

Faculty Senate Minutes
 February 21, 2014, 2:00 p.m.
 OCNR 363

Present: Senators-Araiza, Bowden, Brown, Chambers, Concannon, Crane, Engelhardt, Friday, Giraldo, Griffith, Kar, Keys, Klaus, Larkin, Miller, Moreno, Spencer, Tejada-Delgado

Absent: Anderson, Baldwin, Wines, Zimmer

Present: Ex-Officios Markwood (by remote), Meyer, and Beard

Guests: Billeaux, Cassin, Hearne, Dechant (Margaret), Moreno (Gerardo), Garrett (Sherrye), Reyna (Oscar), Concannon (Gina), Murphy (Susan)

Absent:

1. Call to order by Speaker Spencer @ 2:01 p.m.
2. Approval of agenda
 - a. Bowden moved to approve changes to agenda:
 - i. Approval of minutes moved to after guest speakers
 - ii. Speaker's report to include 2nd item, update on faculty compensation
 - b. Klaus seconded the motion
 - c. Approved unanimously
3. Introduction of guests and new ex officio member, Ryan Beard, Director, Academic Policy & Administration
4. New business
 - a. Invited speakers, AVP Margaret Dechant and Gerry Moreno, AVP for Student Success: data on recruited first-year students/Noel Levitz initiatives and success of ongoing retention initiatives.
 Margaret Dechant's Report covering Alternative Admission Process and Percentage of FTIC Enrolled Classified as Alternative Admits FY 2008-2013 (please refer to Dechant's powerpoint presentation)
 Senators asked about the differences among colleges and asked that the data be broken up by groups. Dechant will present new data to FS.
 Senator asked questions regarding home-schooled students and non-ranking school populations and asked if it would be possible to have a top under-grad conduct some of the research. Dechant agreed it was a good idea.
 Senator would like to see the GPA comparison separated out by groups, including home-schooled population and non-ranking schools.
 Student Recruitment Plan 2014 – plans are to try to increase the higher achieving numbers (High Achiever – Rank Top 15% or higher of their high school peers).
 Moreno's Report – Time did not permit for him to make a presentation

- b. Gina Concannon – Council of Principal Investigators and Research Administrators (CPIRA), a body that advises the Provost and VP for Research, Commercialization and Outreach on research interests and faculty issues. Current priority research topics:

- IRB Approval
- Sponsor Invoicing
- Rules and Responsibilities for departmental faculty and staff
- Post Doctoral Research associate Hiring process
- Policies and Procedures for direct and indirect costs

CPIRA would like to conduct a survey with the Faculty Senate endorsement to be sent to all faculty regarding IRB and its process. Timeline for survey to be distributed is mid-March. Faculty Senate agreed in principle to endorsing a survey and senators agreed to provide input into the survey questions. Concannon will provide more information subsequently to the Senate.

5. Minutes: January 24, 2014 meeting

January 21st Faculty Senate Meeting changes:

1. Larkin asked for a change to the Academic Affairs report, on p. 3, vi2: remove “technology” from “electrical engineering technology”
2. Crane moved to approve the minutes with those changes; Miller seconded; passed unanimously

6. Old business

- a. Valrie Chambers: information concerning this year’s mid-year compensation increases
- i. Funk-Baxter provided a report to the Budget Analysis Committee that was later shared with all senators.
 - ii. Reported on the faculty and staff satisfactory raters on salaries and pay
 - iii. Findings of February 7, 2013-14 report concerning administration only:
 - a) Administration salaries are higher than faculty as a percentage of market value.
 - b) Gap is getting narrower – Faculty pay increasing, but administration salaries decreasing.
 - c) Senator questioned the process by which faculty are begin evaluated, who is conducting the evaluations and how those people are defining “exceptional” and “okay,” citing AAUP’s report which indicated a great discrepancy between faculty and administrative pay. Chambers indicated the gap appears to be getting narrower and problem appears to be improving as a result.
 - d) Senator indicated that we need to pay people well to recruit and retain both administration and faculty.
 - e) Senator suggested that the administration review the current positions and make allocations and “change administrative titles” appropriately when necessary and appropriate.

- b. Randall Bowden and Patrick Larkin: Post Tenure Review draft
 - i. Incorporated latest feedback into current version:
 - a) This draft uses a peer-reviewed process
 - b) Review would occur every 6 years
 - c) Three person college committee (selection process)
 - d) Committee would receive the faculty member's portfolio and yearly evaluations from that individual's department chair
 - ii. Three possible outcomes: superior, satisfactory or improvement needed
 - a) Improvement-needed level would place faculty on a professional development plan (3 year timeline to show significant improvement)
 - b) Member would have to submit report after 3 years for committee to review for acceptance or possibly dismissal
 - c) Appeals process may be initiated in the event of a dismissal or non-acceptance decision by committee
 - iii. Senator would like to propose a 6% increase with a post tenure review completion with a satisfactory or above)
 - a) Senator indicated concern with the perception of the punitive nature of the process and that Senators must make a conscientious effort to convey this positively to the faculty
 - b) Provost indicated that this should be a process of beneficial of continuous improvement; should be advantageous for faculty.
 - c) Senator reminded us that it is a state law to have a post tenure review process.
 - d) Senator would like to see the pay increase be the same amount or percentage for everyone who passes the post tenure process at a satisfactory rating or above.
- c. Randall Bowden: Rank & Promotion of Librarians update
 - i. Anderson absent from most recent meeting.
 - ii. Bowden indicated librarians were comfortable with the document and they would endorse document as it is now.
 - iii. Senator asked whether the library director had input at the final level for promotion? Another senator was not sure and asked Provost for a response. His understanding was that the library director did have a say in that step. They will change the wording to indicate the exact role of the library director in the process.

As it was 3:58 p.m., Griffith moved to extend meeting to 4:30 p.m.; Friday seconded motion; motion passed unanimously.

7. New business

a. Speaker's report

i. Strategic Planning & Continuous Improvement Committee update

- a) The steering committee has come up with 5 value statements and working on 5 goals
- b) Meeting often and for long periods of time, to craft a document that synthesizes the work of nine theme groups.
- c) Provost indicated rough draft will be sent out to various constituents and members of the theme groups for feedback and suggestions
- d) Speaker Spencer offered her interpretation of the rationale that was used by the administration to distribute the most recent faculty compensation with regards to equity and merit, based on her meeting with the Provost, February 13. (This was Spencer's interpretation of the compensation disbursement, not Provost's interpretation.): Two percent merit was administration's goal. But, given the amount that administration decided to award for faculty compensation, that only left \$100,000 for equity. Therefore, they decided that faculty who were considered by their department chairs to have performed above standard would also receive enough compensation to be at 83.8% of last year's adjusted CUPA (or another relevant organization) median salary; that additional merit adjustment brought up those who had been raised to 81.8% in the previous year by an additional 2% increase as well.

b. Committee reports

- i. Academic Affairs and guest, Sherrye Garret, faculty member in COE and member of the Graduate Council, recommended COE catalog changes. After discussion, Larkin moved to accept the changes; Crane seconded; passed unanimously.
- ii. Awards, Bylaws & Elections has received 21 nominations for the Excellence Awards; Finalists will be notified in March.
- iii. Budget Analysis, no additional report
- iv. Committee on Committees, no report
- v. Faculty Affairs, no additional report

8. Provost's comments

- a. The budgeting process for the next year is underway.
- b. Every campus in the state must offer a 4-year fixed-tuition option. Our university is asking for an average 2.2% increase each year.
- c. Provost called upon Meyer to explain the ramifications of HB5: This law makes changes to HS graduation requirements. 4by4 + 2 going away... Three level system with fewer requirements. Students will be choosing endorsement (ex. STEM, Arts & Science, Social Studies). Algebra II will be the highest level required.

9. Motion to adjourn at 4:30 made by David Miller.

Respectfully submitted by Carmen Tejeda-Delgado, Secretary