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**USU FACULTY SENATE
MINUTES
APRIL 1, 2013
Merrill-Cazier Library, Room 154**

Renee Galliher called the meeting to order at 3:00 pm.

Approval of Minutes

A motion to approve the minutes of March 4, 2013 was made and seconded. The motion passed unanimously.

Announcements – Renee Galliher

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

University Business – President Stan Albrecht, Raymond Coward

President Albrecht asked the chairs of the active search committees for updates on their progress. There will be four interviews conducted for the STEM candidates. There were 19 applicants in the pool for the VP of Extension and Dean of Agriculture search. That has been reduced to three finalists that will be coming to campus for interviews and campus tours. The VP for Advancement position has been posted and applications will be reviewed next week. The President will be making his annual visits to all the colleges in the coming weeks for a review of the legislative outcomes that affect USU.

Information Items

Faculty and Staff Work Environment and Quality Survey – Nicole Vouvalis. Nicole is the Diversity Specialist on campus. HR is conducting a survey through April 15 of all faculty and staff. Everyone is encouraged to participate.

Consent Agenda Items – Renee Galliher

**PRPC Annual Report – Terry Peak
Honorary Degrees and Awards Committee Report – Sydney Peterson
March EPC Items – Larry Smith**

A motion to approve the consent agenda was made by Glenn McEvoy and seconded by Doug Jackson-Smith. The motion passed unanimously.

Action Items

PRPC Section 402 Elimination of the Graduate Student Senate (Second Reading) – Terry Peak. No discussion.

A motion to pass the second reading of changes to section 402 dealing with the elimination of the Graduate Student Senate was made by Glenn McEvoy and seconded by Vince Wickwar. The motion passed unanimously.

New Business

Discussion of Post Tenure Review Task Force Outcomes – Renee Galliher. Renee summarized the work of the Post Tenure Review Task Force for the senators. There were three

issues that the task force is looking for feedback on and they want input on the development of specific instructions to forward to PRPC for code revisions.

Issue #1 is Standard of Evaluation (405.12.1). The senate engaged in a discussion that touched on several key issues; among them inconsistencies in the code and inconsistencies in application of the code. Many questioned what the standard of evaluation actually is and how is "excellence" defined. The task force looked at similar policies of our peer institutions and USU's code falls generally in the middle as far as stringency and explicitness. It was suggested that perhaps language regarding equity of application be added to ensure that committees are holding all candidates to the same level of excellence. Renee urged all senators to contact a member of the task force if they have additional ideas or suggestions.

Issue #2 is the implementation of a professional development plan. The task force proposed code revision changes in the language from "The professional development plan shall be mutually agreed to..." to "The professional development plan is written by the department head or supervisor in consultation with the faculty member." Two main points were emphasized during the discussion, first that the code needs to clarify that the development of annual review procedures is really a departmental responsibility and secondly that the Peer Review Committee be an arbiter in situations where a faculty member wants to appeal the professional development plan that is written by the department head.

Issue #3 is the timing of the remediation and consequences of negative annual reviews. There is some subjectivity as to when department heads must enter a negative annual review. If there is a second negative annual review that would trigger a comprehensive peer review. If peer reviewers agrees with the negative review, the department head must implement a professional development plan. A third negative annual review would require a second comprehensive peer review and if the findings agree with the department head review the department head will refer it to the president for possible sanctions. Currently, out of 1000 faculty there are roughly 12 professional development plans enacted annually. Someone asked if one year is long enough to truly evaluate the success of a professional development plan.

It was decided that the task force meet again over the next month and then return to the senate with specific suggestions for a charge to PRPC. The role of BFW and AFT in the process was questioned and it was suggested that the proposals pass through those committees as well. It was agreed that this issue will be discussed in the executive committee and they will bring back specific recommendations to the senate.

Nomination/Election of Faculty Senate President-Elect – Cathy Bullock. Cathy opened nominations for Faculty Senate President-Elect. Glenn McEvoy nominated Doug Jackson-Smith and a second was received. No other nominations were made. Cathy closed the nominations. Doug was elected by acclamation.

Adjournment

The meeting adjourned at 4:34 pm.