



# FACULTY SENATE FORUM

#355

Below are the minutes of the May 7, 2007 Faculty Senate meeting. The next meeting will be held on Monday, May 7, 2007 at 4:00 p.m. in the UC Council Room with the following agenda.

## **AGENDA FOR THE JUNE 4, 2007 SENATE MEETING**

1. Call to Order
2. Approval of the Agenda
3. Approval of the April 23 Minutes
4. Announcements
  - Chair's Report
    - The Senate Retreat will be held on Friday, August 24. Location to be determined.
    - Faculty Satisfaction Survey
5. Administrative Reports: President, Academic Affairs
6. Reports of Standing Committees: Codification, Elections, Faculty Welfare, Salary Equity, Academic Policies, SPEEC, SRC, Academic Planning, BOT, Cultural Centers, Information Technology Committee, PASC
7. Special Reports - None
8. Special Orders - None
9. Unfinished Business
10. New Business
  - Approve the Membership of the Committee for the Salary Competitiveness Pool
11. Other New Business
12. Comments to the Good of the Order
13. Adjournment

## **MINUTES OF THE MAY 7, 2007 SENATE MEETING**

Members present: Allen, Black, Blair, Clinefelter, Connolly, de la Torre, Embry, Erskine, Falvo, Gunnells, Hauk, Hesse, Jurin, Kalu, Klein, Lennon, Lightfoot, Luger, Luttmann, Mackessy, Murry, Norton, Nutter, Peercy, Perrett, Pfleiger, Rothaus, Schuttler, Stewart, and Temkin. Absent member(s) with alternate: None. Member(s) absent: Blubaugh, Clarke, Grapes, Oya, and Sussman. Guests: Denise Battles, David Caldwell, Dick Dietz, Jenna Langer, and Gloria Reynolds.

The agenda was approved as amended by adding reversing the business items under New Business. The April 23 minutes were approved without objection.

### **Announcements**

- Chair' Report
  - The Recognition Reception for outgoing Senators will follow the Senate meeting in Spruce A.
  - The Senate will meet on Monday, June 4 at 4:00 p.m. in the UC Council Room.
  - In a memo from the President responding to the approval of Senate Actions 934, 934a, 935, and 942, it was stated that the first three Senate Actions were not the "subject of any discussion or consultation with me or the administration prior to their passage by the Senate." The memo further stated her concerns. It was noted that Actions #934 and 934a were discussed by the Codification Committee on which Mr. Ron Lambden, Legal Counsel, is a member and Action #935 was discussed by the Faculty Welfare Committee on which Dr. Tom Smith, Vice President for Academic Affairs, is a member. The Senate Actions will be returned to the respective Committees for further discussion. Senate Action 942, the reinstatement of the dependent tuition waiver, was passed on to the Board of Trustees for action.

### President's Report (Norton)

- The search for the new provost has not been finalized yet but should be announced soon.
- The Diversity Climate Survey has been concluded.
- A Senator noted that there was a workshop last week on the emergency plan and that there may need to be some intervention from the President's Office to make the plan more meaningful. A student pointed out that the "blue call buttons on campus" did not work and that the buttons are checked once year. Maybe once a month might be more appropriate. Attendees were encouraged to get to know their building reps. Loud speakers were recommended in the buildings.
- The President was commended as well as Clinefelter and Connolly on working out a resolution for the faculty salary distribution for 2008. The President was asked to make a commitment that this is the first step in a five-year plan. Discussion followed.
- The President will present a draft of the budget to the Board on May 11. There will be open campus meetings this week. There will be a supplemental pool for faculty salaries.

### Provost's Report (Huang)

- Joe Alexander, Dean of the MCB has resigned as of the end of the year. Beginning, July 1, Tim Jares will be the Interim Dean and Jay Lightfoot will be the Assistant Dean.
- 32 faculty have resigned or retired and 6 to 8 searches are in negotiations, which is about the same as last year.
- The summer FTE is up.

### Academic Policies Committee (Embry) – No report

### Codification Committee (Schuttler) – No report

### Elections Committee (Temkin)

- University-wide elections results:
  - Professional Education Council – Jennifer Geringer (Grad Licensure), Jody Lawrence and Gillian McNally (Elem Ed), and Valerie Middleton (Secondary)
  - Faculty Research & Publications Board – Erin Jordan and David Gilliam
  - Faculty Trustee – Joan Clinefelter

### Faculty Welfare Committee (Luger)

- Jack Temkin was elected as chair and Stephen Mackessy was elected as vice chair for 07-08.

### Salary Equity Committee (Connolly)

- The Committee has a motion under New Business.

### Professional Administrative Staff Council (Garcia for Oya)

- The annual recognition luncheon will be held May 22 in Centennial Hall at 11:00 a.m.

### State Personnel Employees Executive Council (Gunnells)

- The all-employee picnic will be next Tuesday, May 15 at 11:30 a.m.-1:00 p.m. in the UC Ballroom.
- The Yard Sale, co-sponsored by PASC, will be May 10. Proceeds will go towards the scholarship fund.

### Student Representative Council (Pfleiger)

- Jordan Lamb will be the new SRC representative and Mason Smith will be the new Student Trustee.

### Academic Planning Committee (Embry)

- The Committee discussed the budget narrative and coordinated with the President's Planning Council to set priorities. There will be updates in September.
- Each of the eight goals put out earlier will have more elaborate objectives. Things got jammed up in February and March and the process bogged down as the members had additional commitments. It will take the summer and first part of fall to pull it together and send out to the faculty.

### Board of Trustees (Clinefelter)

- There have been a lot of questions about the Board next year.
- A law passed in 2006 that of the seven individuals appointed to the Board that only four of them may be of the same political party. Also, the terms are to expire December 31, not June 30 as in the past.

The terms for Bryant, Lanier, Morgensen, Reiff, and Smith will expire December 31. The terms for Monfort and Carbajal will expire 2009.

Cultural Centers (Garcia for Oya) - No report

Information Technology Banner Work Group (Nutter)

- The Information Technology Committee had its first meeting last Thursday. It was pointed out that Academic Planning should drive the function of the Committee.
- Subcommittees are the Banner Work Group, the Technology Classroom Committee, and the new grading committee.
- Regarding classified representation, the members are to interact with their classified staff so their voice will be heard.
- Meetings are open.
- There will be hardware upgrades over the summer and new security standards will be upgraded next year.

It was noted that one more person has been authorized to work with Blackboard.

Special Report – None

Special Orders – None

Unfinished Business

1. As it was unclear at the last meeting what areas the appointees were representing on the Liberal Arts Council, another list was distributed for confirmation.

MOTION: The chair moved to accept the list of appointments.

VOTE: The motion passed unanimously by a voice vote.

2. Additional names were put before the Senate to appoint to the Committee for the Faculty Evaluation of Administrators. It was noted that the Committee met last week and elected Dick Dietz as chair.

MOTION: The chair moved to appoint Sandy Bowen, Marshall Clough, Robyn Hess, and Jerry Suits to the Committee.

VOTE: The motion passed unanimously by a voice vote.

It was noted a member from the MCB is still needed.

3. Jerry Houser and Mark Riddle withdrew from the Committee on the Faculty Satisfaction Pilot.

MOTION: The chair moved to appoint Bob Heiny to the Committee.

VOTE: The motion passed unanimously by a voice vote.

4. MOTION: The APC moved to adopt the Grade Forgiveness Policy a proposed by the SRC. The Student Representative Council proposed to change the "D" or "F" in the first and twelfth bullets to a C- or lower for grade forgiveness.

MOTION: Luger/Schuttler moved to amend by changing the C- to a D+ in the 1<sup>st</sup> and 12<sup>th</sup> bullets.

It was noted that a C- is not passing grade and financial aid is 2.0 for suspension.

VOTE: The motion failed 3-21 with 2 abstentions.

VOTE: The original motion passed 22-2 with 1 abstention.

A separate grade for academic dishonesty will be discussed at a different time.

New Business

1. MOTION: The Salary Equity Committee moved that the Faculty Senate endorse the following guidelines regarding the faculty salary distribution for fiscal year 08.
  1. The proposed increase to the faculty salary pool of 4.5% (\$1,260,000) should be apportioned in accordance with current University Regulations to address promotion; parity; merit; and the base salary competitiveness increase.
  2. A supplemental salary competitiveness increase should be added to raise the overall faculty salary pool to at least 5% and to increase the base salary competitiveness pool to at least a 3.0% base salary raise for all faculty who are evaluated as "meets expectations" or above.
  3. The President, in consultation with the Provost, academic deans and faculty representatives, will establish criteria for distribution of the remaining market

competitiveness pool funds to address parity, compression, and inversion in a fair and equitable manner. The President will inform the Faculty Senate of the criteria and resulting distribution at the June 4, 2007 Senate meeting.

In working with the President, it is believed that she is committed to raising salaries. Below is additional information to provide clarification for the motion.

Current proposal for distribution of 4.5% pool

Total .....	\$1,260,000
Promotions	\$ 60,000
Parity	\$ 240,000
Merit	\$ 240,000
Base salary competitiveness	\$ 720,000 (2.57% increase)
Supplemental salary competitiveness (EXAMPLE)	\$ 240,000
Total base plus supplemental	\$ 960,000 (3.43% increase)
Total pool including supplemental fund	\$1,500,000 (5.36%)

In additional \$420,000 has been identified for a “market competitiveness” pool to address special situations on campus. The funding for the supplemental salary competitiveness pool could be found by redirecting a portion of the market competitiveness fund. In the example above, \$240,000 is redirected, leaving \$180,000 in the market competitiveness fund.

VOTE: The motion passed unanimously by a voice vote.

2. Senate policy states that a faculty member who does not fit the definition of voting faculty is not eligible to serve on faculty committees but may petition the Senate for an exemption. A petition for exemption was received and discussed.

MOTION: The chair moved to grant the exemption.

VOTE: The motion passed unanimously by a voice vote.

It was noted that if the faculty member changes her mind that she will be ineligible to serve.

Other New Business – None

Comments to the Good of the Order

Percy noted that he enjoyed the cooperation he has received as chair and thanked the Senate for the privilege

The meeting adjourned at 5:20 p.m.

Connie Stewart  
Secretary

Vicki Garcia  
Recording Secretary

\* \* \* \* \*  
 \* UPCOMING SENATE & SENATE COMMITTEE MEETINGS \*  
 \* Monday, June 4 Faculty Senate 4:00 p.m. UC Council Room \*  
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