**Faculty Senate Minutes**

December 9, 2014

LC 243, 3:00-5:00 pm

***Present***: Scott Abbott, Christa Albrecht-Crane, Steve Allred, Jon Anderson, Anne Arendt, Deborah Baird, Howard Bezzant, Debanjan Bhattacharjee, Dean Bohl, Mark Borchelt, Mark Bracken, Monica Campbell, Leo Chan, Marty Clayton, David Connelly, Karen Cushing, Courtney Davis, David Dean, Matthew Draper, Wioleta Fedeczko, Doug Gardner, Barry Hallsted, Laurie Harrop-Purser, Vance Hillman, Matthew Holland, John Hunt, Ryan Leick, Gary Measom, Gary Mercado, Jeff Olson, Dennis Potter, Sheri Rysdam, Leslie Simon, Allison Swenson, Craig Thulin, Violeta Vasilevska, Mallory Wallin (UVUSA), Alex Yuan

***Excused or Absent***: Nicholas Ball, Kathy Black, Joel Bradford, Clayton Brown, Kat Brown, Debora Escalante, Gloria Gilmore, Tracy Golden, Carolyn Howard, Yang Huo, Ellis Jensen, Dianne Knight, Dianne McAdams-Jones, David Morin, Tyler Nelson, CheolHwan Oh, Makenzie Selland, Cyrill Slezak

***Guests: Linda Makin, Fidel Montero, Melissa Frost***

Call to order – 3:08 p.m.

Approval of Minutes from December 9, 2014. Minutes approved.

UVUSA

* Elizabeth Smart – December 10 - Noon – Ballroom
* Breakfast with Santa – December 13 – 9:00 a.m. - Ballroom

Sexual Violence – Melissa Frost

* New Equal Opportunity/Affirmative Action Director – Her job is to be a neutral party and provide recommendations for improvement with policy or procedures.
* Student Campaign kick-off begins tomorrow.
* Three new laws have affected our obligation in reporting an act of sexual violence. If a student comes to a faculty member and discusses any one of the following areas (an experience of sexual assault or violence, intimate partner violence, domestic violence, and stalking), the faculty member must report the incident. Information will be distributed tomorrow that provides direction, language, and notes the resources available. Policy and procedures training will be coming soon.
* Temporary emergency policies have been passed, but clarifying information will be forthcoming. Bracken inquired if background checks will need to be redone. Frost noted that background checks will be reviewed and done on an as needed basis.
* Potter requested Frost bring a cross-list of the laws referenced in the policy to Faculty Senate when the policy comes to the senate.
* When working with a student under the three new laws, the university is required to provide accommodations or modifications. Faculty will be consulted in matters involving students affected by sexual violence.
* Contact Melissa Frost with any questions.

Resolution

* Holland expressed appreciation to the Faculty Senate for the resolution. Expressed concern over how the resolution was stated and prepared and decided to provide a more accurate picture of the university.

**Fact Check #1** – Of the top 50 salaries at the university, virtually all are paid to administrators or to people who have been administrators.

* Provided chart showing the proportion of base salary by executives, faculty, and staff. When one examines total compensation, the breakout is different. Senate wants the Top 50 broken out by departments. Makin provided clarification between an exempt and non-exempt employee.
* Holland supports a Merit Pay Initiative. Reviewed history to express his commitment of this issue.
* Ongoing commitment to fund rank promotion.
* Called for merit pay system in 2010. Received pushback for equity reasons. First effort was to bring terminal faculty up to 90% of median. By 2014-15, all terminally-qualified faculty are at or above 90% of market median. 63% of terminally-qualified faculty are above market median. As a whole, the faculty are at 96% of market median.
* Now that equity issues seem resolved, instituted a Faculty Merit Pay Quality Improvement Initiative Committee. Connelly noted the basic issues: 1) meaningful increase, and 2) be transparent. Current proposal is a point-based system. The committee is almost ready to go to President’s Council for review.

**Fact Check #2** – Salaries for administrators have increase 30% while faculty salaries have increased several 1% increases.

* Holland provided data to show the increases over a five-year period. He also provided data of USHE Average Faculty Salaries for 2013-14. Data suggests that we are on the better side in regards to faculty salaries in comparison with our peers. Executive salaries are ranked 7th among the USHE institutions. Provided history of Legislative Funding and Tuition Increases that can fund salary increases. Holland vigorously challenged the idea of lack of funding for higher education and university employees being excluded from the state salary increase. Provided distribution of salary increases over last five years.
* Executive Level includes the President, Vice Presidents, Deans, Associate Vice Presidents, and Assistant Vice Presidents.

**Fact Check #3** – For every full-time faculty there are 1.9 support staff. True.

* Provided data on our official peer institutions set by the Board of Regents. In an attempt to get at the most accurate picture, Holland looked at appropriated funds for staff per faculty. UVU sits at 1.4 staff to a full-time faculty member. He wants to keep this number as lean as possible. Provided data on full-time employee headcount. Total hiring increases are 21.2%; Faculty - 23.9%; Staff - 20.8%; Executives - 3.0%.
* UVU is the largest employer in Utah County. In terms of size, we are the 20th largest city in Utah which equates to Spanish Fork. We also face external demands that will require UVU to hire more staff, but we are trying to keep it as lean as possible.

**Fact Check #4** – 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

* Last few years we have hired more full-time faculty and less adjuncts. Have increased adjunct salaries by 50% and made the move because it was the right thing to do because we do value them. Done it at the cost of hiring more salaried faculty, travel budgets, etc. Bracken noted that his department would make the choice to hire full-time faculty and not adjuncts. Holland noted that UVU does review other peer institutions adjunct pay rate and there will always be discrepancies with large private and research institutions.

Abbott expressed that the president did not address values and the value of the faculty. Holland rebutted that by showing how the institution has moved forward over the last five years, it shows his commitment and that UVU is moving in the right direction.

Moving forward require some practical next steps

* Acute Equity funding was a big win for UVU and allowed UVU to hire more faculty.
* Compensation is #1 priority with the Legislature.
* Ongoing efforts to maintain and improve market equity.
* Development and implementation of merit pay system.
* Increase the number of salaried faculty through allocation of Acute Equity funds.
* Adequately fund staff and what we do (department budgets, IT, labs, maintenance, etc.).

Abbott inquired as to how decisions are made. He recommended that PBA requests be submitted from departments and deans, then Holland develop a proposal for faculty-wide discussion and on the basis of that discussion, decisions are made. Abbott also brought up the classroom building and inquired about the decision-making process in regards to classroom size and that Kat Brown indicated that her recommendations were overruled. He expressed concern that faculty was not included in the decision-making for increasing online learning and large classrooms.

Albrecht-Crane expressed concern that the process of informing faculty regarding meetings is not effective. Makin reminded all that the presentations are put online for everyone to review and provide feedback even if they weren’t able to attend meetings. Arendt expressed appreciation for the PBA process. Halsted praised the budget game that Makin has conducted and proposed conducting it in Senate. Anderson voiced that the presentations are always at a time when he is teaching. Draper was informed that he could contact the President, Linda Makin, or Jeff Olson if his understanding of a PBA request is not the same as what was presented. Connelly proposed that Deans present their requests to their respective schools/colleges prior to the public presentation.

Potter expressed that he feels the current administration is more pro shared governance and responsive to the senate which has been demonstrated in regards to adjuncts. He feels there is a vicious cycle at UVU that needs to be addressed which is that faculty does not participate because administration does not listen while administration says we made decisions because faculty do not participate.

Abbott expressed that what he has not heard from Holland yet is that there are problems with shared governance at UVU and does he plan to do something about them. Holland noted that the resolution stated some very clear issues that need a continued dialogue and let’s have the conversation.

Halsted reiterated to have Deans present their requests and priorities to their schools and colleges prior to PBA in order to have a conversation prior to overall prioritization with Academic Affairs.

Recommendation was made to hold conversations during the normal Faculty Senate meeting time.

Expedite getting the PowerPoints up on the website and add a place for comments for a period of time. Makin noted that she intends to have them up by the end of the week and will send out an email when completed.

Connelly noted that based on conversations, the breakdown in communication seems to be between the departments and deans. One of the primary concerns is departments understanding what happened to their request in the overall process. Olson recommended holding these conversations prior to AAC prioritization.

Faculty expressed concern over political suicide if they speak out regarding certain issues.

**Faculty Excellence Nominations**

* Look for an email in reference to the Faculty Excellence Nominations from Craig Thulin.

Meeting Adjourned at 5:00 p.m.