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Faculty Senate Executive Committee Minutes, April 16, 2012

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FACULTY SENATE EXECUTIVE COMMITTEE MINUTES

April 16, 2012 3:00 P.M.

Champ Hall Conference Room

Present: Glenn McEvoy (Chair), David Cassidy, Richard Clement, Renee Galliher, Nancy Hills, Lyle Holmgren, Doug Jackson-Smith, Pam Miller, Mike Parent, Robert Schmidt, Flora Shrode, Blake Tullis, Dave Wallace, Ralph Whitesides, President Stan Albrecht (Ex-Officio), Provost Ray Coward (Ex-Officio), Vincent Wickwar (Past President), Joan Kleinke (Exec. Sec.), Marilyn Atkinson (Assistant) **Guests:** Michelle Larsen, Christopher Neale, Ed Reeve, BrandE Faupell

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

Approval of Minutes

Mike Parent made a motion to approve the minutes of March 19, 2012. Motion was seconded by Vince Wickwar and the motion passed unanimously.

Announcements

Brown Bag Lunch with the President and Provost. The next Brown Bag Lunch will be Friday, April 20, 2012 at noon in Champ Hall.

Robins Awards. The first winner of the Faculty Shared University Governance Award will be presented at the Robins Awards on Saturday, April 21, 2012.

University Business - President Albrecht and Provost Coward.

President Albrecht thanked the FSEC members for their dedicated service throughout the past year. The President and Provost have met with all the colleges to discuss the past legislative session and upcoming budget issues. The consensus seems to be that this is a worthwhile practice and they will continue to meet with faculty annually in this way. The announcement for the Department Teaching Award was made last week. This year's recipient is the History Department.

Information Items

FDDE Annual Report – Christopher Neale. Three members of the FDDE Committee will end their terms this academic year as well as one opening from a resignation. Christopher Neale presented a summary of activities of the committee for the last year. They would like to reinstate the practice of members of the committee meeting with candidates for positions at USU to discuss issues that affect incoming faculty, such as living in Cache Valley etc. They also proposed that the Director of the Women and Gender Center be invited to have a seat on the USU Diversity Council. The Committee also examined and outlined in their report possible reasons for the low Latino population at USU in relationship to the state population. Christopher shared several data graphs with information collected from the AAA office. Some of the information however was not consistent because of a change in federal regulations on reporting race and ethnicity. Christopher will submit a revised report with corrected data and graphs. FDDE is in the process of examining the effect of tuition waivers for graduate students on each of the colleges.

Mike Parent moved to place the revised report on the consent agenda, seconded by Renee Galliher. The motion passed unanimously.

Committee on Committees Annual Report – Flora Shrode. The CHaSS Senate positions have now been filled; however, some colleges still need to determine which senator will serve on the FSEC committee for next year. It appears that most colleges will be changing their FSEC representative next year which is not ideal as continuity on the committee is important. After a carefully reading of the code it was determined that Yanghee Kim is able to serve as the FSEC representative from Education as well as President Elect. Mike Parent asked if it would be possible to suspend the upcoming Senate meeting for a few minutes to give colleges time to caucus and select their FSEC representative. After some discussion it was determined that Executive Committee members should meet with the new senators from their colleges and make a selection prior to the next Senate

meeting if at all possible, and encourage those who haven't made their selection to stay around after the April 30 meeting to finish that task.

A motion to place the report as an information item on the Senate agenda was made by Robert Schmidt and seconded by Doug Jackson-Smith. The motion passed unanimously.

Calendar Committee Report – Michelle Larson. The Calendar Committee presented the standard academic calendar for the 2015-2016 year for the Senate's endorsement.

A motion to place the report as an information item on the Senate agenda was made by Vince Wickwar and seconded by Ralph Whitesides. The motion passed unanimously.

Continuing USU Eastern Integration – Glenn McEvoy. This item was brought forward in the November Faculty Forum. Glenn, Renee, and Vince made a visit to the Price campus on February 24, 2012. David Cassidy hosted them and organized a Town Hall meeting with pre-tenure faculty there. The three main areas of concern for Eastern faculty are: role statements, amount of personal contact with departments on the Logan campus, and the perceived value of research vs. teaching. Glenn clarified for them that role statements can be re-negotiated if necessary. The Provost has agreed to talk with Deans to encourage P&T committees and Department Heads to reach out more to their colleagues at Price. Glenn also expressed the need to communicate with all faculty that USU values teaching as much as research.

A motion to place this on the agenda as an information item was made by Renee Galliher and seconded by Vince Wickwar. The motion passed unanimously.

Open Access – Flora Shrode, Richard Clement. This draft policy was initially brought forward as a 300 level policy. After being reviewed by HR, it was determined that it should be a 500 level policy. The language of the policy has not changed in structure from its initial presentation to the senate. A third page was added that outlines the procedure. It is an "opt out" policy if the journal or publisher will not grant a waiver of the copyright.

Mike Parent made a motion to place this item on the agenda as an action item with an explanation about the change to a 500 level policy. Renee Galliher seconded the motion and the motion passed unanimously.

New Business

EPC Items – Larry Smith. Ed Reeve presented the EPC Report in Larry Smith's absence. All of the course requests were approved in addition to the creation of two new centers, the Center for Engineering Educational Research as well as the Center of Society and Environment. Also approved was the creation of a minor in criminal justice in partnership with USU-Eastern.

Vince Wickwar moved to place the report on the consent agenda and Ralph Whitesides seconded. The motion passed unanimously.

HR Code Changes: 307 Conflicts of Interest, 350 Educational Benefits, 369 Organ Donor Leave, 357 Long Term Disability – BrandE Faupell. BrandE informed the committee that HR has hired a new person to help with updating policy.

There are currently four proposed policy changes. Policy 307 Conflict of Interest, changes one paragraph only to bring it into compliance with regulations for grants and other funding required by the Office of Research and Graduate Studies at USU.

Policy 350 Educational Benefits. Employees of USU-Eastern received a full tuition benefit which is very different from USU's half tuition benefit policy. This proposed change will grandfather in any USU-Eastern employee who was employed before the merger to continue receiving the full tuition benefit for any classes taken on the USU-Eastern campus. Any classes taken on the Logan campus or through distance education will receive the half tuition benefit. Also included in this policy change is the reinstatement of a prior policy that requires supervisor permission for employees to take classes. Study abroad fees are also clarified in this policy.

Policy 369 Organ Donor Leave. Proposed changes add stem cell to the donation list, require coordination with FMLA, and bring the policy into compliance with the EEOC's new regulations under the Genetic Information Nondiscrimination Act (GINA).

Policy 357 Long Term Disability. Because of the Federal Patient Protection Act this policy was changed two years ago. However, that change took the university out of compliance with the 29 month COBRA requirement. The Long Term Disability policy now says that you will have 29 months of COBRA coverage before you have to enter the market and purchase other insurance if you so desire. The GINA Law has been added to this policy to bring us into compliance with federal regulations. Many policies will have to be changed to include this language, as is the case with Policy 369, Organ Donor Leave above.

Doug Jackson-Smith questioned why these policies have not been presented to the Budget and Faculty Welfare Committee or the Benefits Advisory Committee. Glenn questioned if there is time to consult with the BAC and BFW. BrandE explained that three of these changes need to be implemented as soon as possible to bring us into compliance with federal law. There was some discussion regarding the Long Term Disability changes.

Doug Jackson-Smith moved to place policy 307, 350, and 369 on the agenda as an information item and asked that policy 357 be sent to BFW and wait for any action until they have reported back to the FSEC. Vince Wickwar seconded that motion. Mike Parent clarified that it might be more advantageous to place it on the consent agenda so that it receives a senate vote. Doug and Vince accepted that proposal as a friendly amendment. The motion passed unanimously.

Before adjournment, Mike Parent commented that one of the responsibilities of FSEC is to send appropriate items to senate sub-committees and he offered a formal motion to refer the proposed changes in the long-term disability policy to the Budget and Faculty Welfare committee and charge them to return a recommendation to the FSEC. Lyle Holmgren seconded. The motion passed.

Glenn agreed to follow-up with Dave Cowley and BrandE Faupell to smooth out the process of sharing relevant information with the Budget and Faculty Welfare Committee.

PRPC Code Changes Section 405.7.2(1) and 405.8.3(1) (Second Reading) – Terry Peak. There was no further discussion on this item.

Vince Wickwar moved to place this as an action item on the senate agenda and Doug Jackson-Smith seconded. The motion passed with one dissenting vote.

Post-Tenure Review Task Force (PTRTF) Issues #2 – Glenn McEvoy. In report #1, the PTRTF presented to Faculty Senate a list of 7 issues raised at meetings with college executive committees and the three town hall meetings that were recently conducted. They would now like to bring to the Senate a follow-up report that will address each of the seven findings with general guidelines for revisions of section 405.12 of the faculty code. Glenn and Provost Coward are working on drafting this document. It will be sent to members of the FSEC committee via email to gather electronic votes regarding placing it on the agenda as an information item for the April 30th meeting.

Adjournment

Mike Parent moved to adjourn the meeting. Ralph Whitesides seconded. The meeting adjourned at 4:54 p.m.

Minutes Submitted by: Joan Kleinke, Faculty Senate Executive Secretary, 797-1776