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**USU FACULTY SENATE
MINUTES
APRIL 2, 2012
Merrill-Cazier Library, Room 154**

Glenn McEvoy called the meeting to order at 3:00 pm.

Approval of Minutes

A motion to approve the minutes of March 5, 2012 was made by Vincent Wickwar and seconded by Ralph Whitesides. The motion passed unanimously.

Announcements – Glenn McEvoy

Roll Call. Members are reminded to sign the role sheet at each meeting.

Open Microphones. Senate members who attend the meeting on the Logan Campus are reminded that the microphones in the room are open and pick up whispers and paper shuffling that can be heard and is very distracting to the members at the distance sites.

Shared Governance Award. The five nominees for this award are: Diane Calloway-Graham, Rhonda Miller, Ed Reeve, Flora Shrode, and Robert Schmidt. The winner will be announced at this year's Robins Awards on April 21, 2012.

University Business – President Stan Albrecht

President Albrecht has made presentations to about half of the colleges regarding the outcomes of the legislative session. He provided a brief summary to the Faculty Senate of what he has been presenting to the colleges. Tuition will be increasing; however, compared to our peers USU is still the 2nd lowest in terms of tuition costs. The legislature approved a 1% compensation increase for higher education employees. This will be a real increase as employees of USU will also receive a small increase to cover the rising cost of health insurance premiums. There will also be modest additional funding for merit and equity increases as well. The President will discuss in more detail the funding for other programs in his meetings with each college.

Consent Agenda Items – Glenn McEvoy

PRPC Annual Report – Terry Peak
EPC Items - Larry Smith

A motion to approve the consent agenda was made by Douglas Jackson-Smith and seconded by Sheri Haderlie. The motion passed unanimously.

Information Items

Honorary Degrees and Awards Report – Sydney Peterson, Douglas Jackson-Smith. The Board of Trustees has approved four candidates to receive honorary degrees at commencement this spring:

- **Norah Abdullah Alfaiz** received her Masters' Degree in Instructional Technology from USU in 1982. In 2009, she became the first female Deputy Minister for Education, the most senior government appointed position ever to be held by a woman in Saudi Arabia.

- **Quentin L. Cook** received a bachelor's degree from USU in Political Science in 1963. A prominent Bay Area attorney, he became outside general counsel for the California Health Care System. After the merger of The California Health Care System and Sutter Health System, he became Vice Chairman of the newly combined 26 hospital system. He was called to serve as a General Authority of the Church of Jesus Christ of Latter-day Saints in April of 1996 and is now a member of the Church's Quorum of the Twelve Apostles.
- **John R. Miller** earned a bachelor's degree in history from USU in 1977. In 1979 he became the CEO of E.A. Miller, Inc., in Hyrum, Utah. He later became the CEO and president of Armour Food Company in Omaha, Neb., and was then hired as the CEO of National Carriers, Inc. Miller is also the CEO of National Beef Packing Company, a Kansas City, Missouri-based food business. Miller has been recognized in periodicals including Forbes Magazine, Fortune Magazine, and numerous food industry articles over the years for his leadership, operating expertise, and track record for turning around and building successful businesses.
- **Dr. Lars P. Hansen** graduated from USU with a Bachelor of Science degree in Mathematics in 1974. He is an internationally known leader in economic dynamics, and is the founding director of the Becker Friedman Institute for Research in Economics. He is an author and a fellow of the National Academy of Sciences and of the American Finance Association. He is a member of the American Academy of Arts and Sciences and past president of the Econometric Society.

The Commencement speaker for 2012 will be Eric Greitens. Eric was born and raised in Missouri, where he was educated in the public schools. He was an Angier B. Duke Scholar at Duke University where he studied ethics, philosophy, and public policy. Selected as a Rhodes and Truman Scholar, he attended the University of Oxford from 1996 through 2000. There he earned a master's degree in 1998 and a Ph.D. in 2000. His doctoral thesis, *Children First*, investigated how international humanitarian organizations can best serve war-affected children. He continues to study and teach public service as a Senior Fellow at the Truman School of Public Affairs at the University of Missouri and in the MBA Program at the Olin School of Business at Washington University.

Post-Tenure Review Task Force Issues – Glenn McEvoy. This is an issue of concern that was brought to the Senate's attention in the November Faculty Forum as well as a recommended area of study from NWCCU after their 2007 accreditation visit. A task force has been in place and has been actively working since January reviewing the post-tenure review process. The task force is co-chaired by Glenn McEvoy and Provost Coward. Other members of the task force are Renee Galliher, Diane Calloway-Graham, Richard Jensen, Gretchen Peacock, Robert Schmidt and Ralph Whitesides. They have conducted three open forum meetings for faculty on campus and have met with administrators from all the colleges. Aggregating across those meetings they have identified seven major take-away conclusions about the current process:

1. The conduct of post-tenure reviews varies widely across campus.
2. The current policy requiring 5-year post-tenure reviews for all tenured faculty members is labor intensive, time consuming and largely focused on faculty who are meeting or exceeding expectations in all areas of their role statement.
3. The current requirement of an individualized review committee for each tenured faculty member increases the work load for senior faculty and, moreover, can pit "neighbor against neighbor" in a very delicate and critical personnel decision. These procedures can result in uncomfortable or difficult relationships between colleagues.
4. Substandard faculty performance needs to be addressed quickly and should not wait for the next scheduled 5-year post-tenure review.

5. Our current system of post-tenure review does not include sufficient balance and coordination between the feedback from peers and that from administrative colleagues (i.e., department heads and deans).

6. The annual performance reviews of tenured faculty by department heads can be misleading if based on a 12-month cycle instead of a “rolling” 3 to 5 year period.

7. In the ideal, there should be some financial reward for superior post-tenure performance.

Senators questioned Glenn about: the practices at other universities, any mechanisms that might be able to reduce the work in the process, and if the task force is reviewing the grievance process. There is currently another task force seeking to improve Policies 406 and 407 wherein the grievance process resides.

Senators are asked to talk with their colleagues for further feedback on this issue. In the next Senate meeting, the post-tenure review task force will present its current thinking on guidelines for a redesign of the post-tenure review process.

Action Items

PRPC External Review Letters 405.7.2(1) and 405.8.3(1) (First Reading) – Terry Peak.

Current code requires that external reviewers will be required to review the research record of faculty during the tenure and promotion processes. Increasingly there are large numbers of faculty for whom research is not their primary assignment. With the integration of USU Eastern, it was decided that this issue should have some serious consideration. PRPC and FSEC have worked closely over the last year to write a proposed code change with input from the Deans Council and Provost Coward. PRPC's wording of the proposed change says that everyone will have their primary responsibility reviewed by external reviewers. If the candidate, department head, and advisory committee are in agreement, external reviewers may be asked to review the second area of emphasis as well.

The senate engaged in a lengthy discussion on all aspects of the revision. Glenn McEvoy clarified that there are other parts of this section that need to be looked at. However, he would like to focus on this one change if possible to have something in place for those it will apply to in the promotion and tenure process next year. The other sections can be looked at in next year's senate.

Mike Parent moved to accept this draft as a first reading and Renee Galliher seconded. The motion passed with three votes in opposition.

New Business

Nominations for Faculty Senate President-Elect – Flora Shrode. Flora was not in attendance at this meeting; Jeff Smitten is a member of Committee on Committees and he opened the floor for nominations.

Yanghee Kim was nominated by Douglas Jackson-Smith and seconded by Vince Wickwar.

Hearing no other nominations, Vince Wickwar moved to close nominations and Rhonda Miller seconded.

A motion to accept Yanghee Kim by acclamation was made by Vince Wickwar and seconded by Jeff Smitten. The motion passed unanimously.

Adjournment: Motion to adjourn was made and seconded and the meeting adjourned.