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**USU FACULTY SENATE
MINUTES
APRIL 28, 2014
Merrill-Cazier Library, Room 154**

Call to Order

Yanghee Kim called the meeting to order at 3:00 pm.
Members are reminded to sign the role sheet at each meeting.
The minutes of April 7, 2014 were adopted after a correction was noted.

University Business – President Stan Albrecht, Noelle Cockett

President Albrecht thanked the senate for maintaining a good working relationship between administration and faculty. This is not always the case on university campuses. Regional campus graduations have been taking place around the state. The administration attended a groundbreaking in Price for their new building and it was truly a community celebration. The President encouraged the faculty to attend commencement on Saturday. Hugh Evans will be the speaker. He is founder of a global poverty foundation. Pamela Atkinson will receive an honorary degree for her work as a homeless advocate in Utah.

Provost Cockett also thanked the faculty for a good year, and said how much she has enjoyed working with all the committees. She appreciates the work the senate is doing on the post tenure review process and looks forward to continuing that discussion next year.

USU has identified a number of students that have met the requirements for an Associate Degree in General Studies. These 250 students were offered the option to receive the degree. This is an opt-in program. The students will participate in the processional on Saturday and a graduation ceremony which will be held in the Performance Hall at noon.

Reports – Yanghee Kim

Calendar Committee Report – Janis Boettinger A question was asked as to whether a Tuesday or Thursday option was considered for the Common Hour. Janis will take that comment back to the committee. A survey of students will be conducted to collect their feedback as well.

April 2014 EPC Items – Larry Smith. No discussion.

Committee on Committee Report – Robert Schmidt. No discussion

A motion to approve the reports agenda was moved and seconded. The motion passed unanimously.

Information Items

Faculty Service Award – Karen Mock. No discussion.

Unfinished Business

Reviews of Administrators – Yanghee Kim. This issue was raised in the Faculty Forum last fall. Faculty wanted to evaluate administrators more frequently and also want the results made available to the faculty. The section of code that deals with administrator reviews is not under

the jurisdiction of the Faculty Senate, so our discussion is only to get a sense of the senate on the issue, and make a proposal to the governing body on this issue. The current code requires review at least every 5 years, but current practice is to evaluate administrators every 3 years. A senator expressed a desire to have the administrators evaluation made public, similar to the course evaluation process for faculty. Another senator remarked that faculty annual reviews are more similar to the administrator reviews than the course evaluations are and those are not made public.

A motion was made and seconded to support evaluation of administrators more frequently than every five years. The motion passed.

Rhonda Callister moved that administrator evaluation results be shared amongst the department or college. A second was received and the motion passed.

Further Discussion of PTR Decision Points – Yanghee Kim. For the benefit of the incoming senators in attendance, Yanghee reviewed the history of this discussion, including current code and the process the senate has gone through to review and revise the policy thus far. It was emphasized that a “formal negative annual review” must include in writing the language in the code about “failing to discharge their duties conscientiously.” Negative feedback alone does not rise to the level of a negative annual review.

Doug Jackson-Smith moved to define the multi-year rolling window. A second was received and the motion passed. Votes: Yes 31 No 5

Doug Jackson-Smith moved that the rolling window be defined as 5 years. A second was received. The motion was withdrawn.

A motion was made and seconded to define the window of evaluation as 3 years. The motion passed. Votes: Yes 24 No 13

Doug Jackson-Smith made a motion that the first formal negative multi-year annual review leads to a peer committee review. A second was received. The discussion continued on the wisdom of forming a committee to review a negative review that is recognized by the faculty and administrator. A committee should only be formed if there is a difference of opinion in performance between the faculty and the administrator. The formation of a committee also eliminates any confidentiality. It was also expressed that a peer committee is not always punitive, but could be a good resource for faculty improvement. It was suggested that the second negative review be the one to trigger the formation of the committee. Suggestions were made to make the criteria very specific, but others commented we should give PRPC the same standard this discussion has been based on and the language that is already in the code as guidance.

The motion passed. Votes: Yes 23 No 9

The role of the Peer Review Committee was discussed. FSEC proposes that the PRC performs an independent review using the same annual review standards.

A motion was made and seconded to accept the FSEC proposal.

A lengthy discussion continued. A senator questioned whether the committee would have access to the department head’s review, but if it is truly independent they would not have access to the review. There was discussion about the consequences of these reviews and the formation of a Professional Development Plan (PDP). Senators questioned whether the PRC would have oversight of the PDP. Yanghee clarified that if the PRC agrees with the decision of the department head, a PDP would be initiated. If the PRC concludes with a positive result, no PDP would be

initiated.

In the interest of time a motion was made to table the discussion until the senate meets again in the fall. The motion was seconded and passed.

New Business

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

Concluding Remarks, Passing of the Gavel – Yanghee Kim. Yanghee expressed her appreciation for the work of the senate and the committees. Gifts were presented to Renee Galliher for her service as past president and the gavel was passed to Doug Jackson-Smith, who presented Yanghee with a gift for her service this year.

Caucus of Election of FSEC members, Adjournment – Yanghee Kim.

Adjournment

The meeting adjourned at 4:34 pm.