



## **FACULTY FORUM MINUTES**

**November 6, 2006, 3:00 p.m.**

**Eccles Conference Center Auditorium**

---

Faculty Senate President John Kras conducted the meeting.

### **Strengthening the Use of the Faculty Role Statement**

*Raymond T. Coward, Executive V.P. and Provost*

This past summer the provost, deans and department heads reviewed the current practices being used to develop role statements for Utah State University faculty. A number of opportunities to improve and strengthen role statements were identified and new sample statements were created for each academic college. In this presentation, Provost Coward reviewed the Faculty Code pertaining to role statements, made a distinction between role statements and annual work plans, and discussed the idea of "relative weights" in the evaluation of the performance of faculty members. These new sample role statements will be employed as models for all newly appointed assistant professors as they are hired in the future.

The role statement shall include percentages for each of the areas of professional services: teaching, instruction, research, scholarship, creative activities, service, and extension. These percentages will define the relative weight. Percentages do not relate to time, but rather to relative weight, which is the amount of emphasis that is given when performance is evaluated. Promotion & Tenure is not given on time and effort; it is given on performance and outcome, which is related to relative weight.

Role statements are critical mechanisms for communicating University's expectations and standards. Role statements are not annual work plans, but the work plan should reflect your role statement.

A role statement can be renegotiated under any circumstance as long as the individual, the department head, and the dean all agree.

### **Ten-Year Athletics Review for NCAA**

*Randy Spetman, Director of Athletics*

USU has 16 intercollegiate teams and compete at the top 1A level in the Western Athletic Conference. USU has the highest APR (Academic Performance Rate) of any other schools in the Western Athletic Conference. We have about 310 student athletes in our program, and last year, their cumulative GPS was 3.09, with 143 having a 3.2 average or higher. We also had 119 student athletes that made the academic all-conference list.

USU currently is involved in an NCAA certification having three main goals: 1) to open the affairs of the athletic department to the university community and to the public; 2) to set operating principles for the operation of Division I athletics; and 3) to set in place tough standards for the institution should they not have met their comprehensive self-study or their plan to correct problems in the future. We have started our very-detailed review. By mid-December, we are required to have our initial draft into the Provost, who is chairing it for the president. By May 1, 2007, we have to submit our formal document to the NCAA. They will then send a review committee in September of 2007 that will spend several days with us to ensure that what we have written is what we have done. It will not be until February of 2008 that we find out if we have been certified.

Randy Spetman asked faculty to communicate with him if they are experiencing any problems in classrooms with any athletes or representatives; please call him or e-mail him. Attendance in class is necessary for all athletes.

The mid-year evaluations sent out by the Athletic Department are very instrumental in determining if the students are using their resources and time effectively. The time it takes for faculty to fill them out is truly appreciated.

### **The Future of USU International Programs and Activities**

*Steven Hanks, Vice Provost and Morris Whittaker, Director Int'l Program Development*

Morris Whittaker gave a brief history on the International program. We have had a total of \$250 million of research contracts and grants since the late 1960's in various countries. Our current activities continue to focus on water resources, air and land agriculture, and natural resource management. New areas of research include: agricultural biotechnology; working in China and the Dominican Republic; the Center for Persons with Disabilities is doing things in different places around the world; sub-continent weather mapping; dam risk assessment; and many other diversified programs.

Steve Hanks stated that international research and international education are meshing together and is illustrated very well in the Dominican Republic. In the early 80's, we began doing a number of irrigation projects and have moved into more education types of projects. The DR scholarship program has grown from 32 students in 2000 to 40 undergraduates and 16 graduate students in 2005. We currently have 59. These scholarships are funded by the Dominican government. We also have done several international degree programs.

We have many opportunities for our students to study abroad and have relationships in about 120 locations around the globe. Also great for our students is the number of faculty-led programs around the world.

We currently have about 784 international students studying at USU, representing about 74 countries.

President Albrecht has challenged us to think in more bold and imaginative ways to organize our curriculum, how to facilitate and reward international experiences of all types for our students, how to further open our doors for others to come to our campus for study and research, and how to establish new partnerships and collaborations beyond our classrooms and beyond our borders.

The role of Morris Whittaker in the International program falls under funded research and grants, and Steve Hanks is responsible for traditional international education.

One comment from the faculty audience was the library resources for foreign language and for language studies are pitiful. Our resources on campus for international students are not current, as some books are 20 years old.

#### **Open Discussion and Items for Follow-up**

- It was suggested that the structure of the Faculty Forum be revisited. Some felt that the content of the last few year's forums allowed too much time on administration presentations and not enough for open discussion. The fact that administration was involved at all was much of the discussion, as few faculty feels they are not able to express what they would like to say in the presence of administration.
- There is concern about not having a voice; faculty members feel powerless because 20 minutes a year is not enough. They need a mechanism. John Kras explained that the senators are that mechanism. A charge needs to be placed on senators to get word to faculty members and senators need to be more proactive. One suggestion is to highlight a college each year on the agenda. Another is to hold a college-wide Faculty Forum to elect senators and discuss issues. Senators should be voted for and not appointed; candidate bios should be available for review.
- If someone brings up an issue or problem anytime throughout the year, that person should be encouraged to spearhead the solution or be a part of the process until the end.
- E-mail notification to faculty members has been a problem.
- Notification of response from President on an issue brought before him from Faculty Senate would be helpful. John Kras explained that this is in the Board of Trustees agenda and minutes. These should be linked to Faculty Senate webpage.
- How can we accommodate international visitors who visit long-term and cannot enroll their kids into the university because of the high cost of tuition? One case in particular involves a scientist from Brazil currently visiting back and forth. One possibility is that the grad school has a \$100K budget for issues like this. Steve Hanks may be also able to answer this question.
- Faculty members are concerned with the direction of health care and insurance programs. They would like solutions for retirement with consideration given to long-term employees.
- Charge BFW with looking at grad student health care insurance.
- Clarify the new extension and continuing education parameters and faculty senate representation.

---

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