**Faculty Senate Executive Committee Minutes**

March 23, 2021

Via Microsoft Teams – 3:00-5:00 pm

***Present***: Jon Anderson, Anne Arendt, Wendy Athens (OTL), Kat Brown, Joy Cole, Suzy Cox, Karen Cushing, Jessica Hill, Dianne McAdams-Jones, Alan Parry, Evelyn Porter, Denise Richards, Karen Sturtevant (Library), Wayne Vaught, Sandie Waters

Visitors: Hilary Hungerford, Wioleta Fedeczko, Nizhone Meza, Marilyn Meyer, Linda Makin, Judy Martindale, Zach Hoskin, Robin Ebmeyer

***Excused or Absent:***

* Call to order – 3:00 p.m.

**STANDING COMMITTEE CHAIRS**

* Curriculum Chair
  + If the curriculum chair has to be a sitting senator the entire time, it is problematic. Need to ensure Bylaws reflects the change of the curriculum chair not being a sitting senator.
  + Change actually happened during Anderson’s time as Faculty Senate Vice President. The requirement of being a sitting senator needs to be removed. Definitely problematic requiring a sitting senator to serve as curriculum chair. Really need someone who knows the curriculum process.
* Finding the right fit for standing committee chairs can be difficult as they carry some heavy leadership responsibilities. Consider the option that to be a member of the Executive Committee (ExCo), need to have senate experience.
* Discussion about the importance of serving as standing committee chair and a senator at same time. Some feel not having a voice can be frustrating. Might need to have a conversation on the definition of a “standing committee.” Ex Officio members participate in ExCo meetings, but some are not voting members. Limited number of standing committees (voting members) was intentional. In the past it was large.
* Recommend revisiting the number of ExCo members.
* Reviewed ExCo positions that are seeking replacements.
* Discussion about changing the Bylaws that standing committee chairs be a current senator or have previous senate experience.
* Need to find a new faculty member on Academic Technology Steering Committee (ATSC) to replace Diana Lundahl. Preference will be given to an incoming/continuing senator and tenure not required. Should not be a bylaws position.
* Discussion about GE Committee Chair and noting that Seeley is in his second year of a 3-year term. ExCo does have to ratify the incoming chair. Need to be clear in committee descriptions and charters to aid in recruitment of committees. ExCo members are in favor of term limits for school/college committees to provide more opportunities for faculty service.
* Discussion about “fit” vs “grit” when considering faculty for committees. Need to be sure not discriminatory.

**MERIT PAY**

* Legislature provided 3% in funding for pay increases and 4.3% in benefits. Because there will be no increase in benefits, will reallocate these funds along with other identified funds for pay increases. Increased tuition for rank, tenure, and promotion.
* Martindale reviewed the salary and wage increases that will be effective 7/1/21. Proposed 2.3% base salary COLA increase. All FT faculty in good standing are eligible to receive a market equity base salary increase based on compa-ratios previously determined by areas comparing base salary to the market survey midpoint for the benchmark in rank and discipline. Minimum increase of $250 to a max increase of $5,000. Rank increases to Associate Professor remain at $4,000 and Professor of $6,000.
* Will address the merit pay five-year implementation plan and make up for last year’s merit along with this year’s plan. Plan Year 3 – tenured in year ending in 0 or 5 receive $1,440; all other qualified tenured faculty receive $132. Year 4 – tenured in year ending in 6 or 1 receive $1920; all other qualified tenured faculty receive $78.
* Martindale will investigate compensation increases for non-tenure track faculty such as Lecturer to Sr Lecturer faculty.
* Summer ICHE increased by 3% from $2,242 to $2,309.
* Adjuncts will receive increase to $3,160. Budgets will be adjusted the accordingly.
* All FT exempt/non-exempt staff will receive 2.3% increase. Staff are eligible to receive a merit pay increase if employed FT by 6/30/21, their 2020 perform evaluation was submitted by 3/15/21, and in good standing.
* Next year will address Year 5 of the 5-Year Plan and only tenured faculty who were tenured with a 2 or 7 will be eligible for the $2400. Every year basically 20% of the faculty that are tenured and qualify for merit will get $2400.
* Some non-exempt staff will receive pay increases. New hourly rate will be $12.75 and all currently in a grade 7-10 will move to Grade 11. Adjustments will be made to address compression. Staff with salaries below 80% of the adjusted grade midpoint will be increased to 80%.
* Student hourly rates will remain the same. Min $9 Max $18.
* Executives will receive 2.3% base COLA with merit increase eligibility.
* Reviewed breakdown of total faculty salary budget of $4.6% (2.3% COLA; 1.41% market equity; .44% RTP; .45% merit)
* Reviewed other Utah institutions increases.
* Would like President’s Council (PC) to approve so can move forward with budgeting process. Human Resources (HR) would like to structure the communication and rollout in order to explain to all leadership how the process will work. Faculty need to understand that not all faculty will receive the 4.6% increase.
* Provide David Connelly the all clear for messaging to go out to faculty.

**FALL SEMESTER UPDATE**

* Currently at moderate transmission level and will remain at this level for the remaining semester regardless of Utah’s status.
* In the event go on an overnight trip, would have to test, but not quarantine.
* HB 294 states that a city, county or business can override. UVU will continue with masks on campus. Public health order expires 3/25/21. Risk Management and Safety are reviewing. Will continue to do asymptomatic testing.
* UVU is planning to be “normal” in fall 2021 with no masks or spacing. Vaccinations will open to general public this week which provides opportunity for those that want it to get it.
* For spring semester, will continue to follow protocols currently in place. If a student refuses to wear a mask in class can continue to follow current guidelines. Student Conduct has done a great job in dealing with students regarding this matter.
* Summer semester tends to have higher online rates. Will continue to have some face-to-face (F2F) classes. About 55% of summer sections are scheduled F2F. Will need to watch enrollment trends. Also need to pay attention to the Legislative mandate about having 75% of 2019 F2F courses continue to be F2F, but do have some leeway. Need to make sure faculty are not switching modalities without approval.
* Summer programs and sports camps are being reviewed at the present time.

**PROVOST**

* Reinforced previous stated fall semester information.
* Faculty are expected to teach the F2F courses as recommended. If a faculty member seeks an accommodation, they should be referred to HR to handle.
* Need to address non-tenure track faculty salary increases when they receive a rank advancement. Brown reported that central administration has not funded previously and it was left to the deans to fund. Will investigate.

**BYLAWS**

* Parry working on changes. Have moved all items related to elections into their own section. Added a timeline for when changes to bylaws have to be submitted. Recommend nominating standing committee chairs by the second to last faculty senate meeting and voted on in the final meeting.
* Added in section on how to populate faculty positions on the GI Committee.
* Discussion about the discrepancy in service opportunities between small and large departments along with representation burdens. Need improved communication to faculty about service opportunities and what counts as university service.

**SET AGENDA**

* Draft agenda was distributed previously. Any additional comments send to Arendt by noon on 3/25.
* Discussion about department chair election process and what happens when a dean does not approve. Vaught noted that a request has been made, but nothing approved. Working with dean to be sure following policy. Conducting an external to the university search would have to be for compelling circumstances. Brown would like to see deans mentor faculty to be effective chairs.