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## Faculty Senate Minutes, May 1, 2017

Utah State University

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## **FACULTY SENATE MINUTES**

May 1, 2017

3:00 – 5:00 pm

Merrill-Cazier Library, Room 154

### **Call to Order - Vince Wickwar**

Vince Wickwar called the meeting to order at 3:04 pm

*Motion to approve the minutes of the April 3, 2017 Faculty Senate meeting made by Mark McLellan. Seconded by Becki Blais. Minutes approved*

### **University Business – President Noelle Cockett & Interim Provost Larry Smith**

Larry Smith provided an update on the Provost's search. An email from the committee was sent out a couple of weeks ago asking faculty to come up with names of possible candidates. There have been a few responses but could use more to build a robust candidate pool. Momentum will build as the process goes along.

Noelle Cockett stated that there would be more official information shared about something that will be occurring this summer. There will be a joint gift coming to the Huntsman School of Business at USU. This will be a shared gift given by Jon M. Huntsman and the Koch Foundation and Board. The Koch group has been investing in universities for several years and getting reactions when they give to universities. They are partnering with the Huntsman Foundation in order to give the gift to USU. Some campuses have been concerned about gifts being received by the Koch Foundation. USU has been fully engaged with how the gift/affiliation will affect the university. USU plans to follow Regents 271 policy and foundations with private corporations and must be approved by the USU Board of Trustees. The second policy being reviewed is Policy 403 - Academic Freedom and Professional Responsibility. USU is using policies to frame the affiliation with the Koch foundation. There were concerns voiced in terms of what just happened at the U of U with Vivian Lee. Will the Huntsman's be able to wield the power to make certain decisions? No oversight of institute or structure in our gift that would suggest similarities with the U of U. This is a ten-year gift that USU has had with the Huntsman foundation that is being renewed. It is used for Huntsman's scholars, faculty salaries, etc. The agreement has been closely reviewed. The gift agreement allows USU to refuse the gift at any time and there will be no oversight by the Huntsman's in our agreement. One concern on campus is that there are inequities with the elitism of the Huntsman School of Business. Are there ways to get more gifts/affiliations for other scholar programs? As the details roll out in terms of the Koch Foundation, there will be a level of transparency. A plan is in place to provide that transparency. By receiving this gift/affiliation, USU is providing information for the students to discuss and debate and will expose the students to different approaches and different ideas. In a Higher Ed environment, it is critical to have these discussions and debates. Ultimately, we are creating awareness of different ideas....can't think of anything better we could do for our students. President Cockett feels better informed and is excited about the idea and how

it can lead us into intellectual conversation/debate or discussion in higher ed where we do this frequently and often. President stated that we would not be unduly influenced or controlled by any gifts or affiliations at this University. We do, however, need to separate what the money stands for and what it would do here. Look at agreements from the standpoint as to whether they make us do something. The gift does nothing about changing our principles. We should continue to teach and provide the best education we possibly can. This is likely to happen sometime during this summer. Take home message is that we are going by the book and following all applicable policies regarding this gift/affiliation.

## **Information Item**

### **Data Management - Mark McLellan & Betty Rozum**

Mark McLellan - Back in 2013 the Federal Government. Issued mandates that support research at \$100M or more. By doing this we have to have public mandatory access to publications and data. Research data has been a huge effort. Launched a task force with Information Technology, the Library, Research and Sponsored programs to meet these mandates. USU has designed an approach that has a lot of common sense. It largely asks the faculty to use external resource repositories that will handle a large amount of data. Three solutions were provided by Harvard, Purdue and USU. USU is seen as the go to solution for this issue. This process of working with the library and sponsored programs is working very well. Potentially 75% of faculty will have this obligation to make their data available.

Betty Rozum – This collaboration has been wonderful. Just brought up the site: <http://datamanagement.usu.edu/>. The website provides resources on where to get the help you need. Any questions can be sent to Betty. Keeping track and complying with the rules and regulations can be very sticky but she is here to help. Process and procedures can be found at <http://datamanagement.usu.edu/agency-requirements/usu-procedures>. Every Tuesday from 2:00 – 3:00 pm, Betty answers questions and helps faculty. USU has one of the unique approaches and has attracted a lot of attention. The process is open to everyone at USU. Brad Cole thanked Betty and the task force for all of their hard work in bringing this together.

## **Reports**

### **Calendar Committee - Andi McCabe**

The Calendar Committee is charged with the responsibility of reviewing, evaluating, and recommending the University's academic calendar and employee holidays. Looking at eliminating Monday classes on Tuesday for the President's Day holiday. Vice President Robert Wagner has surveyed colleges to see how this would affect them. The problem occurs with Monday morning lab classes. This schedule does not work with the lab sessions. The committee has been looking at aligning spring breaks with Cache and Logan school districts, however, if they move up one week then USU would have to move out three weeks and that did not seem to align. Students are not in favor or pursuing this any further and the USU spring break will not align with the cache and Logan school districts. Looking at revising policy 353 next year.

*Motion to approve Calendar Committee Report made by Leslie Brott. Seconded by Kimberly Lott. Report approved.*

**Faculty Diversity, Development and Equity (FDDE) - Helga Van Miegroet**

FDDE reported on issues of retention. ([See Presentation](#)) Looking at what is happening with our dynamics through the lenses of gender. Since 2008, there has been a small increase in advancement for women in STEM. In non-STEM related fields, the university is closer in gender equity. The questions was asked if more attention is being given to gender balance vs. race/ethnicity balance. The university needs to start pulling together, ethnicity/race/gender information.

*Motion to approve the Faculty Diversity, Development and Equity report made by Becky Blais. Seconded by Jeanette Norton. Report approved.*

**Committee on Committees - Leslie Brott**

Most committee vacancies have been filled. Will be finalizing the remainder of the vacancies in the next few weeks. Been working on setting up processes and folders where information can be stored and easily accessed.

*Motion to approve the Committee on Committees report made by Kimberly Lott. Seconded by Ronda Callister. Report approved.*

**EPC April Report - Brian Warnick**

134 - Course actions approved  
8 – R401 proposals approved  
6 - General Education designations approved.

Academic Standards is working on the academic suspension appeals policy. Also working on withdrawal policy changes.

No test day's policy is being reviewed.

*Motion to approve the April EPC report made by Becky Blais. Seconded by Ronda Callister. Report approved.*

**New Business****Faculty Senate President & President-Elect Coverage 2017-2018- Vince Wickwar****Concluding Remarks, Passing of the Gavel - Vince Wickwar**

Vince thanked the committee's chairs, FSEC, and EPC for their participating and reporting for the 2016-2017 academic year. This past year was spent finishing old business on policies - thanks to Ronda Callister for moving those through. Certificate and gift given to Ronda. Hand over the President's gavel to Kimberly Lott. Thanks to Vince for stepping up to be FS President after the president-elect left the University. Vince stepped up, took over the responsibility, and did a great job. Gift and plaque given to Vince Wickwar. Becki Lawver is the new President-elect for the 2017-2018 AY.

**Adjournment: 4:41 pm**

# FDDE Committee Report 2017

Prepared by: Helga Van Miegroet

## Attrition rates of New Hires (FDDE report 2016)

<b>HIRE year</b>	<b>% left before 2014 census</b>	
AY 2008-2009	40% of men	46 % of women
AY 2009-2010	20% of men	29% of women
AY 2010-2011	18% of men	25% of women
AY 2011-2012	13% of men	17% of women
AY 2012-2013	3% of men	12% of women

## Status 2014 – By Gender in STEM Colleges

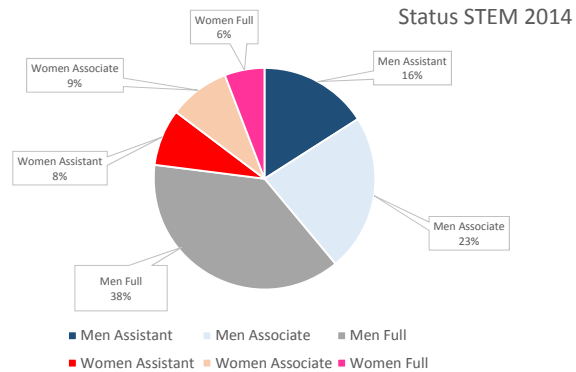
N= 326 Tenured and Tenure Track

Slight change in distribution from 2008

% women from <20% to 23%

% women full profs from 3 % to 6%

13 faculty positions from male to female



## Status 2014 – By Gender in non- STEM Colleges

N= 381 Tenured and Tenure Track

Fairly stable compared to 2008

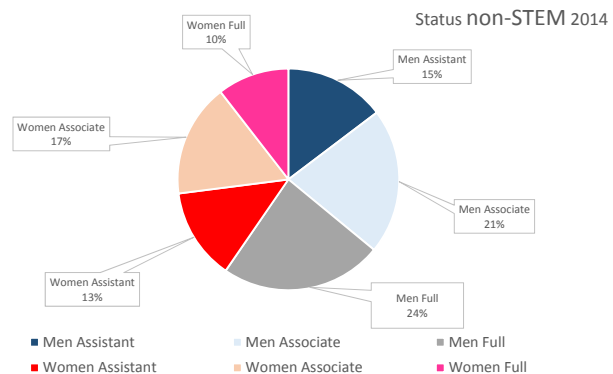
Increase from 376 in 2008

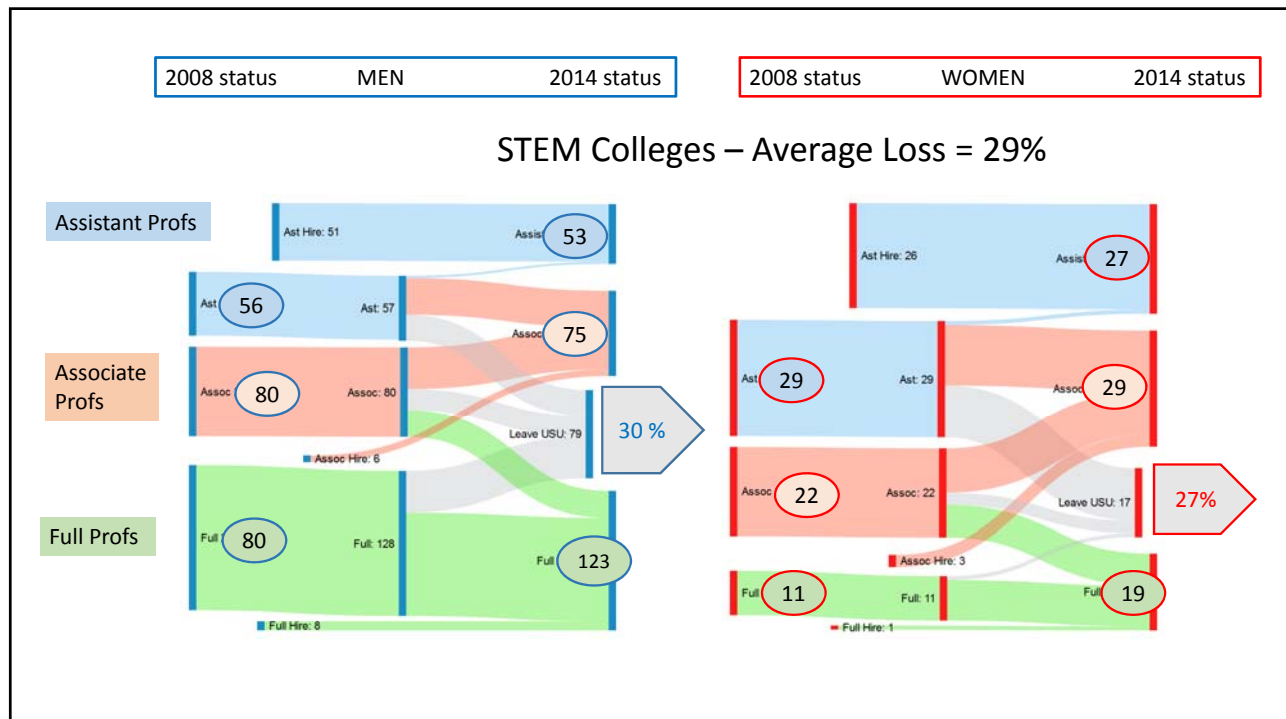
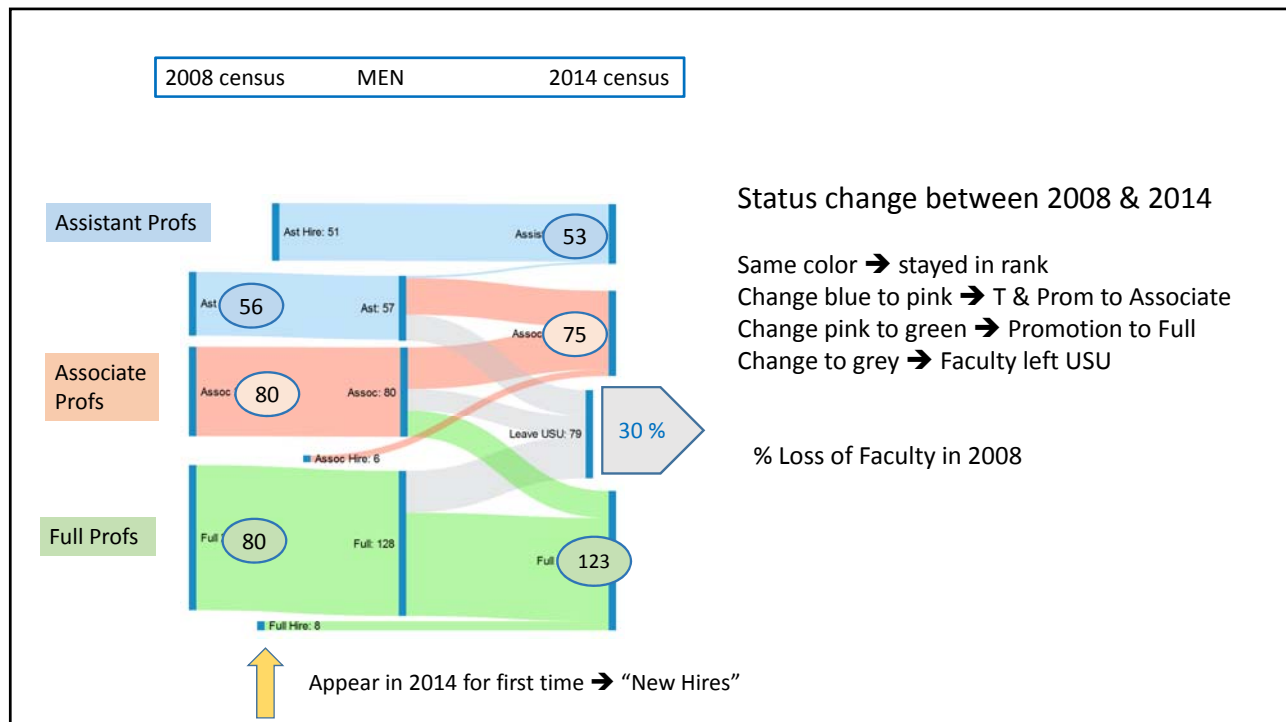
Decline 4 male faculty &

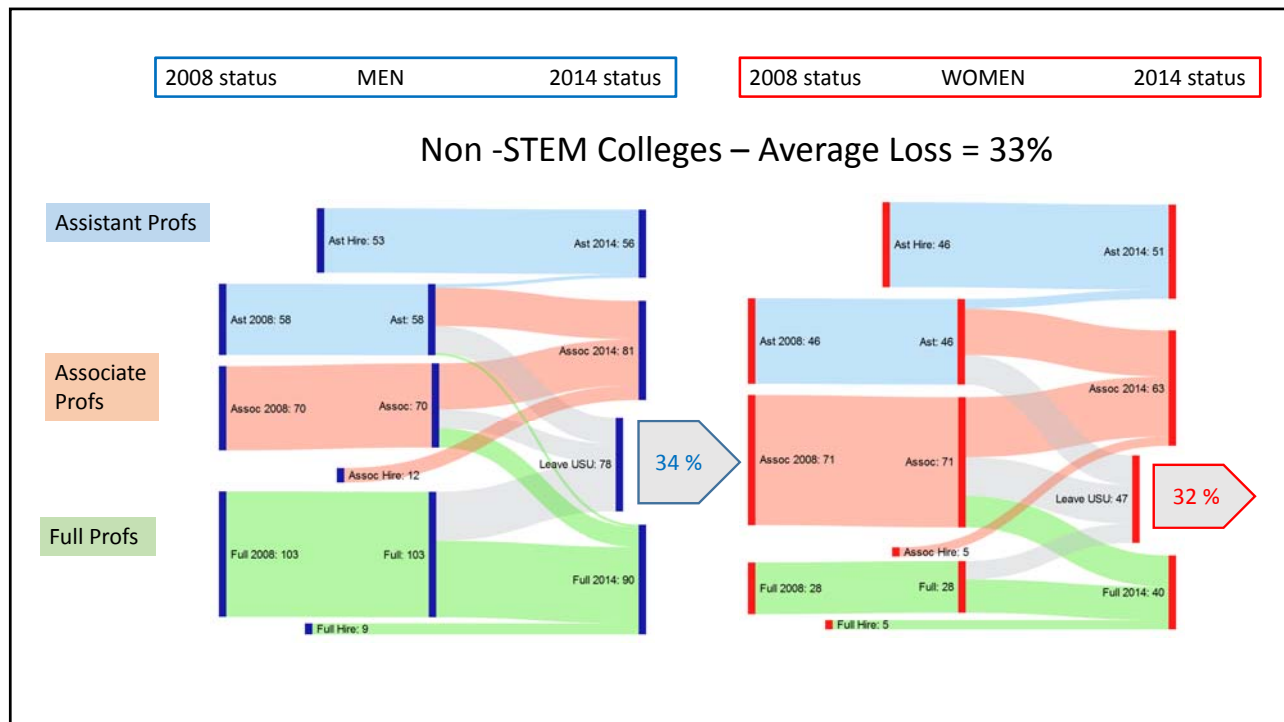
Increase female faculty by 9

% women ~ 40 %

% women full profs from 8 % to 10%







**Relative Attrition rates by rank**

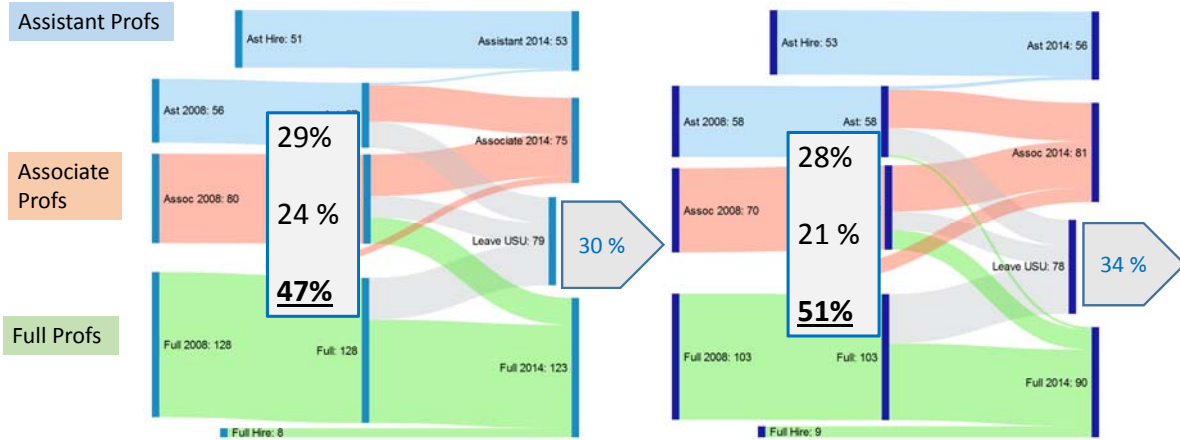
Rank	STEM	non-STEM
<b>Assistant Profs</b>	<p><b>39% of Assistant Professors</b></p> <p>STEM 42%</p> <p>Women 45%</p> <p>Men 41%</p>	<p><b>37%</b></p> <p>Women 35%</p> <p>Men 38%</p>
<b>Associate Profs</b>	<p><b>24 % of Associate Professor</b></p> <p>STEM 22%</p> <p>Women 14%</p> <p>Men 24%</p>	<p><b>26%</b></p> <p>Women <b>30%</b></p> <p>Men 23%</p>
<b>Full Profs</b>	<p><b>33% of Full Professors</b></p> <p>STEM 27 %</p> <p>Women 9%</p> <p>Men 29%</p>	<p><b>38%</b></p> <p>Women 36%</p> <p>Men 39%</p>



## Attrition for Men - by rank

### STEM Colleges

### non- STEM colleges



## Attrition for Women - by rank

### STEM Colleges

### non- STEM colleges

