**Faculty Senate Minutes**

September 16, 2014

LC 243, 3:00-5:00 pm

***Present***: Scott Abbott, Christa Albrecht-Crane, Jon Anderson, Anne Arendt, Deborah Baird, Nicholas Ball, Howard Bezzant, Debanjan Bhattacharjee, Dean Bohl, Mark Borchelt, Mark Bracken, Clayton Brown, Kat Brown, Monica Campbell, Leo Chan, Marty Clayton, David Connelly, Karen Cushing, Courtney Davis, David Dean, Matthew Draper, Debora Escalante, Wioleta Fedeczko, 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, Gary Measom, David Morin, CheolHwan Oh, Jeff Olson, Dennis Potter, Sheri Rysdam, Makenzie Selland, Leslie Simon, Allison Swenson, Craig Thulin, Violeta Vasilevska, Alex Yuan

***Excused or Absent***: Steve Allred, Kathy Black, Joel Bradford, Carolyn Howard, Dianne McAdams-Jones, Gary Mercado, Tyler Nelson, Cyrill Slezak, Mallory Wallin (UVUSA)

Call to order – 3:02 p.m.

Approval of Minutes from September 2, 2014. Minutes approved.

President

* Fall Enrollments are up a little over 600 students. He is hopeful to see additional money from Legislature. The University is heading into Phase I of Acute Equity for PBA.
* Fidel Montero, the new Chief of Staff in the President’s Office introduced himself.

SVPAA

* Olson reported that he is working with the Deans through Phase I of PBA. Presentations will be held on September 24 and October 2. The full conversation schedule can be found at <http://www.uvu.edu/pba/docs/2014_pba_schedule.pdf> . Academic Affairs will send out an invitation for faculty to provide input to their Deans with their ideas and thoughts. Funding decisions will be made quickly for Phase I, but it all depends upon the actual request.
* David Connelly is working Olson regarding previous resolutions put forth by the Faculty Senate to address them and be sure a faculty voice is heard and that shared governance is being demonstrated.

UVU Completion & Graduation Rates

* Linda Makin made a presentation on UVU Completion and Graduation Rates. She addressed issues from why do graduation rates matter to ways to “measure” success.
* What’s a cohort? First time college students after high school whether 17 or 75. Tracked for retention and graduation rate purposes. Can make exclusions if they later go on full-time religious service, full-time military service, disability, or death. If a student starts in spring, they will never get counted in a cohort. Part-time students and transfer students also never get counted in a cohort.
* What ways does UVU measure success? A cohort is measured at 150% of normal time for a bachelor’s program. Completion is volume of production. Simply, the number of awards given.
* A new measure was rolled out in summer 2014 called the Student Achievement Measure (SAM). This measure will count students who transfer out and complete elsewhere. It also tracks students who enter as transfer students.
* In the future, IPEDS has said they will add some additional reporting. It won’t begin until 2015-16, but data won’t be available for reporting purposes until later. Meanwhile, the Federal Government is still moving forward with accountability.
* What factors impact cohorts? The percent of students entering UVU requiring remediation is high; however, the number is improving. 49% of students are enrolled part-time which will impact completing within six to eight years. Percentage of students transferring. Percentage of students entering in spring. Stop-out behaviors (LOA). Average age of students. Maturity of bachelor’s degree granting institution. Number and availability of bachelor degree programs. Declining number of students transferring out. Seriousness and determination of students. Math progress.
  + 17% of students recently took 9 to 14 years to graduate.
  + 12.3% students have taken remedial courses along the way.
  + 30% of students entered as transfer students.
  + Average bachelor degree graduate enters with 40 credits.
  + Continuing Education is counted as early college credit, but not counted as transfer credit.
* Graduation rate goal for 2015 is 27% and 2032 is 32%.
* Senator Urquhart recently posted a blog about Graduation Maps. The blog can be viewed at: <http://www.steveu.com/blog/>
* President Holland responded that UVU does have improvements to make and needs to do a better job of helping students complete. We cater to a different set of students based on our mission. We also need to work on this issue collectively as an institution along with faculty. We have to educate even as we respond.
* Olson noted we are working on structured curriculum for Math and English that will require students to take the courses within a specific timeframe. Holland noted that the K-16 Alliance has been working on a Career Pathways program which begins with high school counseling. Bracken noted that Biology students must meet with an advisor every semester to be sure the student is on track for graduation within the four-year timeframe. Olson noted that departments are going to be reviewing the math requirement for their degrees to determine what math is appropriate for the degree. Chan noted that students don’t understand the overall expectations of math in problem solving and does not want to see us lower our standards.
* Connelly reminded faculty that conversations occurring in Faculty Senate are the same conversations that need to be relayed their departments and deans.
* Olson addressed the classroom issue and that Academic Affairs is looking at online courses that can be effective to alleviate the bottleneck problems.
* Rysdam expressed concern over the number of adjuncts and what can be done as an institution to improve the overall ratios. Makin noted that we are at about 53% of full-time faculty teaching courses which has improved, but we still have a way to go. Holland noted that role statements are one way to address this to get more tenure track faculty maybe credentialed.
* Borchelt inquired about student advisors. Is it an institutional problem that the retention of student advisors is low. Holland noted we do have some structural issues in advising and we are currently in discussions to examine better alignment, incentives, and management to provide a career path and improve retention.
* Connelly noted that ideas need to be brought forward to departments and deans. Holland noted we have launched a completion initiative to work together to bring them forward. Olson noted that Academic Affairs is looking at a restructure to address some of these issues. He also noted Academic Affairs is trying to get better information out so faculty, chairs, and deans can be more intuitive and more natural to obtain the information and data. He plans to send out information for faculty to get ideas into the pipeline and the process for it.
* Makin will forward the slide presentation to David Connelly or Karen Cushing for distribution.

Integrated Studies

* Connelly briefly reviewed the Resolution which was previously distributed to the Faculty Senate.
* Abbott noted the appeal is over and Integrated Studies lost. He noted some of the consequences are 1) students do not get the chance to work with a talented writer and 2) the spring conference is suffering since UVU will not hire Scott Carrier. All requirements in policy were met, but maybe something is wrong with the policy. He then expressed some ideas about shared governance and the fact that the Faculty Senate is currently an advisory body. Abbott noted that the President said he will make the final decision, but does like to hear what faculty has to say. Abbott read a portion of 2009 Resolution on Shared Governance. Abbott believes that mutual trust, respect, and fairness were set aside for legalistic focus of a narrowly interpreted and misapplied policy. He also feels that Administrators achieved what they wanted, the exclusion of Scott Carrier, and ignored shared governance and academic freedom.
* Bezzant noted that he was ready to rescind the resolution, but he noted that the President does have the responsibility to make decisions. He also noted that sometimes people come together based on passion and not necessarily understanding the whole picture.
* Olson noted that in terms of shared governance in the last five years, there have been 405 appointments and only four have been turned down. There was concern the last time that Administration was running upshot, but there have only been three denials and they have been consistent based on policy. He hopes that this particular issue will not dampen faculty’s ability to work with Olson.
* Arendt inquired about the avenue to clarify policy. Connelly noted that first we need to deal with the specific issue and then address the larger issue.
* **MOTION** – Jon Anderson motioned to form a subcommittee for Policy 637 that would look at the larger issues of this case, find a way to prevent this misunderstanding from happening in the future, and to clarify the policy. Dennis Potter seconded. Two reasons to look at the policy. 1) Ambiguity and 2) the philosophical question to what extent that kind of policy was interpreted by the SVPAA to protect tenure. Potter feels the argument the AAUP gave is weak. There are reasons to be worried about this issue even one case out of 405. Bohl feels the current policy is fine the way it is. All in Favor? 33 Opposed 3. Abstentions 0. Motion passed. Composition of subcommittee: Gary Measom Chair, Dennis Potter, Wioleta Fedeczko, Tracy Golden, Jon Anderson, Ryan Leick, Anne Arendt, Sheri Rysdam. The subcommittee is to report back in three weeks to the Executive Committee and four weeks to the Faculty Senate.
* Salaita Resolution
  + Potter provided an overview of the Stephen Salaita situation at the University of Illinois. Salaita was hired then later the university rescinded the offer. He has brought a resolution forward because when he sees things going on at other institutions in egregious ways, it is a good thing for Faculty Senates across the country to show their support for academic freedom. Potter expressed concern that do faculty want their comments on social media to impact their employment or tenure. He feels it should not be a consideration at all.
  + **MOTION** – Leo Chan motioned to bring the Resolution to Faculty Senate for discussion. Doug Gardner seconded. All in favor? 30 Opposed 4. Abstentions 3. Motion passed. Morin asked for clarification on Salaita’s offer. Potter noted that Salaita received an offer, but the Board of Trustees had not formally approved it yet. Gardner noted 1964 was the height of the free speech movement. He is in support of academic freedom, but always stands for civility, decency, and respect. Clayton Brown noted that background checks are conducted on faculty. Salaita did have protection in his former job because of tenure. Potter said civility is a can of worms. Don’t compare how people are hired in the world vs the academic realm.
  + **MOTION** – Howard Bezznat motioned to table the resolution discussion. Anderson seconded. All in favor? 4 Opposed 15. Motion passed.
  + The vote was then called to forward the Resolution on to the University of Illinois. All in favor? 22 Opposed 4. Abstentions 5. Motion passed.
* Adjourned 5:00 p.m.