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FACULTY SENATE EXECUTIVE COMMITTEE MINUTES

APRIL 14, 2014 3:00 P.M.

Champ Hall Conference Room

Present: Yanghee Kim (Chair), Dale Barnard, Rhonda Callister, Richard Clement, Jennifer Duncan (excused), Jake Gunther, Steven Mansfield, Robert Mueller, Jason Olsen, Flora Shrode (for Jennifer Duncan), Robert Schmidt, Vincent Wickwar, Doug Jackson-Smith (President Elect), Renee Galliher (Past President), President Stan Albrecht (Ex-Officio), Provost Noelle Cockett (Ex-Officio), Joan Kleinke (Exec. Sec.), Marilyn Atkinson (Assistant) **Guests:** Larry Smith, Andi McCabe, Janis Boettinger, Karen Mock

Yanghee Kim called the meeting to order at 3:00 p.m.

Approval of Minutes

There were no corrections to the minutes. The minutes were adopted.

University Business - President Albrecht and Provost Cockett.

President Albrecht was not in attendance. Provost Cockett announced the creation of two Associate Degrees in General Studies; Associate of Science and Associate of Arts. This is in response to the Governors 2020 initiative. This will be an opt in program. These students will participate in graduation ceremonies, but they are not connected to a college. It is anticipated that some concurrent enrollment students will be eligible for this degree by the time they finish high school. This will be a great benefit for Regional Campus programs and a great recruitment tool as well.

Information Items

Calendar Committee Report – Janis Boettinger. The committee made no changes to the employee calendar. The calendar committee recommends calendars three years in advance, thus this recommendation is for academic year 2017-2018. Scott Bates developed a survey for students, faculty and staff to assess opinions on the current academic calendar; this assessment was done in March. The results are posted online, but the overall consensus was that the current calendar structure is meeting most needs. The committee recommends moving to a uniform calendar for all USU locations, having two 7 week summer sessions and one 14 week summer session. They also recommend changing the already approved calendars (2015 and 2016) to this same summer schedule. Another recommendation in their report is the elimination of the Common Hour. A survey of students will be conducted in the fall to further study the appropriateness of the recommendation.

EPC Items - Larry Smith. Larry Smith thanked the EPC members for their work throughout the last year. He summarized the EPC report. The Academic Standards subcommittee revised the withdrawal policy. The General Education subcommittee revised the criteria for the QI courses.

Committee on Committees Report – Robert Schmidt.

A motion to place all of the reports on the Reports agenda for Faculty Senate was made by Dale Barnard and seconded by Doug Jackson-Smith. The motion passes unanimously

Unfinished Business

Reviews of Administrators – Yanghee Kim. This item was brought up in the Faculty Forum last November. It was suggested that it be placed on the agenda before the PTR discussion.

Faculty Service Award – Karen Mock. The FSEC discussed various avenues for nominations for this award and wanted to clarify that the service that would be recognized be at the University level.

Renee Galliher made a motion to place this on the agenda as an information item. Dale Barnard seconded and the motion passed.

Post Tenure Review Decision Points Discussion – Yanghee Kim. Yanghee reviewed the votes that were taken in the last Faculty Senate meeting. Three items were voted on; First, the peer review committee shall be

appointed by mutual agreement of the department head and the faculty member, Second, the meaning of a negative review shall be specified in the code and Third, the faculty's right to appeal should be stated in the code. The Fourth item, initiation of a professional development plan, will be discussed at the next senate meeting. The next step will be to ask PRPC to draft the code language.

Doug Jackson-Smith prepared flow charts depicting the current code and the proposed changes to the system and reviewed them with the committee. Discussion focused on the purpose and intent of the PRC (Peer Review Committee) vs the "quinquennial" review. Agreement was reached, that the PRC would be formed to review a negative annual review at the request of the faculty member or be formed automatically upon the department head initiating a PDP. Also, it was agreed to present three questions to the Senate for discussions and votes: i) if the very first formal, negative annual review would automatically initiate PRC. ii) if PRC would conduct an independent review of the same material reviewed by the department head, and present an independent finding. iii) If they agree with the negative review by the department head, then a PDP would be initiated, if the findings are not in agreement with the department head, no PDP would be implemented, however, it does not overturn the department head's decision. The FSEC would instruct PRPC to draft clear language on this issue, making it clear the review is of the material not the department head's decision. Concern was raised that in this context the PDP appears purely punitive, when many senators believe the PDP should be more of a remediation to help get faculty back on track. Salary decisions would still be made by the deans and not be involved in this process. Discussion ensued on whether the decision in the Senate was too confusing and if the senators truly understand the issue of how the review is initiated. This issue will possibly need to be revisited in the next senate meeting. The point was made that if a faculty member receives a negative review, they may initiate the PRC which may then suggest a PDP to help the faculty member improve their performance. Discussion then focused on the multi-year rolling window and whether or not to specify the timeframe or leave it up to the departments. A five year window for the multi-year annual review was suggested. Renee Galliher asked to take this back to the senate and decide between a three or a five year window. This will be presented as the fourth question to the Senate. Yanghee will draft the main four issues discussed into decision points for the next faculty senate meeting.

New Business

1. Selection of new FSEC Members in last Senate meeting (College Caucus) right before adjournment. Senators must have served one year in the Senate to be eligible. Colleges needing an FSEC Member are: Arts, Agriculture and Applied Sciences, Humanities and Social Sciences, Natural Resources, Science, Libraries, Extension, USU Eastern.

Rhonda Callister made a motion to place this on the agenda as new business. Steve Mansfield seconded and the motion passed.

Adjournment

The meeting adjourned at 4:30 p.m.

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