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Faculty Diversity, Development, and Equity Committee Minutes, November 14, 2011

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Attendees: Troy Bekert, Christopher Neale, Karen Mock, Kevin Brewer, Donna Carter, Ron Patterson, Man-Keun Kim, Alexa Sand

Previous minutes approved.

Christopher summarized committee's last meeting:

- Faculty Senate President Glenn McEvoy wants to proceed in a different fashion than before
- Question for us: Are faculty senate committees too big?
 - o FDDE has 15 members with 7 attending
 - o 3 faculty at large
 - o 3 from regional campuses
 - o Eight members, one from each college.
- Increased numbers help to spread out work of the committee
- Only have a few coming out of high membership, if number of members reduced it might decrease number able to attend meetings
- Biggest problem is finding an agreeable time to meet
- Upside would be reducing the number of committees faculty serve on.

What Issues should FDDE be working on?

LGBT leadership position still open:

- 6 months since Maure Smith-Benanti left
- Some students and faculty are concerned and wondering if it should be a priority
- Karen Mott will investigate and see who is in charge and status of search.

Post Tenure Review (PTR):

In the present budget environment, pay raises have only been linked to merit pay or retention - cost of living increases should not necessarily be above merit and might be an issue of equity.

One problem with merit is that there is no consistency for what constitutes merit. What defines a full teaching load for one department is different in another. Role Statements differ across campus. We need campus wide guidelines. Salary compression: Some senior faculty are making less than newer faculty and being more productive.

Addressing cost of living vs. merit affects diversity and/or equity. Is this a charge of the Budget and Welfare Committee?

Post Tenure Review:

Need standard across colleges and departments. Associate Professor who is not going up for full - is this a problem? Need to dispel such a notion, if this is a perception that the university administration has.

Discussion on difficulty of getting a PTR - what constitutes a review? Is it similar to a tenure review? What are the guidelines?

How can we help Glenn with the PTR issues? Data collection?

Glenn felt the administration wanted more frequent evaluations

- Annual reviews
- Course evaluations
- Retention numbers
- Administration - "we have stringent process for evaluating tenured faculty"
- Need data to counter legislature.

Southern Illinois got rid of tenure.

- Code all ready covers faculty dismissal
- What does the code say?
- Should Committee be a watchdog to see what circumstances are for a dismissal so we can anticipate problems?

Issues of Retention, equity, diversity, cost of living:

- Discrimination can not enter the process of cost of living increase
- Merit has risks of disproportionately rewarding based on gender, race.
- Used to be 2-tiered increase - Cost of living & Merit. Why the change?
- Last decade: lack of salary raises at USU
 - o Affects retirement
 - o Depletes funds for new people because of retention and start-up funds for scientists - a physics lab can cost \$100,000
- We already have a merit system
 - o Tenure
 - o Full professor
- Shouldn't cost of living raises be standard yearly increases?
- Need merit to retain good researchers
- Need to look at increases (CoL and Merit) in terms of merit
- Remember to talk to faculty in your colleges

New student evaluations due to be instituted this semester

Report from Diversity Committee: They will conduct a campus environment survey. Will also interview people who were offered jobs but turned down the offer to understand motives and perceptions.