



**USU FACULTY SENATE  
MINUTES  
FEBRUARY 1, 2010  
Merrill-Cazier Library, Room 154**

Ed Heath called the meeting to order at 3:07 p.m.

**Approval of Minutes**

Darwin Sorenson moved to approve the minutes of January 11, 2010. Motion was seconded by Steve Burr, and passed unanimously.

**Announcements**

We will move the Consent Agenda up after University Business today to make us more efficient. Roll Call. Senators, alternates and guests are reminded to sign the roll call sheet. Next year's Faculty Senate Calendar is in your agenda packet.

**University Business – Stan Albrecht**

The Governor imposed an additional 3% one-time reduction, applied to the personnel side of our budget, by executive order. This \$4,055,000 reduction will be taken through a variety of means and furloughs will not be taken this academic year. The Governor's budget also holds higher education harmless for 2011 and thus extends the 8% backfill for another year keeping the university at the 9% reduction level that has already been implemented. But, the Legislative Executive Appropriations Committee required all of the appropriations committees take a 4% cut on this year's budget across all lines (\$5,400,000) and also required a 5% ongoing cut for the 2011 budget. We have implemented the 3% required by the Governor's order, but have chosen not to implement the additional amount required by the Legislature (another \$1,400,000) in anticipation of cuts not passing at the proposed levels.

The CEU Bill has been written; the sponsor is Senator David Hinkins. The Bill is being fine tuned so that the language in the Bill does not imply that USU is assuming any financial liability.

The Ag Building Bill is moving through Senate conversations, and is caught up in politics right now. The President will be going to Washington DC next week to talk with ARS administrators about this.

Provost Coward reported that the Board of Regents approved the disaggregation of the College of HASS to form two new colleges; the Caine College of the Arts and a college that will house the social science programs but has yet to be named. Both of the dean searches will be internal searches. Search committee chairs are: Dean Jim McMahon for the Humanities and Social Sciences, and Dean Carol Strong for the Caine College of the Arts. It is hoped that the searches will be completed prior to spring break as this will allow the new deans to be in place with time to negotiate the disaggregation of the budget. The internal candidates will go through the same formal interview process that all candidates do (e.g., presentation to faculty, meetings with students, staff, other deans, executive committee of their respective programs, and meetings with the President and the Provost).

Enrollments for spring semester are up compared to last spring semester. Undergraduate headcount enrollment is up 5%, and graduate headcount enrollment is up 5%. Regional Campus headcount enrollment is up 14%. The only indicators of numbers going down are graduate

headcount at the Regional Campuses (-11%). This is not surprising because graduate students at the regional campuses are usually part-time graduate students, and most of them are in professional or discretionary programs, thus their enrollment tends to be sporadic. Our minority enrollment is up 14.5% over last spring. Regional campus minority enrollment is up 25%. James Morales said that on February 13<sup>th</sup> we are hosting a Latino Family Day (from 9:00 a.m. to 2:00 p.m.) The program is targeting Latino families from southern Idaho to Salt Lake City. USU will showcase the opportunities that USU has to offer. There will be workshops on admissions, access to higher education at USU, and there will also be academic competitions, etc. Shuttle busses will be going to high schools to provide transportation and limited child care will be available.

The President will be meeting with student's tomorrow night to talk about Tier II Tuition. USU is committed to keeping tuition increases at single digits. Because of budget reductions we will have to rely on that a little more heavily than we have in the past, however, students have been supportive in what we are proposing and recognize the role they play in maintaining the quality of education at USU.

### **Consent Agenda**

Mike Parent moved to approve the consent agenda, seconded by Vince Wickwar, motion carried.

### **Information Items**

**BFW Discussion of Furloughs – Doug Jackson Smith** – This discussion was centered on four questions. Question 1) whether we prefer furloughs to layoffs or permanent salary cuts. The feedback he received was that anything was better than layoffs or permanent salary cuts. He reported receiving a lot of good feedback on alternative ways to keep saving money that will help keep us from resorting to any of the four options. He will pass those along.

Question 2) whether we prefer a furlough system that: requires more days off for faculty or staff in higher income categories, or that exempts employees below some income threshold. Feedback from English Department was in favor of a tiered system based on a concern for clerical and custodial staff. They felt there should be some kind of threshold and it would be unconscionable to ask our lowered paid employees to shoulder the burden of balancing the university's budget. The College of Education and Human Services said that in addition to exempting low-income people they should exempt new hires. The College of Engineering also supported the idea of a threshold as did the College of Business, however, they liked the equal percentage approach and don't like the tier approach. It was asked what a threshold of \$30,000 would mean in terms of percentages? A ballpark figure is that 30% of USU employees earn less than \$30,000, which is roughly 13% of our overall salary pool. The Faculty Senate did not believe that they were in a position to recommend an actual threshold amount.

Question 3) whether we prefer a furlough system that: pro-rates furlough burdens based on percent time appointment and/or percent of salary coming from state sources. Federal money doesn't accrue to the State. College of Agriculture has a number of 12-month people and felt that they would be hurt more than the 9-month people who can augment their salary from other sources. Their recommendation was a flat percentage reduction of the annual salary and compute how many days that would be.

Question 4) whether we prefer a furlough system with fixed common furlough dates or flexible dates selected by employees, colleges, or other units of the university. Last time the furlough was done in connection with being able to shut off heat and lights, etc. as an additional way to save. Fixed days would allow for such savings. Several colleges commented that they would have to work throughout a fixed day schedule to accommodate feeding animals and caring for plants or conducting several types of research that cannot be abandoned.

Comments were made by several faculty that having a furlough over a break does not allow students to feel the pain of it or even not allowing legislatures to see its effect. Those personnel

that did have to come and work during the furlough last spring break did not appreciate the lack of heat, etc. Another said that students feel the pain through tuition increases and that what happened last year was a straight forward reaction to an immediate need and we do not have the flexibility to schedule during classes because of accreditation requirements. Doug said that some people want fixed dates scheduled in such a way as to make a statement, and others want fixed days for reasons of institutional efficiency. Another issue for flexibility is people being able to plan for childcare, etc. We should also think about the best use of our staff's time if they are required to work while the faculty they support are gone. Advance notice would be helpful if possible. BFW has encouraged PEA and CEA to have similar discussions. Doug asked that the group send their comments to him and he will compile the responses.

### **Key Issues and Action Items**

**Emergency Committee on Committees election.** The Committee usually consists of three people but Betty Rozum is the only member of the Committee right now. We are required by Code to have a call for nominations from the Senate floor and hold a secret ballot. We need someone to serve on the committee who will not be going on sabbatical. Mike Parent nominated Glen McEvoy, seconded by Vince Wickwar. Scott Cannon moved to elect Glen McEvoy by acclimation, seconded by Byron Burnham, motion carried.

**PRPC Code changes Section 401 Composition and Authority of the Faculty - John Engler.** PRPC raised a question why Federal Cooperator Ranks are the only Term Faculty exempt from the limitations listed in 401.4.3.(4). Nat Frazer and Provost Coward explained that the cooperation agreements with the government require faculty status for these federal employees. There are several employees in this category on campus. PRPC recommends that the references regarding a 50% limitation on adjunct faculty not be removed as suggested, preventing benefit eligible faculty from being replaced with adjunct faculty. A motion was made to approve the first reading of Section 401, seconded by Nick Morrison, motion carried.

**Motion to Adjourn at 4:24 pm.**