

FACULTY SENATE EXECUTIVE COMMITTEE MEETING

Feb. 16, 2012

In attendance:

Paul Abegg (PA)

Brad Barry (BB)

Jen Ciaccio (JC)

Ami Comeford (AC)

Rob Cowan (RC)

John Goldhardt (JG)

Jerry Harris (secretary)

Dianne Hirning (DH)

Jack Lounsbury (JaL)

Jie Liu (JiL)

Russ Ross (RR)

Matt Smith-Lahrman (MS)

Kyle Wells (KW)

PA: As info items, I want to mention: as of College Council, there was 1 person that commented on all the policies that were up. I'm wondering if we were all scared away...? But there are some that involve faculty: 3.38: Emeritus Status and 3.39: Adjunct Status, 3.47: textbooks, and 4.1: policy creation. AC and I have talked to Human Resources and Donna so that they come up with drafts and present them to the Faculty Senate first, and the whole campus later. It might help in that vein if we all commented on the posted policies first. Pam asked that we e-mail her directly about them. In the discussions over the last few weeks, it's been brought up about having extra week during Winter Break—we meet more often than any other institution in the state; some that meet less still meet the requirements, so we should be able to adjust our schedule without affecting graduation. Also, I don't know how many have been affected by the waitlist issue—they want to lengthen it to a week, so if you could solicit feedback from your departments...? If it's not working for your departments, let us know.

RC: To a week from...?

PA: Three days—after that, you can add by card. Now they are proposing, and put in policy, to make the waitlist last all of the first week of classes. So if you or people in your departments have had personal concerns on how it is going, please collect that. On a related note, we seem to have this discussion every year or so from the registrar's office: the school district has moved their fall break, and historically, when they do that, we usually follow, which is unpredictable for our students. I think we all agree that they all align because of common interests, but at some point we're going to have to stick with our own interests. Last semester, Academic Council decided that we wouldn't keep adjusting, and the school district would have to realize the importance of that and stop shifting.

JiL: Is there a way to combine it with Thanksgiving Break? People in my department have asked about that.

MS: We used to have Thanksgiving Break for a whole week, and that was effectively the end of the semester for our students.

PA: It's pretty common and worth discussing, but again, please poll your departments to see what they think.

JC: Is it simply because of seniors that are going to be coming here? Why do we care?

PA: Some people have students that are in both schools and plan vacations, etc. There are a lot of factors, and it's nice when they can coincide, but at some point we have to quit following.

DH: Why did they change?

PA: The UEA Convention and the way the term ended.

RC: But they originally started it for the deer hunt.

PA: Next item: the issues I sent in the agenda. For our March 1 meeting, please pinpoint the issues on which we should focus. On the SurveyMonkey reimbursement issue: I heard back from three of us, mostly requesting more information, but let me know your thoughts on that.

DH: In your e-mail, you said "partial reimbursement"...what does that mean?

PA: We did use it some. When it was initially brought up, DW had talked about Student Government using it, too, so there might be a split between us and them. It's a bad precedent for things to happen without consensus from this

group. He initially just did it and said he was doing it. So I'm looking for what's the best way to take care of it, so please e-mail me and AC your thoughts.

JC: Can we make sure this doesn't happen again? Do we have to put it in the By-laws?

PA: I think it's clear this was outside the protocol of our group, so it shouldn't happen again; we just need to determine how we go forward with this now. I think it was well-intended, just not well-executed...there was a need and he just filled it. It did serve a purpose and it did collect data, so whether we reimburse one-third—that's what I was thinking— or whatever, it would be nice to help. There are funds in our budget for that. Last item we won't talk about today: Theda Wrede has asked for some financial help for sending students to the National Council on Undergraduate Research conference: 17 of our students are attending. Students don't pay anything, and she's asking for money from administration and student government, too. It's a worthy cause, but it would set a precedent—there's a group in the Music Department also seeking funds, for example. I'll send you the information I have so you can decide. They're looking for \$600 for students to attend it.

DH: We talked about this last time, about Professional Development, too, about funding faculty to attend while accompanying students...

PA: Student Government collects \$300/student every semester, and they're figuring out how to divvy that up. The students are learning this as they go, but there might be a faculty avenue that's more appropriate. They're going up on March 28, so want to know as soon as possible.

JaL: Weren't we in a hole a while ago?

PA: Yes, but now we're in the black—we have about \$2000. By the end of the year, I want to know what our other costs will be—faculty recognition, etc., but what else?

JC: Lunch at the end or beginning of the year?

PA: Part of our funds already do that, and we contribute to the Christmas party and year-end social, but AC and I have been aware of concerns from faculty. Initially, the Faculty Senate general meeting lunches were free and the meetings were just social events. We're thinking that we can do that once a semester. So think about that, and we can discuss it further. But now that we're in the black, we have some funds that we can apply to programs or gatherings or whatever.

MS: Do we *have* to collect funds?

PA: No, I think we're unique like that.

MS: If all we're doing is getting lunches, and we raised the fees...!

PA: Well, that was to get us out of the red. And we do contribute to the lunches. The hospitality needs probably won't be a lot. Is this something we want to keep doing?

AC: Also, if we're thinking of how to use funds, the students going to the NCUR conference...there is a movement both here and nationally for undergraduate research. So I think it is something we should consider—give our limited funds, even if we contribute just a little, it signals to the students that the faculty support their endeavors. The conference is interdisciplinary, and therefore campus-wide. And this is the national conference, not the Utah one, so it's prestigious. It's not so much the money as the message that the faculty support undergraduate research and do so with what little funds we have. And it sends that message to the administration, too. If we're going to get an office for undergraduate research on campus, we need to give our support.

MS: Then it should be more transparent—maybe a yearly scholarship or something to which people can submit requests that we evaluate.

AC: I like the idea of having funds that we set aside for the National Literature Conference—the committee on that has already looked at and determined by peers who should be accepted and go—that takes whole campus into account.

PA: Looking over the Constitution, I don't see where it's our provenance...

KW: I sat on both the Professional Development and Workload committees, and these requests have come to both. I don't think it's our place—we do need to support it, but it's not our role to fund it.

PA: Theda has done great things in developing this, but I'm not sure that Faculty Senate is the place to handle those requests. I would like to send a message to the students and Theda of our support, but I'm worried about the precedent: if they get funds from us, then others will ask down the line, and we have no system in place to deal with that.

RR: It's "mission creep."

PA: As we grow, these things will increase, so if we help one, how do we say we can't help others?

BB: Is administration supporting these students?

AC: Yes.

BB: Beyond Professional Development?

AC: Yes. Student Senate also will reimburse them up to about 50% if they have specific numbers on travel, hotels, etc.

KW: Student Government has a large budget; it doesn't seem like this would be a big hit to their budget.

AC: But the students are encouraged to submit and go to these things, and if there's no financial support...!

JC: Then I think administration has to pony up if they are truly supportive. This is a national conference, so they should be doing *all* of it.

AC: Well, there are limitations—I think they are trying to find funding for people all around campus.

RC: If Faculty Senate can support faculty, that would open up more money for students.

AC: They can't apply for Professional Development to go with their undergrads because the campus doesn't feel that that's faculty support.

PA: That could be adjusted, though.

RR: Professional Development is already underfunded...

KW: No, just over-demanded!

RR: Initially, it came from faculty giving up their cost-of-living raises one year.

KW: They have like \$80,000.

AC: We only started this year with \$51,000.

KW: So it's been whittled down...

PA: So I'll e-mail you the information on this, and please reply to both of us. DH, do you have anything on the library or faculty recognition issues?

DH: Not recognition, but in the new library, they're talking about putting emergency buttons near the elevators, which is great for students near the elevators. But why aren't they under all counters for the service areas? So if an active shooter comes in, am I going to dart across open space to the elevators to push the button?

RR: But that's the case across campus.

DH: According to Don Reid, we have one security guard for every 2000 students, which is the worst ratio in the state. I need to find out if we can get a copy of the report that he submitted on campus security.

JC: Wasn't the problem that there wasn't any security on weekends?

DH: Pressing the button would go to 911 then. The police will respond. The problem in the library is that if there's an issue with a student that isn't a 911 emergency, campus security people aren't even in town most of the time—the on-call guy was in Hurricane and took 45 minutes to respond; another time, they were in the mountains...!

JC: So why isn't there security on campus 24/7?

DH: Funding. I approached someone from the Staff Association about this to see why *they* didn't seem concerned because it's a campus, not just faculty, issue, and was told that the campus police are exempt staff, so it's the Exempt Staff Association that should be concerned. It seems like no one wants to get involved.

PA: Take some time in the next meeting if you can get that report. BB, you had some thoughts on policy revision?

BB: We still need to go through the last half of the Constitution.

PA: We had three other issues for today; should we do those first?

MS: I'll go. I polled my people, and as you know, through the grapevine, they're going to start enforcing the one overload per year thing, which hasn't been on the books. We're concerned that as small as it is, that money really counts for some of us. It's equivalent to a raise; without it, it's like a pay cut. They say that we won't have qualified faculty to teach some classes. I think if the faculty said it loud enough, we could maybe get one overload per semester.

JC: But unless everyone is at 90% equity...

PA: (reads policy). So the limitation is already in there.

KW: But that's changing—they're now saying five credits per year, which isn't one class per semester.

MS: Not for 3-credit classes.

JC: Under that policy, everyone has to be within 90% equity.

KW: The language is slippery—it doesn't say "everyone"; it says "all." It used to say the average.

MS: We had that debate before. I think this is because of accreditation, and this is their solution.

PA: Admin is trying to move to university model of faculty teaching 24 credits per year; the more credits that we take on, the fewer new faculty we need. We can't be stretched that thin, and when we take on overload, we look that way.

MS: Then we need a raise.

PA: AC and I have talked about that to President Nadauld every month, and he's working on it; it looks like 1% this year, and he's working to make sure that that won't be absorbed by changes in benefits. We've kept that on the front

burner with him, and he's working toward something. I think that the motivation is good that we're trying to get to a lighter workload so we can be more effective in the classes we teach. Department needs will be met, and they're working hard to do that. This can be adjusted; it dependent on department chairs to assess their own needs. But if we keep taking on workload, it sends the message that we don't need more faculty.

JC: So then we just get more students in same classes! What's the incentive for the additional faculty if they're getting all the students taught more cheaply by packing in more students to existing classes?

PA: It shows that we stick to our workloads.

KW: I agree with the concept, and they're doing it as a front, but on the back end...we have to keep 50/50 with faculty and adjuncts, and right now we're 60/40...we haven't had a new hire in three years.

MS: And it's getting harder to find qualified adjuncts.

AC: But if the accreditation committee comes in and says "Your tenured community is doing OK, but you need more"...? We have a similar problem in English: between 25–30 adjuncts teach for us. I don't know if there is a good solution.

MS: Why can't we reduce workload and raise the amount of overload?

PA: If we do 15/12, if some faculty take on more, doesn't that weaken the fact that we need more faculty?

JaL: They could change the amount paid to tenure-track faculty for overload, rather than adjunct pay.

MS: What I hear through the grapevine is that administration will put pressure on chairs not to grant overloads.

JG: I don't think we can find people to fill them. Almost all our prerequisite classes are being taught by adjuncts, and we're having harder times finding more.

MS: No one is asking for three overloads per semester—just six credits per year, and it's voluntary.

PA: Can you come up with a proposal for the next meeting?

MS: My proposal is just to raise it to six!

AC: But it would have to be 6–10 because some classes are five credits—not all are three.

PA: So then "up to five credits." Look at the policy as it was accepted by the Board of Trustees, and see how to amend it.

DH: Pay is by credit, not class.

MS: Yes, people teaching six credits get more than people teaching five. Either raise our pay or allow us to have more overload.

AC: President Nadauld is working on a definite pay raise, but was concerned about the benefits changes eating it up, so he's looking to adjust other things.

MS: I can create a proposal, but I tried to get data that show that the whole faculty is concerned.

AC: This will also be brought up again at next College Council meeting.

MS: Are others talking about this?

PA: It's gone to the Board of Trustees, so it's not on their radar now—they've already voted on it. The philosophy, though, is that anything can be changed. Check the language in the current policy—is it hours or classes, etc.

MS: Maybe after accreditation is done, they'll relax again.

PA: I think they want to be on the university model.

MS: Which university? The University of Utah faculty don't teach 24 credits per year...!

AC: It's Board of Regents policy.

DH: I don't see how this can happen with open enrollment.

PA: That's a challenge: changing the level and maintain the standards.

DH: Have other colleges done this successfully?

JC: My dad works at a college that went from two to four year. Their teachers have to have Master's degrees; they get paid less, and are instructors, not professors—they have a separate pay scale; the professors teach upper-level classes.

DH: Does this go along with the issue we have about naming different kinds of teachers here?

KW: Where are we on that? Have we submitted that?

PA: I've let Donna know that we're in favor of that.

BB: The other big change to our By-Laws: currently, it says that the Faculty Senate President gets three credits per year, and the President-Elect gets zero, so I propose to change that the President and President-Elect each get three per semester. The number of meetings they have to go to is astounding, and we need to inspire others to want the jobs!

PA: I think it's undercompensated and can burn an individual out to try and keep track of and attend them all.

Administrators just goes back to administrating after meetings; we have to go back and teach, and it's tough to juggle, especially given the workload model. It's very unbalanced. There is some three credit leeway Donna has been

giving both the President and President-Elect, but three per semester better reflects what is going on. We meet with Donna in an hour and we'll bring this up again.

BB: Can we vote on this?

KW: Doesn't it have to go through the Workload Committee?

MS: We can vote on our support for it.

PA: I second. (Vote then approved unanimously).

BB: So as far as the language goes...

PA: Keep it as it is.

JC: Do we have any nominees for President?

PA: There has been one...JG?

JG: I still have to talk to Gary.

PA: As you talk to people, make sure they're OK with being nominated! And don't forget the general meeting next week.