

Faculty Senate President Doug Ramsey called the meeting to order at 3:00 p.m. The meeting was broadcast to regional campuses and extension sites via IP Video and Breeze and the agenda was set by reverse order of the priorities set by the faculty.

#### **LEADERSHIP IN ENERGY AND ENVIRONMENTAL DESIGN**

*Larry Hipps, Professor - Plants, Soils and Biometeorology*

Larry Hipps described the Leadership in Energy and Environmental Design (LEED) certification process and explained the benefits of LEEDS certification of new buildings and major renovations. He talked about climate change and energy and how USU could make adjustments that would be self-serving, particularly how we incorporate energy in the design of our buildings. He stated that we need to reduce carbon emissions *greatly* from what they are now and that the energy demand will double by the year 2050. Societies have two choices: to either ignore the problem and do nothing or try to do something about it, in which case conservation will have to start occurring. USU is already on board with President Stan Albrecht having signed a climate commitment. A requirement for us now is that, within two years, we must develop a plan to reach climate neutrality. To do this we must change the energy use of our buildings by working towards the 'green building movement'. Studies show that there is no cost difference between building a LEEDS certified building and a traditional building. However, it does reduce operating costs and reduces waste sent to landfills. Faculty or anyone who has expertise and a willingness to provide effort and expertise when possible to advance these goals on a pro bono basis is encouraged to get involved. Larry suggested a letter addressed to administration signed by faculty members and for the Faculty Senate to contribute by passing a resolution stating its support.

Stanley Kane joined the presentation and gave some background on USU's healthy buildings and recycling program participation. He stated that having energy-efficient buildings also saves on salaries with less sick time because people enjoy working in their environment. The Merrill-Cazier Library is a good example of working towards green initiatives.

Doug Ramsey asked for a straw vote in favor of supporting this issue. The vote was almost unanimous in support of LEED.

#### **RAPID GROWTH OF REGIONAL CAMPUSES**

*Rich Etchberger, Professor – Wildland Resources, Vernal*

The expansion of the regional campuses began with the President's vision of "one university, one faculty, one student body, one degree". House Bill 185 provided \$5 million for the branch and regional campuses and brings Snow College and College of Eastern Utah into the mix. This funding will provide extra faculty, two new buildings - a new classroom building in 2008 and a new research center in 2009- and expanded programs. The History and English departments at the Basin regional campus now have associate department heads, which gives more department control over course offerings. At regional campuses, all faculty are formally associated with their respective departments on campus, previously they were under the executive directors of the regional campuses.

Will Pependorf expressed a concern that as regional campuses grow more independent they may become separate entities from USU. We should look to increase the interaction between the faculty in Logan and at the regional campuses. Today's video broadcast is a step forward in accomplishing this. Rich Etchberger commented that they have great interactions with Dean Frazer and Daryll DeWald, as they make a significant effort to meet with regional faculty throughout the year. IP technology is more

commonly used for classes and interactive meetings such as promotion and tenure reviews. Alan Blackstock commented that the English department is also making great strides by broadcasting classes to various centers and vice versa.

Wayne Wurtsbaugh, Watershed Sciences Department, is concerned with degree programs they put together, as they include courses that should be in the curriculum but are not because they cannot deliver those through distance education; i.e., lab or field component. The concern is the quality of the education product they are turning out because of these watered-down courses. Rich Etchberger, who is on the development team addressing this, explained that one solution is that the student goes to one of the regional campuses where a faculty member teaches that course and arranges the labs with them. They will use money from HB185 to work through those challenges.

Daren Cornforth asked what the possibilities are of offering freshmen and sophomores courses through Distance Ed. and develop discussions with distance campuses to require juniors and seniors to come to Logan to complete their lab courses here. Rich said that this model has been used in the past and can work as long as the students know that is the way it is going to be.

Alan asked about the possibility of Faculty Senate meetings being set up via IP video. Doug Ramsey said that we are working on this and it should be set up for next year so regional campuses do not have to drive to attend meetings.

Diane Calloway-Graham stated the new master of social work program, fall of 2008, is based on the model we are discussing here. Classes will be taught using IP technology by faculty in Brigham, Tooele, and Vernal, and the classes will not be watered down. This has been in the planning process for at least three years and is a very comprehensive program.

Doug Ramsey explained that the rooms need to be wired for this technology in order to be in effect and it is a costly endeavor. Douglas Jackson Schmidt suggested that HB 185 money should be used to overcome some of these technological obstacles and allow this technology to continue and expand.

## **FACULTY SALARY COMPRESSION/INVERSION**

*Doug Ramsey, Faculty Senate President*

Doug stated that all institutions, not just academic, are experiencing salary compression/inversion. The problem stems from the competition between institutions for new faculty. Yearly salary increases do not keep pace with market increases. Faculty with tenure tend not to be as mobile as faculty without tenure because starting that process again is not something to look forward to. On the other hand, some consider moving around as a way to combat salary compression. This method of accounting for salary compression cause universities to lose talented faculty and the institutional history they have. Further faculty that do move from institution to institution must spend time to re-establish research and teaching programs which reduces their overall effectiveness.

Doug researched "Utah Right to Know webpage: <http://utahsright.com/salaries.php?city=usu&query=> but the salary data presented there cannot be directly analyzed and is a poor representation of actual conditions. The question Doug posed is, "How can we address this issue here at USU?" The use of retention dollars only seem to come if you threaten to leave. Mike Parent added that the data in his department show that the highest gap between the salary of an assistant professor and a full professor was \$20,000 and demonstrated the gap increase for each subsequent year. Mike stated that we need to work out a mechanism to address these compression and inversion issues. As a university, we need to refocus our endeavor to make investments in human capital.

Doug explained that President Albrecht is very concerned about this and glad the faculty is approaching the issue. We need to present options for solutions but need the proper data to shape this before presenting it to administration. He recommends a study as a starting point.

Pat Lambert stated that there does not seem to be a lot of receptivity by the legislature and that we need to present an argument to the legislature of the need to invest in university faculty. The legislature needs to see and get to know our faculty and we should want to be heard. One way is to better publicize our

achievements on the internet - our achievements, case studies, community work. Our work needs to be on the web to educate people as to why we are so valuable.

Mike Parent stated that we have had support by the President and the Provost to hire at market, which is beneficial to departments to obtain quality faculty who will complement our teams. One suggestion Mike makes is that when we go thru a 5-year review process after promotion to full professor, it may be appropriate to use endowment funds for increases. Once the capital campaign is over, Mike will ask the President to come up with a new slogan that says, "Invest in human capital."

Another concern is that the university also restricts the extra-service compensation and faculty cannot earn more than \$500 for book royalties. These restrictions are frustrating.

One faculty member suggested that the Faculty Senate pass a resolution stating that the university cannot hire at more than what senior people are making. Another suggestion is to have deans and department heads not be asked for a five year plan, but give it to us now. In addition, refusal to sit on a hiring committee will get somebody's attention.

Cal State had a 23% increase this year with more planned in future years because they are unionized. They have been underfunded for several years and threatened strike, which got the attention of the legislature. Penn State has the same situation. Our legislature would pay attention if we went unionized. (The website for the California Faculty Association is: [www.calfac.org/bargaining.html](http://www.calfac.org/bargaining.html).)

Doug Ramsey concluded that the process now is that discussions will go thru the Faculty Senate Executive Committee and then through the Senate. They will decide how to proceed. Talk to your senators if you have more suggestions.

## **OPEN DISCUSSION**

New business: The continuing lack of viable daycare on campus. Diane Calloway-Graham said that the Brigham City site has an extensive daycare that we can model and look at for us. Vice Provost Ann Austin is implementing a program for the Logan campus.

Meeting adjourned at 4:23 p.m.

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Minutes Submitted by: Andi McCabe, Faculty Senate Executive Secretary, 797-1166