

FACULTY SENATE
MINUTES
January 8, 2007, 3:00 p.m.
Merrill-Cazier Library, Room 154

John Kras called the meeting to order at 3:05 p.m.

Approval of Minutes from December 4, 2006

Byron Burnham motioned to approve the minutes of December 4, 2006. Tilak Dhiman seconded the motion; motion carried unanimously.

Announcements – John Kras

1. John Kras announced that Britt Fagerheim is going to take over as PRPC chair for Jennifer MacAdam and, therefore, becomes a member of the Faculty Senate as chair of that committee.
2. John asked senators to think about running for president elect for next year. We will conduct a vote in the March meeting.

University Business – President Stan Albrecht

1. Enrollment Update: The numbers continue to look good. President Albrecht complimented Gary Chambers and those working with him. They have had 11 open houses, which are going well and have been very well attended. Some comparisons he mentioned are: Spring 2007 vs Spring 2006 – transfer numbers are 416 compared to 227; the freshman profile for Fall 2007 is 2123 complete applications compared to 1176 in 2006; 962 freshman students were admitted a year ago with 2014 for the freshman class already for this year.
2. January 15 is the first day of the new legislative session. An idea of how things are looking: Both the State Board of Regents and Governor Huntsman's budget include a 3+ % compensation package and a significant amount for retention (\$12 million in the Governor's and \$7 million in the Regents).

The major difference in the two budgets: Regents has \$10,500,000 for institutional priorities (we have about \$1 million of that) and the Governor's does not include any of that, but has a separate \$10,500,00 bill that basically does the same sort of thing that the Regents budget does. Engineering initiative money is there and the \$3 million is there for our new building.

Also to watch for in this legislative session is a whole series of residency bills that will be presented: 1) reducing the amount of time it takes to claim state residency; 2) creating legacy opportunities- children and grandchildren of Utah graduate students who live out of state, to return to these institutions with reduced state tuition; and 3) reducing the tuition rate of out of state students.

Other legislative issues include: 1) Senator Hillyard is advancing a bill that would provide \$20 million for need-based aid; 2) Higher Education post retirement requirements; 3) Concurrent enrollment bills; and 4) Tuition tax credit bill.

3. We will announce the beginning of the University's Comprehensive Campaign on March 2nd.
4. We face difficult state and federal funding issues in that there are major pressures to change how these earmarks and formula funds are distributed. The Provost put together a comprehensive report, "The Perfect Storm", where every one of our units determines what our liabilities are and they are looking closely at the numbers.

Consent Agenda Items

1. Council on Teacher Education Report
2. Campus Retention Report
3. Research Council Report
4. Scholarship Advisory Board Report
5. EPC Business

There was an addendum to the Consent Agenda on the EPC Report asking for approval to change the names of the majors, minors, and emphases of the department of Business Information Systems to Management Information Systems.

Dave Wallace motioned to accept the Consent Agenda. Brent Miller seconded the motion; motion carried unanimously.

Information items

1. Plans to Reconstitute the Campus Climate for Women Committee

At the last Faculty Senate meeting, there was some discussion concerning diversity and the existing grant that addresses this. In December's Faculty Senate Executive meeting, it was discussed whether or not we needed a committee of the faculty senate for this particular item. After hearing information from the President and the Provost, we wanted to hear what their plans were and asked them to present that information at today's meeting.

The President stated that they are not arguing against the appointment of a new Faculty Senate committee to monitor what is going on if the senate concludes that that is the direction they want to go, and it will be supported. In the meantime, he wanted to give a background on some of the solutions the university is working on, which are explained in the following paragraphs.

The National Association of Sea vs. Land Grant Colleges put together a task force to look at the issue of diversity on our campuses. Their report provides us with information to follow-up on. The provost will bring one of the task force members to our campus to meet with department heads and others.

The State Board of Regents, after months of discussions, implemented a minority participation task force. On January 12, Vice President Chambers will be doing a report that will provide a detail study of things like minority student recruitment scholarship programs we have in place.

The third major issue is that we are in the process of doing a self study that will focus on several areas demonstrating institutional commitment to equity and diversity.

The President currently serves as ACE Women's Network presidential sponsor for the state of Utah and this is one way for USU to become involved with other institutions in the state. They arrive at a common strategy to address some of the diversity issues.

USU made the decision to reconstitute the Campus Climate for Women Committee. The ADVANCE group will provide recommendations to the administration.

The Provost has recently appointed a vice provost for faculty development and diversity, which led to the introduction of Ann Austin

2. **Overview of the New Position of Vice Provost for Faculty Development and Diversity**

Ann Austin's background is in Family, Consumer, and Human Development. Her responsibilities in the Provost's office include fostering career development – assist getting faculty's career launched, recruitment and retention of diverse faculty – meets with first and second year faculty once a month, spousal accommodations – keeps spouses/partners engaged in campus activities, and working with faculty to balance work and family – childcare is taken very seriously and new proposals are currently being reviewed.

In accomplishing her tasks, some of Ann's activities include workshops and seminars, academic unit consultations, individual faculty consultations, working with recruitment and retention, and with advisory groups. She is available to talk to faculty about personal and professional issues.

Another phase she deals with is data gathering and reporting for diverse faculty as it relates to employment patterns, salaries, and promotion and tenure.

Barry Franklin asked if there were any plans to create a center for teaching and learning. Ann answered that although the funds are not available for a formalized center, there are other ways to assess faculty – that is goes further than observing in the classroom. Ann will visit further with Barry on drafting some line item factors.

In conclusion, John Kras asked the senators to compare these two presentations and to think about what they as senators can do in addition to what the president and what Ann are currently doing. In the March meeting, we can make some decisions on where we want to go as a faculty senate. Senators were urged to contact their Faculty Senate Executive Committee members, as discussions are followed-up on.

Key Issues and Action Items

1. Dean's Tenure and Advisory Committees

This proposal was taken out of the Consent Agenda of the last meeting. Pat Lambert and Doug Jackson-Smith proposed another version of the paragraph in question in the code. The issue comes down to whether or not the deans have the right to create an ad hoc committee. If not, this would be removed from the code through PRPC recommending changes to the President.

Pat Lambert motioned to accept the paragraph as submitted by herself and Doug Jackson-Smith and to charge PRPC to draft new code wording in 405.7 to include language similar to what was proposed. Ed Heath seconded the motion; motion carried with a majority vote.

New Business

1. Ronda Callister requested the following resolution on creating a committee on faculty diversity and equity:

Resolved: There shall be a Faculty Senate committee on Faculty Diversity, and Equity. It shall consist of 9 members, one from each College, plus library and extension. The chair of the committee shall serve on Faculty Senate. Term lengths shall be the same as other standing Faculty Senate committees. Its charge shall be as follows:

- 1) Collect and monitor data to identify and promote best practices for faculty development, mentoring, and work environment to facilitate faculty success at all career levels;
- 2) Evaluate and advocate processes for faculty recruitment, promotion, and retention that promote diversity, equity, and work/life balance for the faculty;
- 3) Issue periodic reports on the activities and findings of the committee and make recommendations for improvements and implementation of these improvements.

Maria de Jesus Cordero motioned to accept this resolution. Barry Franklin seconded the motion. This purpose of the resolution asks Faculty Senate to look into the issue, not to establish the committee. The resolution would be taken to the President as it relates to this issue. The motion carried unanimously.

2. Due to time constraints, John Kras decide to forego the topic of the College Caucus Meeting. He did, however, asked all Executive Committee members to poll their senators as it relates to issues that those senators would like to bring forward and to bring that information to the next FSEC meeting.

Adjournment

The meeting was adjourned at 4:27 p.m.

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