morin, CheolHwan Oh, Dennis Potter, Jacqueline Preston, Leslie Simon, Nancy Steele-Makasci, Allison Swenson, Darin Taylor, Russ Thornley, Craig Thulin, Marcus Vincent, Lorraine Wallace, Ian Wilson, Alex Yuan

**Excused or Absent:** Deborah Baird, Tyler Brklacich (UVUSA), Kathy Black, Joel Bradford, Kat Brown, Leo Chan, Lars Eggertson, Barry Hallsted, John Hunt, Mi Ok Kang, Ryan Leick, Tyler Nelson, Cyril Slezak, Violeta Vasilevska, Kent Walker

Call to order – 3:03 p.m.

Approval of Minutes from December 10, 2013. Minutes approved.

Several important policies that affect faculty will be coming in the next few weeks. All the policies to some extent impact other policies and need to be coordinated.

### Healthcare

- The RFP generated many proposals. The committee has been reviewing and has narrowed down the finalists who will be making presentations next week. Once healthcare is decided, then vision and dental will be addressed. Finalists are not disclosed to the campus. The primary concern gained from the survey was cost and is reflected in the finalists chosen. The committee feels there will be some improvement, but the wildcard is the federal government. However, “improvement” is subjective.

### SVPAAs

- K.D. Taylor fell and broke her hip, is currently in hospital rehab, but is doing better.
- Cameron Martin is in the hospital due to possible aneurysm. He will be in the hospital for about two weeks as they determine a final prognosis.
- Searches are underway for Deans of University College and Science & Health in addition to new AVPs for Engaged Learning and eLearning & Academic Outreach. Stay tuned for interview details over the next few weeks.
- Enrollments are down more than expected at about 5.5%. We are waiting for third week numbers to come out to see where we end up. All colleges are down across the board with the exception of T&C. Unsure of why we are down, but could be the economy picking up or jobs.

Summer enrollments are still up in the air. We did receive about \$400K to award in scholarships to need-based students.

- Legislative Session

- Acute Equity is on the table to assist several institutions in addressing this lag. Compensation is coming out of Regents as the number one priority and seeking about 3%.
- The Arts building is on the books, but down on the list.
- Same Sex Marriage – The University has had a few individuals approach HR to process benefits after the law was passed, but it is currently on hold due to the Stay. Since the issue is now in the hands of the courts, those that want to express support or opposition need to get in touch with their legislators. President Holland indicated that those who applied after the Shelby decision but before the Stay will receive benefits. Holland noted that the university as a state institution will not only consider the federal law in addition to state law, and will have to defer to the state and that the system will most likely be acting/responding as a system.

President Holland

- Spoke with Cameron and report that the doctors are monitoring him closely. Holland is working with his division to continue addressing issues during his absence. Cameron has done significant work to get us set up for the legislative session. In terms of pre-legislative session have done our strongest work and have the line-up in place to address our needs.
- The Space Summit is coming up on January 22, 2014 at 2:00 pm in SB 073. The new classroom building is about 250,000 sq. ft. which provides UVU some growing room. This is the time for individuals to speak up on their space needs. The mechanism is to provide each division and Deans time to present their needs. Faculty is encouraged to express their needs to their Deans. The meeting is open to all. This meeting is the first in several to be able to address this issue.
- Senate asked if the extra classroom space will allow five-credit classes to be offered at additional times. Ian Wilson indicated that he will need to investigate.
- The new Student Life building is scheduled to open in March. Holland noted there will be a ribbon-cutting ceremony to promote the new building. There are parts of the building open to everyone and parts of the building for a fee.
- Switch Days – Switch Days has been removed. There was a glitch in the print catalog as it did not reflect this change.

In Memoriam

- David R. Keller passed away in December. Senate expressed its appreciation for all of David's work with regards to Faculty Senate, Academic Freedom and Governance
- Symposium in his honor – Timpanogos room – March 5, 2014. Potter noted that several top environmental individuals around the area have been invited to discuss the impact of his work, significance of heading up the Center for the Study of Ethics, environmental ethics and its importance across curriculum. The local AAUP Chapter has also been renamed in his honor. Information will be distributed once plans are finalized.

- There is a memorial book in the Philosophy Department that will be delivered to his family. Please stop by or pre-type something for inclusion in the book. Contact Dennis Potter for additional information.

#### Debate Calendar

- Policies 639 – *Adjunct Faculty* and 321 - *Employment Classifications and Work Limits* – These are in emergency status and are currently in Stage 2 and working their way back through the system. The Policy Committee did not feel there was anything to change about the policy.
  - Policy 639 Section 4.6 – change spelling to “non-remunerative”
  - **MOTION** – Dennis Potter motioned to vote to move the policies forward. Jon Anderson seconded. All in favor? Motion passed. 1 Against; 8 Abstentions

#### Service

- Background – Draper concerned over colleagues who were performing extensive service to advance the institution, but did not seek promotion for rank of Professor as they felt their service was not valued. The Resolution is to encourage departments to relook at the issue of service and revalue service for those who make great professional sacrifice to grow their disciplines and the institution.
- Concerns
  - Need to make service of value to new faculty in addition to their teaching and scholarship. Need clear expectations of what a junior faculty member’s role in service is and their research requirements.
  - If new faculty are pushed into service and don’t have the mentors to get passed peer reviewed articles, etc. it is difficulty on how to get that first publication and so forth.
  - Junior faculty does not have tenure and lack the experience to run a department.
  - Service is required for tenure, but needs to be defined better and how it will be counted towards tenure and rank advancement. Draper reiterated that the intent of the Resolution was to create a document to raise the question in all areas on how service is being addressed within departments. The difficult part is figuring out the balance between research and service.
  - Change wording on Line 5 to “meaningful service as defined by the department.”
  - Holland noted that service needs more definition and we need to work on the structures of value to make our aspirations consistent with our actions. Holland noted he is sympathetic to the viewpoint of junior faculty, but needs to be dealt with according to UVU’s requirement of being a teaching institution. He also noted there are advantages to role statements.
  - Need more clarity on what constitutes release time and can service received release time.
  - All RTP criteria need to define what a full professor is within each discipline/department.
  - Senate would like clear expectations in for faculty included in their offer letters.
  - Needs to be a certain degree of specificity for protection for both the faculty member and the university.

- Wilson noted UVU is mandated by USHE to have a 12/12 workload. This is not negotiable. When our average workload is below 12, departments need to be creative on how they distribute the workload. He also shared that role statements might be able to address some of these problems.
- Connelly proposed the following for future discussions:
  - Role Statements
  - Definition of Full Professor
  - Service Resolution – Suggested Senate forward comments to Matt Draper and bring back to senate for more discussion. Measom recommended to take back to departments for comment.
- **MOTION** – Mark Bracken motioned to modify the resolution to incorporate proposed revisions, not make mandates to voice Senate's opinion based on feedback from senate and then bring back to senate in two weeks. Jon Anderson seconded. All in favor? Motion passed. 1 Against.

Motion to Adjourn at 4:50 p.m. Meeting Adjourned.