**Faculty Senate Minutes**

October 3, 2017

CB 511, 3:00-5:00 pm

***Present***: Kim Abunuwara, Pauli Alin, Jonathan Allred, Jon Anderson, Brian Barthel, Howard Bezzant, Laurel Bradshaw, Bret Breton, Clay Brown, Josh Cieslewicz, Alan Clarke, Ken Crook, Karen Cushing, Reid Elem, Sara Flood, Nathan Gale, Phil Gordon, Darrell Green, Merrill Halling, Basil Hamdan, Dan Hoffman, Jamie Johnson, Lydia Kerr, Chelsie Kraczek (UVUSA), Duane Miller, Anthony Morris (Library), Shalece Nuttall (PACE), Jeff Olson, Terrance Orr, Hong Pang, Alan Parry, Jeff Peterson, Jim Pettersson, Karen Preston, Denise Richards, Robert Robbins, Anthony Romrell, Sheri Rysdam, Leo Schlosnagle, Tyler Standifird, Mike Stearns, Craig Thulin, Sean Tolman, Sandie Waters, Robert Warcup

***Excused or Absent***: Mark Abramson, Huda Al-Ghaib, Kat Brown, Suzy Cox, Lindsey Gerber, Matthew Holland, Gary Mercado, Margaret Mittelman, Jeff O’Flynn, Meghan Roddy, Matthew Taylor, Paul Weber

***Guests:*** David Connelly

Call to order – 3:01 p.m.

Approval of Minutes from September 19, 2017. Minutes approved.

**SVPAA**

* President Holland excused as in New York.
* Beginning faculty recruitment. Be sure to hire faculty that believe in UVU’s mission and want to be here.
* Academic Affairs Council is beginning their PBA conversations today and tomorrow. PBA Campus Conversations begin October 30th in SC 206abc at 1:00 p.m.
* NWCCU Accreditation site visit is October 25-27. Mid-term visit went well, but there are some concerns with annual reviews and post-tenure reviews. Assessment is also a potential concern. Want the accreditors to know we are addressing these concerns. Linda Makin will present at the next Senate meeting on October 17, 2017 in preparation for the upcoming visit.

**LIBRARY**

* Next Roots of Knowledge Speaker Series will be Tuesday, October 10, 1:00 p.m. Jon Westover will be speaking on “Case for Interdisciplinary: Finding Unity and Strength through Valuing Our Academic Diversity.”
* Sunday Hours run from 1:00 – 9:00 p.m. with a full staff. Still under pilot, so show your support.

**UVUSA**

* Expressed thanks for the support of UVUSA and the university.
* UVUSA Senate Speaker Josie Thompson Solomon will be October 12, Noon to 1:00 p.m. in the Grande Ballroom. She will speak on The 444 Project sharing experiences on what brings joy into people’s lives.
* Student Voice Forum on October 31, Noon to 1:00 p.m. in Ballroom Commons. Forum will focus on university resources for students. Any ideas, suggestions, or resources to share in that forum, let Chelsie know. Send email to [ChelsieK@uvu.edu](mailto:ChelsieK@uvu.edu).

**PRESENTATION**

* Parking – Barbara Young
  + Citations are issued in employee lots the first week of school, but not for lack of permit. First week of school, issued 61 student in employee lot citations and 117 no employee permits. Second week issued 38 student in employee lot citations and 86 no employee permits. From first part of school until October 3, issued 204 student in employee and 510 no employee permits.
  + Full-time faculty and staff have rights to student lots. Part-time have to be taking six credits or less to park in employee lots. Adjuncts receive a pass per semester dependent on how many credits they are teaching.
  + Faculty would like to see more “Go UVU” parking spots available especially for faculty/staff that need to travel between campuses. Young will take request back.
  + Stall counts are done between 10:0-11:00 a.m. on Tuesdays and Wednesdays. Most available spots can be found at the EE and HP buildings.
  + President and Val Peterson are in discussions about another parking garage. Olson reported the Facilities Master Plan is addressing this issue.
  + Ratios govern how many spots are designated for handicap.
  + Consider raising the cost of citations. After three citations they are booted and after six are impounded.

**DEBATE CALENDAR**

* Policy 654 – *Faculty Merit Pay*
  + **MOTION** – Robert Robbins moved that the policy be deleted based on the fact that we don’t have an effective way of evaluating teaching, SRIs, favoritism, and politics. Parry disagrees with the motion to delete. Task force is trying to define guidelines for effective teaching evaluation. Motion not seconded.
  + **MOTION** – Kim Abunuwara moved to advance discussion to Section 4.2. Alan Parry seconded. Friendly amendment was made for senators to review all other comments prior to 4.2. All in favor? Motion passed unanimously.
  + Section 4.2 (1st) – Idea from development was that Administration would work with the committee. No comments.
  + Section 4.2 (2nd) – Clark concerned original wording did not grammatically demonstrate the intended meaning. Proposed automatic merit pay eligibility if “exceeds” expectations in any one of the three areas for all five years and meets or exceeds expectations in both remaining areas. If you say teaching only gets merit pay, then violating mission statement. Integrated Studies must model research over several semesters, thus allowing departments to have some flexibility. If state only “exceeds teaching” receives merit, then opens door to game the system. Clark’s proposal includes both automatic and discretionary components. Tolman disagreed with Clark as feels his proposal pushes focus more toward research and service rather than teaching, and departments should be defining how research can be done as part of teaching. Anderson reported that the proposed language is stricter than what is presently in the policy as it requires “exceeds” expectations all five years. Parry responded that point 2 of Clark’s proposal solidifies that an individual can achieve merit by receiving “exceeds” in one area all five years, but “meets” or “exceeds” in other areas. Stated that faculty would not be able to let their teaching to lag otherwise would not be “meeting” expectations. Robbins expressed concerns such as faculty serving as Director and might only teach one course a semester, faculty who receive buy-out grants, or faculty on sabbatical. Thulin reminded senators that Faculty Senate would draft guidelines in cooperation with the SVPAA’s office.
  + **MOTION** – Sean Tolman moved to extend discussion for 20 minutes. Kim Abunuwara seconded. All in favor? Chair ruled motion passed. Richards expressed that her opinion about the primary focus be on teaching and that other areas are in support of teaching has changed. All areas should be defined as meritorious. Preston supports departments having the ability to define what is meritorious since the trades have a different model and do not do as much research and scholarship as other departments. Would like to keep focus broad. Clark reiterated that his interpretation is that the policy is not loosely defined. Standifird referenced the Faculty Annual Review Policy notes that it states departments set the criteria for annual reviews and the annual reviews guide merit pay. Bezzant reminded Senate that faculty asked for more pay and the Legislature complied, but designated it as merit pay. Need to keep things simple. Parry proposed to revise the policy to read “a faculty member’s annual reviews serve as the basis for determining qualification of merit pay. If they exceed expectations according to department criteria or expectations for annual reviews, then they qualify for merit pay.”
  + Olson responded that the key thing is to give merit to those who deserve it and do not to those who should not. Second, in the middle of a rapidly moving river towards research and away from teaching. One reason why Legislature cares about our mission and Regents specified what they did in policy. He also indicated that SRIs only tell one story. Majority of department criteria are currently weak. Key thing is our student success depends upon the quality of our teaching. Merit pay should reward our faculty who do a good job teaching. Parry expressed that maybe faculty have a misunderstanding of the intent of the policy and whether it is mainly based on teaching excellence or meritorious. Connelly responded that departments need to clearly define what is excellence.
  + **MOTION** – Tyler Standifird moved to extend 20 minutes. Bret Breton seconded. All in favor? Chair rules motion passed.
  + Gordon expressed concern that research is not being given credit. Tolman noted that research can inform teaching. Waters would like to see credit given to the energy outlets that individuals are expending in all areas. Clark expressed that the research faculty members perform do not always get reflected in SRIs or teaching in a traditional way. Rysdam shared that the annual reviews can become convoluted as faculty might begin including items under teaching that really should be posted in scholarship or service.
  + Parry observed that UVU does not currently have a well-defined definition of teaching. Until we know the criteria, only then can we truly evaluate the policy. Olson noted we do not have good definitions for all three areas and depend on all departments to define. Can postpone the policy, but then merit will not be awarded for this academic year.
  + Gale sought clarification on how faculty are judged or eligible. Connelly responded that you are a tenured faculty member; the guidelines provide specifics within the context of the annual reviews. Everything relates to the annual reviews.
  + **MOTION** – Robert Robbins moved that Faculty Senate does not agree with the policy as it currently exists and should undergo major revision. No second.
  + **MOTION** – Alan Clark moved to seek a one-month continuance to discuss merit pay section 4.2 with a goal of making it a broader policy and allow guidelines to be written. Leo Scholsnagle seconded. Connelly interjected that language senate is seeking is to remove any preferential language and reference that the guidelines will be the determining factor. Cieslewicz concerned about whether merit pay will be withheld if policy not approved and moved forward. Previous motion withdrawn.
  + **MOTION** – Alan Clark moved to seek sufficient time to take up Connelly’s suggestion of using email to address 4.2 with a goal of making it a broader policy and allow guidelines to be written. Sandie Waters seconded. Abunuwara expressed concern about being a part of body that cannot accomplish something such that merit pay is in jeopardy. Owe it to those senate represents to resolve. Thulin reiterated Clark’s motion noting that it also is passing the other comments forward. All in favor? 34. Opposed. 0 Abstained. 0 Motion passed.
* Policy Comments for 655 – *Graduate Faculty* and 638 – *Post-Tenure Review* must be submitted by Friday, October 13, to be considered during discussions.

**STANDING COMMITTEE REPORTS**

* Special Assignments & Investigations – Task Force Committee will be meeting within the next week to begin discussions.
* Service & Elections – Committee on Evaluation of Teaching Effectiveness is still seeking a member from CHPS. Bradshaw will send Lindsay Gerber the recommendation.
* Curriculum – Nothing
* RTP Advisory Committee – Pettersson noted that he has lost reps from schools/colleges and needs recommendations. Pettersson will send list to Thulin.

**ANNOUNCEMENTS**

* Higher Education Town Hall, October 4, 6:30-7:30 p.m., Salt Lake Community College, South City Campus, Multipurpose Room, 1575 S State Street, Salt Lake City. Chance to meet with Utah legislators and colleagues from around the state.
* Sustainability Day will be held on October 25. Informational tables will be set up from 9:00 – 2:00 p.m. in the Science Atrium and Hall of Flags and speaker presentations will take place between 10:00 a.m. and 7:00 p.m. Presentations will take place in SC 213 from 10:00 - 3:00 p.m. and in SC 134 from 3:00 – 7:00 p.m.
* Banner Outage - October 20 at 5:00 p.m. through the October 21 at noon. Will affect everything (including Canvas).
* Campus-Wide Conversation on Inclusion and Diversity, November 8, from 2:00-4:00 p.m., Center Stage.

**GOOD OF THE ORDER**

* **MOTION** – Sean Tolman moved to use last few minutes to wordsmith Section 4.2. Alan Parry seconded. All in favor? Chairs rules that motion passed.
* **MOTION** – Alan Parry moved to modify the language to read, “Qualification for merit pay shall be based on the G*uidelines for Merit Awards* as developed per this policy.” Parry rejected Clark’s proposed amendment. Jonathan Allred seconded. All in favor? 4 Opposed. 5 Abstained. Motion passed.
* **MOTION** – Alan Parry moved to extend discussion five minutes. Sean Tolman seconded. All in favor? Chair rules motion passed.
* **MOTION** – Kim Abunuwara moved to add additional language, “The guidelines shall emphasize teaching, but should not preclude merit pay based on research and/or service.” Alan Parry seconded. Ken Crook proposed a friendly amendment, “Although guidelines will emphasize teaching for this award, it should not preclude merit consideration for research and service.” Clark accepted as friendly amendment. All in favor? 0 Opposed. 2 Abstained. Motion passed.
* **MOTION** – Sean Tolman moved to forward comments with revisions to the steward. Anthony Romrell seconded. All in favor? Motion passed.

Meeting adjourned at 5:05 p.m.