**Faculty Senate Minutes**

November 11, 2014

LC 243, 3:00-5:00 pm

***Present***: Scott Abbott, Christa Albrecht-Crane, Jon Anderson, Anne Arendt, Deborah Baird, Howard Bezzant, Debanjan Bhattacharjee, Kathy Black, Dean Bohl, Clayton Brown, Monica Campbell, Leo Chan, David Connelly, Karen Cushing, Courtney Davis, Matthew Draper, Debora Escalante, Doug Gardner, Gloria Gilmore, Tracy Golden, Barry Hallsted, Laurie Harrop-Purser, Vance Hillman, Matthew Holland, John Hunt, Yang Huo, Ellis Jensen, Dianne Knight, Ryan Leick, Dianne McAdams-Jones, Gary Measom, Gary Mercado, David Morin, Tyler Nelson, CheolHwan Oh, Jeff Olson, Dennis Potter, Sheri Rysdam, Makenzie Selland, Leslie Simon, Allison Swenson, Craig Thulin, Violeta Vasilevska, Mallory Wallin (UVUSA), Alex Yuan

***Excused or Absent***: Steve Allred, Nicholas Ball, Mark Borchelt, Mark Bracken, Joel Bradford, Kat Brown, Marty Clayton, David Dean, Wioleta Fedeczko, Carolyn Howard, Shalece Nuttall, Cyrill Slezak

***Guests: Robin Ebmeyer, Ked Black***

Call to order – 3:01 p.m.

Approval of Minutes from October 28, 2014. Minutes approved.

Announcements

* Senator Urquhart – November 18 – LC 243, 3:00 p.m. The senator is meeting with the student body and Faculty Senate looking at performance measurements in higher education. Visiting all USHE institutions to have a discussion.
* Clayton Christensen – November 20 –Ragan Theatre 3:00 p.m. An email announcement should be sent out today. Connelly strongly encouraged faculty to attend.

President

* Had an exceptional Veteran’s event on campus.
* Currently in the PBA process. Pleased to see the Faculty Senate’s engagement in the process. Faculty hires are at the top of the priorities.
* Preparing to go into legislative session. UVU in a tough spot for the Arts Building. We believe the fundraising efforts for the building are changing. Kudos to Tyler Nelson for his efforts in New York. Holland is hopeful we can change the legislature’s mind to obtain the funding.

SVPAA

* Encourage faculty to attend both Urquhart and Christensen’s presentations.
* Recent accreditation visits: 1) NWCCU conducted their mid-cycle visit and were amazed at what UVU is doing. Thank you. 2) ABET came for the College of Technology & Computing and were impressed with the quality being performed.
* Olson expressed thanks to Scott Abbott for proposing his resolution in preparation for the senate discussion.

UVUSA

* In process of sending out surveys to the schools and colleges.
* Events
  + UVU’s Best Dance Crew this week
  + Sexual Assault Awareness Campaign will be released in the next two weeks. Main push is to develop and educational piece for students with follow-up in Service Learning and Guest Speaker Elizabeth Smart.

Resolution

* Merit Pay
* Full-Time Faculty ratios
* Adjunct Issues
* Shared Governance

Senate has had conversations on various topics in the past and consensus was that if the Faculty Senate wants to do something, they needed to propose resolutions. Connelly conducted a survey in regards to adjuncts and provided results to the senate. The Executive Committee noted that a good place to start is a broad discussion to open certain areas and drill down based on interest and what needs to be done as we move forward.

Abbott commented that the recent hiring decisions made are not in the best interest of a teaching institution. Need a way to reward faculty for their scholarship and to improve the faculty to administrative staff. UVU exploits their adjunct faculty. He indicated the purpose of the resolution (see attached) is to focus more on teaching and scholarship. Concern is the faculty’s role in the PBA process other than submitting ideas. Hunt wants to know what solid concrete ways are available to enact change. Gardner expressed concern over utilizing CUPA data to justify faculty salaries. UVU currently raised faculty salaries to at least 90% of the CUPA median. Potter expressed UVU values administrative salaries over faculty salaries. Arendt asked that senators provide data references when referencing numbers. Bezzant expressed desire that when administrative staff increases, then faculty increases. Black noted that faculty needs to address the “how” when it comes to accomplishing faculty’s desires. Faculty is seeking more of a balance between administrators and faculty.

Arendt provided an overview of the survey Connelly conducted against national averages. She was not able to find data on adjunct pay scales in the Mountain West region. She proposed a subcommittee be formed to research further the needs and expectations of adjuncts as well as research the use of differentiated pay scales, or not, at other public higher education institutions in the Mountain West region. Based on their research, the subcommittee will make a recommendation to Faculty Senate. Abbott would like the University of Utah added to the group because they pay benefits to adjunct faculty who teach more than 50% of a full-time faculty workload.

Connelly wants a clear path to move forward on the resolutions and their charges in order to be more effective. Abbott feels his resolution has a very specific purpose to focus every decision administration makes to consider teaching and scholarship and the value of them.

**MOTION** – Howard Bezzant proposes to amend the resolution to “where there is sharp disparity” to “where there is a perceived disparity.” Abbott does not agree to the amendment. No second to the motion.

**MOTION** – Anne Arendt motioned to amend Abbott’s resolution to read “…faculty/administration committee should research and explore ways...” Abbott agreed.

**MOTION** – Howard Bezzant motioned to accept Abbott’s resolution as amended. Matt Draper seconded. All in favor? 36. Abstention – 1.

**MOTION** – Howard Bezzant motioned to create an overarching committee and then create subcommittees. Potter feels that there should be separate committees to deal with the issues. Abbott feels there should be a single committee for each issue. Bezzant withdrew the motion.

**MOTION** – Jon Anderson motioned to table Scott Abbott’s resolution. No second.

**MOTION** – Scott Abbott motioned to accept Anne Arendt’s resolution. Potter seconded. All in favor? 33. Abstentions - 2.

If the Senate chooses to have an adjunct serve on the committee, they would need to operate within the constraints of IRS rules. Committee recommendations – Anne Arendt, Rachel Marcial, Chris Anderson, Alex Simon, Jeff Torlina, Koe Lee, Lara Beene, Clay Brown, Wioleta Fedeczko, Howard Bezzant. If you have any other recommendations, please contact David Connelly.

President Holland expressed sympathy and agreement in what faculty is discussing. He would like to respond after having time to consider Abbott’s resolution. Senate agreed.

Constitution

* Connelly provided a draft of the Constitution for Senate review and comment. Provided overview of the process as it moves through the university approval process. Two substantive changes: 1) context of representation on senate, and 2) proposal to move the election of the Faculty Senate President into being an election held within the context of the Faculty Senate body. Reduced the size of the Executive Committee by reducing the number of committees. The Bylaws were also moved out of policy.
* A recommendation was made that the Senate President not be serving as a Department Chair concurrently.
* Consider language that ensures the Executive Committee sets the agenda and not the Faculty Senate President.
* Recommendation was made to include language that faculty currently serving in an administrative role should not be eligible for Faculty Senate President.
* Idea is to have a unified voice of the Faculty Senate and SVPAA when present the policy to President’s Council.
* Encourage senators to take the draft constitution back to departments and seek feedback.

Deborah Baird motioned to adjourn at 4:43 pm. Potter seconded.

Senate Resolution

On the Value of Teaching and Research in the Context of Existing Salary Structures and Hiring Decisions

Whereas there is a sharp disparity between the declaration in the UVU Mission Statement of what we value (*UVU builds on a foundation of substantive scholarly and creative work to foster engaged learning*) and the following facts:

1. of the top 50 salaries at the university, virtually all are paid to administrators or to people who have been administrators,
2. our best scholars and teachers are absent from this list,
3. salaries for administrators have increased by about 30% over the past five years while salaries for faculty have increased only by several 1% increments during the same period,
4. for every full-time member of the faculty, there are 1.9 support people on salary,
5. almost half of all classes at UVU are taught by adjunct faculty who are exploited in ways that make substantive scholarly and creative work impossible,

Be it resolved that action be taken on multiple fronts and by multiple bodies to replace this system antithetical to the values of a good university with a system that truly values teaching and research. This should include but not be limited to the formation of a joint committee of faculty and administrators to research and explore ways to rectify the situation.

[End]

Explanation and Justification of the Resolution

We understand the impact of “market forces” and “political pressures” and “budget realities.” Rather than serving as *contexts* for decisions that affect teaching and research, however, the facts indicate that these have been the overwhelming driving forces as our reward system has developed.

The joint faculty/administration committee should explore various actions—including careful examination of the merit system currently under development, a sharp increase in numbers of full-time faculty, and better conditions for adjunct faculty—all in the contexts of what we most value and of real-world forces.

The UVU Senate Resolution on Shared Governance (2009) and the newly released [AAUP Centennial Declaration](http://www.aaupdeclaration.org) similarly emphasize the necessity of shared governance in the service of teaching and research. The AAUP Centenial Declaration puts it this way:

*Faculty shared governance is the cornerstone of any university that values teaching and research. The authority of faculty in hiring decisions, promotions, and curricular matters should not be compromised by donors, trustees, or administrators. Similarly, the faculty voice in budgeting, institutional planning, and other internal operations should not be marginalized.*

The current system of “shared” governance at UVU allows only for *recommendations* from the Faculty Senate and by members of the faculty. There is, however, no accountability to the faculty thereafter. Administrators simply announce their decisions.

To ensure that our faculty voice is not marginalized, shared governance beyond the Senate’s current role as an advisory body is necessary.