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FACULTY SENATE AGENDA

February 5, 2018

3:00 – 5:00 p.m.

Merrill-Cazier Library, Room 154

Agenda

- 3:00 Call to Order** Kimberly Lott
Approval of January 8, 2018 [Minutes](#)
- 3:05 University Business**..... Noelle Cockett, President
Larry Smith, Interim Provost
- 3:20 Information Items**
1. Faculty Senate Membership Update Rebecca Blais
2. Accreditation Update Michael Torrens
- 3:35 Reports**
1. [EPC January](#) Report..... Edward Reeve
2. [Budget and Faculty Welfare](#) Annual Report..... Lisa Gabbert | Alison Cook
3. [Athletic Council](#) Annual Report Ed Heath
- 4:00 Old Business**
1. [405.6.2 \(2\)](#) Promotion Advisory Committee (third reading) John Gilbert
- 4:10 New Business**
1. [401.4.2](#) Faculty with Term Appointments – the Rank
of State Cooperator Kimberly Lott
2. Koch Task Force Resolution..... Kimberly Lott
- 4:30 Adjourn**



FACULTY SENATE MINUTES

January 8, 2018

3:00 – 5:00 pm

Merrill-Cazier Library, Room 154

Call to Order - Kimberly Lott

Approval of December 4, 2017 Minutes

Minutes approved as distributed.

University Business - Noelle Cockett, President | Larry Smith, Interim Provost

President Cockett – The Provost's search will be continuing. Three candidates were brought in during the fall semester and there will be another candidate in mid-February. This candidate was vetted through the airport interviews and an agenda for this candidate will be forthcoming. An open forum will be held for all faculty to attend and ask questions. The legislative session will soon begin. Neil Abercrombie is keeping his eye on a couple of items: 1) freedom of speech on college campuses and 2) a neutrality bill that will instruct the university administrators on how to remain neutral on issues. There will also be a new bill defining what harassment is. The Utah System of Higher Education (USHE) budget request has 3 areas: 1) compensation; 2) growth and capacity; 3) completion and 4) workforce development. Throughout the coming months, (February and March) meetings will provide more specifics regarding the legislative session. President Cockett will be forming a committee for policy reviews. There are approximately 400 policies that are being continuously discussed and revised, however, other policies haven't been looked at for years. This committee will develop templates and processes for reviewing policies every 5 years. Recommendations will be brought back to the Faculty Senate.

Larry Smith – Dennis Dolny, the department head for Kinesiology and Health Science and Nursing and Health Professions had a serious stroke Friday evening and is in very serious condition.

Information Items

1. Policy 103 Revision for Accreditation - Mica McKinney

This is a simple quick matter – it is a statement of the university's mission. In preparation for accreditation the university realized that the mission statement hadn't been incorporated into university policies. This was approved in 2003 and will now be added.

2. Faculty Forum Recommendations - Kimberly Lott

The faculty forum was held in November. It is a time for faculty to get together and share information in a closed space. This meeting includes all faculty, not just faculty senators. No minutes are officially released. Questions were asked as to how and where the issues go and do they get any consideration or implementation.

A new survey or inquiry of topic three – Retention of Pre-Tenured Faculty. Discussion was about what can be done to retain faculty. There will be more follow-up on this issue.

Reports

EPC December Report - Edward Reeve

152 courses

Five – R401 proposals were brought forward

There was no report from the Academic Standards subcommittee.

The General Education subcommittee discontinued the 15-year statute of limitations for General Education coursework at USU.

Motion to approve the EPC report made by Rebecca Blais. Seconded by Vince Wickwar. Report approved.

Bachelor's degree in Integrated Studies – USU will submit an R401 for a BA/BS in Integrated Studies. The university's official policy is that a student is in good standing if they have a 2.0 GPA. However, this GPA does not allow students to be accepted into majors that require a GPA range from 2.75 – 3.25. Many students are not being allowed into their majors and they are left with no other option for a degree. Numerous universities are offering this type of degree. The motivation to create this degree and assist students in this academic predicament came from many months of discussions in the student success taskforce. This is a taskforce that was set up by President Cockett to help with student retention and completion. Nothing unusual about this degree. Students that have found themselves in this situation take additional courses hoping that they are going to get a GPA that will allow them to get into their major of choice. Numerous other USHE institutions have this kind of degree and students have been leaving USU to go to other institutions to get this type of degree. This degree program will be housed in the Provost's office. This has been done at the request of USHE in order to help and support those students that fall into this category. This degree does not and will not compete with any other degrees on campus.

1. Council on Teacher Education Annual Report/1-Page - Sylvia Read

Enrollment has gone down as far as admissions. One contributing factor is that every two years the school counseling program and distance special education programs provide admissions. There is a myth that students that are admitted to the education program come from lower ranked students. The truth is that the GPA is high for those students being accepted into the program. Placement of education students is remaining steady at 93% placement in teaching positions.

Motion to approve the Council on Teacher Education report made by Rebecca Blais. Seconded by Vince Wickwar. Report approved.

2. Scholarship Advisory Board Annual Report - Taya Flores

The report includes a few things such as admission index scores, a four-year history of how things have evolved, two-pages for each college including a breakdown of how much money has been given and to how many students. New this year we have included the USU Eastern counterparts. The back page provides a total of scholarship awards.

Motion to approve the Scholarship Advisory Board report made by Vince Wickwar. Seconded by Ronda Callister. Report approved.

New Business

Policy 405.11.4 External Peer Reviews (first reading) - Kimberly Lott

Central committee reviewers were concerned with external letters that were being submitted by faculty. Some external review letters were more letters of recommendation than evaluations for tenure and are not proving promotion/tenure qualifications.

One concern is that some areas are very small and it may be hard to find some people that have enough distance from the faculty member. Those situations can be dealt with on a case-by-case basis. For at least a decade those faculty have been concerned about the closeness of an external reviewer and the feeling has been that the current language in the code does not provide clarity for conflict of interest.

Motion to move this policy back to PRPC made by Rebecca Blais. Seconded by Brad Cole. Policy returned to PRPC.

Adjourn 3:55

Report from the Educational Policies Committee January 4, 2018

The Educational Policies Committee (EPC) met on January 4, 2018. The agenda and minutes of the meeting are posted on the Educational Policies Committee web page (www.usu.edu/epc).

During the January 4, 2018 meeting of the EPC, the following actions were taken:

1. Curriculum Subcommittee

- Approval of 77 course requests.
- Approval of the request from the Department of Languages, Philosophy and Communication Studies (LPCS) in the College of Humanities and Social Sciences to offer a Bachelor of Art in Portuguese.
- Approval of the request from the Department of Watershed Sciences (WATS) in the S.J. & Jessie E. Quinney College of Natural Resources to offer a Graduate Certificate in Aquatic Ecosystem Restoration.

2. Academic Standards Subcommittee

- Approval of a revision to the English Language Proficiency Policy for International Students.

3. General Education Subcommittee

- No Report

Budget and Faculty Welfare Committee Spring 2018 Summary Report

Alison Cook, Business and Lisa Gabbert, Senate, Co-Chairs
Jennifer Duncan, Libraries (Chair-Elect)
David Law, Regional Campuses
Scott Henrie, Senate
Ralph Meyer, Agriculture and Applied Sciences & Senate
Marissa Vigneault, Arts
Dale Wagner, Education and Human Services
Bob Brown, Science
Shawn Olsen, Extension
Patrick Belmont, Natural Resources
Koushik Chakraborty, Engineering

Responsibilities of the BFW Committee

The duties of the Budget and Faculty Welfare Committee are to (1) participate in the budget preparation process, (2) periodically evaluate and report to the Senate on matters relating to faculty salaries, insurance programs, retirement benefits, sabbatical leaves, consulting policies, and other faculty benefits; (3) review the financial and budgetary implications of proposals for changes in academic degrees and programs, and report to the Senate prior to Senate action relating to such proposals; and (4) report to the Senate significant fiscal and budgetary trends which may affect the academic programs of the University.

Meetings and Discussions of the BFW Committee (Spring/Fall 2017)

Spring 2017: The BFW committee met on March 29 to discuss the distribution of merit and COLA. The legislature provided a total of 2% increase for salaries for FY18. The committee recommended 1.5% COLA for all faculty, and .5% for merit to be determined primarily by the department or unit head in consultation with the Dean. Administration decided on 1.25% COLA and .75 for merit/ “flex pool.” This process applied only to the Logan campus; salaries for our regional campus faculty colleagues are handled by their local administration. No follow-up meeting was provided to the BFW committee on the final allocation or its implementation. The lack of follow-up and transparency were identified as problems in the Fall 2017 BFW meeting and should be addressed.

Fall 2017: In Fall 2017, the BFW committee realized the need to re-evaluate its duties. Therefore, it was decided that the main objective of the committee for the upcoming year was to bring the committee back in line with its responsibilities as outlined in the code (see above). To that end, the committee did the following:

- Met on September 6 for introductory discussions and potential agenda items. In order to fulfill its responsibility of “review the financial and budgetary

implications of proposals for changes in academic degrees and programs, and report to the Senate prior to Senate action relating to such proposals,” the BFW co-chairs were added to the distribution list for the EPC committee chaired by Ed Reeve. This has allowed the BFW to more adequately review and address any necessary proposals. We are unclear, however, regarding the role of the Senate in such actions.

- Another responsibility of the committee is to “participate in the budget preparation process.” Since no one on the committee understood the university budget, we requested a meeting with Provost Smith and President Cockett so they could inform the committee about the budget and that we could understand how to participate in decision priorities. Co-chairs Alison Cook and Lisa Gabbert met with the Provost and President to get a read on their past relationship with BFW, who said that the main concern of the committee in the past had been faculty salaries. A positive discussion took place detailing the need for greater faculty involvement in the governance process as well as the need for the BFW to broaden its concerns beyond only faculty salaries. The President recommended a full meeting with BFW to outline the budget process for the committee. That meeting occurred on November 1. The President and Provost are willing to have the BFW participate in the discussions regarding the priorities for legislative funding; however, these discussions begin in the Spring, following the legislative session. Thus, the BFW will participate this coming April as to the priorities for the following year. This year, the President and Provost have agreed to meet with the committee to discuss the priorities going into the session and then provide a follow-up meeting to the group to detail what has been achieved. The first meeting will take place January 10 and the follow-up meeting will occur shortly after the legislative session has concluded.
- In order to “periodically evaluate and report to the Senate on matters relating to faculty salaries, insurance programs, retirement benefits, sabbatical leaves, consulting policies, and other faculty benefits,” the BFW committee put Dale Wagner on the Benefits Advisory Committee.
- The committee does not have a specific plan to address its duty of “report to the Senate significant fiscal and budgetary trends which may affect the academic programs of the University,” except that we think the other committee activities will cover this duty.
- Alison Cook suggested, in accordance with the President’s and Provost’s agreement of greater faculty involvement, that the BFW should have a representative present when the Deans and Department/Unit Heads discuss the allocation of monies granted by the legislature for salaries. This representative could help offer follow-up and transparency of the process for the rest of the committee, and in turn, the committee members could offer information to their respective colleges/groups.

- Patrick Belmont investigated the manner in which per diem rates are set, as per diem rates for USU are in the mid-to-low end range of our peer institutions and well below federal standard rates. Details about the specifics of this process are available in the BFW minutes. Briefly, Vice President David Cowley presents information to an executive committee on per diem rates at peer institutions and cost associated with rising rates. The committee discusses the rate and votes whether or not to raise rates. This year, the committee voted to raise the per diem rate from \$46 to \$47 per day. The committee is considering adopting a new system for per diem, which could allow for per diem rate to vary depending on location. BFW has not had a representative on this committee, but will seek to be involved in this discussion in the future.
- While the committee goal is not to dwell exclusively on faculty salaries, we have to acknowledge that this continues to be an area of significant concern among the colleagues we represent and that we must continue to advocate for improvements. The BFW committee conducted an extensive survey of faculty in 2011 about benefits, with about 80% of faculty responding to the survey. This survey, while somewhat dated, contains extensive comments about benefits and salaries and would be a good place to begin to pick up the responsibilities of this committee. Other sources of information according to Michael Torrens include the USHE Data Book; the OK State Salary Survey; IPEDS; and the Chronicle of Higher Education.

Utah State University

Athletics Council Report for

July 1, 2016 to June 30, 2017

Submitted to the
Utah State University Faculty Senate
by USU Athletics Council

Edward M. Heath, Faculty Athletics Representative and Athletics Council Chair (2016-2017),
Paul J. Barr, Athletics Council Vice Chair (2016-2017)

Faculty Senate Report Athletics Council

Introduction

Council Members: Paul Barr, Scott Bernhardt, Brina Buttacavoli, Noelle Cockett, Dave Cowley, Jana Doggett, Dennis Dolny, Brian Evans, John Hartwell, Ed Heath, Caroline Lavoie, Becki Lawver, Blake Lyman, Grace McGuire, Maggie McInerney, James Morales, Kevin Olson, Whitney Pugh, Jennifer Roark, Larry Smith, Jack Swindells, Ashley Waddoups, Kennedy Williams

Mission: The Athletics Council advises the President with respect to the athletics program. The duties of the council are to: (a) help maintain an athletics program compatible with the best academic interests of the university; (b) assure compliance with the rules of the National Collegiate Athletic Association (NCAA), and the university athletics code; (c) review and recommend to the President and the Board of Trustees all intercollegiate athletics budgets; and (d) recommend policies and procedures for all aspects of the intercollegiate programs. The annual report from the Athletics Council to the Faculty Senate includes both future and current issues facing the Athletics Department. Each issue is reviewed by the Athletics Council to ensure the Department of Athletics is operating within the guidelines of the NCAA and Utah State University.

I. Athletics Council Issues/Actions during 2016-17 academic year (highlights briefly described below from the four AC meetings – October 10, 2016; November 30, 2016; February 1, 2017; and April 26, 2017 as well as each of the subcommittee's meetings that met twice during the academic year)

1. Student Academic and Athletics Eligibility and Intercollegiate Sports

- Academic performance of student-athletes for each of the USU teams was reviewed during each semester.
- APR and GSR rates reviewed for each team (refer to Academic Performance data listed below).
- a. Academic Performance of Student Athletes 2015-16 (latest published rates).
 - i. Graduation rates
 - The 09-10 cohort rate is 67% with a 4-year average of 67%
 - The 08-09 cohort rate is 55% with a 4-year average of 66%
 - The 07-08 cohort rate is 75%, with a 4-year average of 68%
 - The 06-07 cohort rate is 68%, with a 4-year average of 61%
 - The 05-06 cohort rate is 62%, with a 4-year average of 61%
 - The 04-05 cohort rate is 64%, with a 4-year average of 62%

- The 03-04 cohort rate is 48%, with a 4-year average of 57%
- The 02-03 cohort rate is 73%, with a 4-year average of 60%
- The 01-02 cohort rate is 65%, with a 4-year average of 58%
- The 00-01 cohort rate is 41%, with a 4-year average of 55%
- The 99-00 cohort rate is 61%, with a 4-year average of 64%
- The 98-99 cohort rate is 64%, with a 4-year average of 62%

The NCAA released the first Graduation Success Rate (GSR) for all teams of all NCAA Division I Member Institutions in December 2005. This rate, a 4-year average that can be directly compared to the Federal Rates' 4-year average mentioned above, is a more accurate snapshot of how scholarship student-athletes graduate. Students who transfer to USU that fall into one of the cohorts are counted in this rate (they are not counted in the federal rate) when they graduate; students who transfer from USU and are academically eligible at the time of transfer do not count against USU graduation rates (as they do with the federal rate). The overall USU GSR for the 4-year cohorts encompassing 2006-2009 is 89% (leads Mountain West Conference).

b. Academics/Awards

- Composite 3.19 (through Spring 2017) Student-Athlete GPA
- 153 Academic All-Mountain West Conference Selections (3rd most in the Conference) 2016-17 with a 3.00 or better GPA. An additional 5 gymnasts earned Academic All-Mountain Rim Gymnastics Conference honors.
- Utah State earned 105 Mountain West Scholar-Athlete recognitions exhibiting a 3.50 or better GPA.
- 89% NCAA Graduation Success Rate (Highest in the Mountain West Conference)
- 195 Whitesides Scholar-Athletes (3.2 or better GPA)
- General Highlights
 - 62% above 3.00 cumulative GPA
 - 257 overall academic all-conference recognitions
 - 53% earned Whitesides scholar-athlete recognition
 - 14 of 16 teams above a 3.00 team GPA
 - 10 of 16 teams above a 3.20 team GPA
- Team Academic Recognitions
 - Volleyball earned AVCA team academic award
 - Soccer earned NSCA team academic award
 - Football AFCA honorable mention academic achievement award
 - Men's and Women's Cross Country teams earned USTFCCCA All-Academic recognition
 - Golf earned GCAA team academic award
 - Women's Tennis earned ITA Academic Achievement Award
 - Men's and Women's Track & Field earned USTFCCCA All-Academic Team Honors.

- Individual Academic Recognitions
 - Tanner Jensen and Eli Rogers (golf) named Cleveland Golf/Srixon Academic All-America Scholars
 - Ellie Bullock (Women's Tennis) earned ITA Individual Academic Achievement Recognition
 - Jack Swindells and Kai Wehnelt (Men's Tennis) earned ITA Individual Academic Achievement Recognition
 - Kashley Carter (Women's Cross Country) earned USTFCCA individual Academic Honors *and* CoSida Academic All-District VIII
 - Connor Garner (Men's Basketball), earned NABC Honors Court
 - Tori Parkinson, Olivia Moriconi, Tylee Newman-Skinner, Kashley Carter, and Cierra Simmons earned Track & Field USTFCCA All-Academic Honors
 - Joshua Gordon, Devin Wright, Spencer Fehlberg, and Michael Bluth earned Track & Field USTFCCA All-Academic Honors
 - Devin Wright recognized as the following
 - CoSida Academic All-District VIII
 - CoSida Academic All-America
 - Mountain West Scholar-Athlete of the Year
 - Walter Byers Finalist (1 of 6 nationally)
 - Joe E. Whitesides Scholar-Athlete (Athletic's Valedictorian)

2. Athletics Relations

- The Council discussed specific pending NCAA legislation during the 2016-17 legislative cycle and provided input on institutional positions for those with potential academic impact.

3. Budget and Administration

- The Council reviewed and recommended updates on the ongoing Athletics' budget and potential impacts throughout the academic year (see attached 2016-2017 Budget and Actuals on page 6).

4. Gender and Minority Issues

- The Council discussed the Equity in USU Athletics Report.

II. Miscellaneous Athletics-Related Events/Changes during 2016-17.

1. Athletics Accomplishments of Department (2016-17).

- Men's tennis captured its second consecutive regular season Mountain West Championship and then won the Mountain West Tournament, earning Utah State's first-ever team berth to the NCAA Championships. USU recorded a school-record 23 wins and advanced to the NCAA Tournament for the first time in program history. USU also qualified for the ITA Team Indoor Championships, the first appearance by the Aggies in school history. USU was ranked No. 39 during the year, its highest ranking in school history and won a school-record-tying nine consecutive matches during the year.

- Utah State had two men's tennis players earn all-Mountain West honors in junior Kai Wehnelt (singles, doubles) and sophomore Samuel Serrano (singles, doubles).
- Junior Dillon Maggard garnered second-team All-America honors at the NCAA Indoor Track & Field Championships after placing 13th in the men's mile.
- Utah State was represented by 18 student-athletes at the NCAA West Preliminary Championships, with four of them advancing to the Outdoor Finals. Of those that qualified for the finals, one earned first-team All-American honors in redshirt freshman Sindri Gudmundson (javelin), two earned second-team accolades in senior AJ Bouilly (400-meter hurdles) and junior Clay Lambourne (800 meters), and one earned honorable mention honors in sophomore Brenn Flint (shot put).
- Junior Dillon Maggard earned All-American honors and was the Mountain West's top finisher at the 2016 NCAA Cross Country Championships, where he placed 12th. Maggard and sophomore Kashley Carter both earned all-Mountain West honors as well.
- Track & Field senior Devin Wright and sophomore Kashley Carter earned Academic All-District VIII honors. Wright went on and earned second-team academic All-American honors. Additionally, Wright was named the Mountain West Male Scholar Athlete of the Year.
- Men's and women's basketball each earned Mountain West Freshman of the Year honors as Koby McEwen picked up the honor on the men's side, and Eliza West garnered the honor for the women.
- Men's basketball senior Jalen Moore and freshman guard Koby McEwen earned all-Mountain West honors as awarded by the coaches. Moore was named second team and McEwen was named honorable mention. Moore also garnered two other post-season accolades, as he was named second-team all-District 17 by the NABC and all-District VIII by the USBWA.
- Women's basketball sophomore Rachel Brewster, and freshmen Shannon Dufficy and Eliza West all earned all-Mountain West accolades, as Brewster was named to the honorable mention team, while Dufficy and West were both named to the all-freshman team.
- Utah State had six football players earn various all-Mountain West accolades in 2016, including nose guard Travis Seefeldt, who garnered second-team honors. USU also had five players earn honorable mention all-Mountain West accolades in offensive lineman Austin Albrecht, defensive end Ricky Ali'ifua, tight end Wyatt Houston, offensive lineman Jake Simonich and offensive center Austin Stephens.
- Softball recorded its first 30-win season since the 1996 season, finishing the year with an overall record of 33-18 and advancing to the first round of the inaugural National Invitational Softball Championship, their first postseason appearance in 24 years.

- Three Utah State softball players earned all-Mountain West accolades, as freshman Kellie White earned first-team honors, while senior Victoria Saucedo and freshman Riley Plogger were both named to the second team.
- Men's golf was named a Golf Coaches Association of American All-Academic Team, while seniors Tanner Jenson and Eli Rogers were both named Cleveland Golf/Srixon All-America Scholars.
- Women's volleyball earned the American Volleyball Coaches Association Team Academic Award, while junior Lauren Anderson was named to the all-Mountain West team.
- Cross Country earned USTFCCCA all-academic team honors and sophomore Kashly Carter earned USTFCCCA all-academic individual honors.
- For the fourth consecutive season, women's gymnastics advanced to the NCAA Regional Championships, a feat that hadn't been accomplished since the program appeared in 17 straight Regionals from 1986-2002.
- Utah State had six gymnasts earn various all-Mountain Rim Gymnastics Conference honors as sophomore Madison Ward earned first-team honors on both vault and floor. Senior Keri Peel grabbed first-team honors on bars. Senior Hayley Sanzotti garnered first-team recognition on beam. Freshmen MaKayla Bullitt and Elle Golison both garnered first-team accolades on vault. And senior Bailey McIntire was tabbed second-team all-conference on beam.
- Utah State soccer had five players named to various all-Mountain West teams. Senior Jessica Brooksby and sophomore Kelsey Andersen were both named to the all-Mountain West first team, while junior Wesley Hamblin and senior Jayne Robison-Merrill both received second-team honors. Freshman Mealii Enos was named to the all-newcomer team. Furthermore, two Utah State players were named to the National Soccer Coaches Association of America (NSCAA) all-Pacific Region third team in Andersen and Brooksby.
- Senior women's tennis player Nini Guensler earned all-Mountain West honors in singles and also earned all-Mountain West honors in doubles with junior Sabrina Demerath.
- Utah State student-athletes earned 148 all-MW honors during the 2015-16 academic year. Additionally, gymnasts earned five all-MRGC honors.
- Utah State had 148 student-athletes recognized with academic all-Mountain West, 105 student-athletes recognized as Mountain West Scholar Athletes, while 195 student-athletes were honored at the Joe E. and Elma Whitesides luncheon with a cumulative GPA of 3.2 or better.

UTAH STATE UNIVERSITY
Department of Intercollegiate Athletics
FY2017

	BUDGET	ACTUALS
<u>REVENUE</u>		
Institutional Support	10,828,445	10,577,080
Indirect F&A	1,900,000	1,642,993
Aggie Sports Properties Sponsorship	1,075,000	1,055,000
Nike Sponsorship	350,000	203,081
Pepsi Sponsorship	225,000	220,046
NCAA/Mountain West/TV	4,973,633	5,254,190
Student Fees	5,100,208	5,104,140
Football	5,120,118	3,865,912
Men's Basketball	865,986	622,798
Development – Big Blue/Merlin Olsen	2,100,000	1,918,291
Marketing Trade	250,000	351,245
Endowment Earnings	155,679	158,290
Other Revenue	911,893	1,031,909
TOTAL REVENUE	33,855,962	32,004,975
<u>EXPENSES</u>		
<i>Compensation</i>		
Salaries & Wages	7,673,683	7,764,638
Fringe Benefits	3,077,126	3,021,772
Compensation (Non-Benefited)	587,019	405,000
Total Compensation	11,337,828	11,191,410
<i>Sport Expenses</i>		
Men's Varsity Sports Operating Expenses	4,614,688	4,243,347
Women's Varsity Sports Operating Expenses	2,464,565	2,389,779
Scholarship Expenses	5,513,535	5,468,234
Total Sport Expenses	12,592,788	12,101,360
<i>Administrative Expenses</i>		
Administrative Operating Expenses	4,092,403	3,686,204
Debt Service	2,602,154	2,361,723
Indirect F&A	1,900,000	1,642,993
Marketing Trade	250,000	351,245
Other	1,073,952	644,804
Total Administrative Expenses	9,918,509	8,686,969
Total Expenses	33,849,125	31,979,739
NET REVENUE/(LOSS)	6,837	25,236

Proposed Changes:

405.6.2 (2) Promotion advisory committee (PAC) (Formation).

A promotion advisory committee must be formed no later than the third year from the time the faculty member was awarded tenure. At any time prior to this deadline, ~~if a~~ the faculty member ~~so desires, he or she~~ may request ~~in writing to the department head or supervisor~~ that a promotion advisory committee be formed for him or her and meet with the faculty member self. ~~The request will be in writing and made to the department head. -The promotion advisory committee will be formed This shall be done~~ by the department head in ~~consultation~~ mutual agreement with the faculty member and in consultation with the academic dean, or vice president for extension, and, where appropriate, the chancellor or regional campus dean, within 30 days of receipt of the written request. ~~The promotion advisory committee must be formed by February 15th of the third year following tenure and it is recommended that the informational meeting outlined in 405.8.2(1) below be held at this time.~~

The promotion advisory committee shall be composed of at least five faculty members who have tenure and ~~higher rank than does the faculty member hold the rank of professor.~~ The department head or supervisor will appoint a committee chair other than him or herself and ~~Normally, two academic unit members of higher rank who have served on the candidate's tenure advisory committee shall be appointed to the promotion advisory committee, and~~ at least one member of the promotion advisory committee will be chosen from outside the academic unit. ~~If there are fewer than four faculty members in the academic unit with higher rank than the candidate, then the department head or supervisor shall, in consultation with the academic dean or vice president for extension, and, where appropriate, the chancellor or regional campus dean, complete the membership of the committee with faculty of related academic units.~~ Department heads and supervisors of the candidate may not serve on promotion advisory committees, and no committee member may be a department head or supervisor of any other member of the committee. ~~A department head or supervisor may only be appointed to the promotion advisory committee in unusual circumstances and with the approval of the faculty member under consideration.~~ The appointing authority for the committee will fill vacancies on the committee as they occur in mutual agreement with the faculty member. ~~and in consultation with the academic dean or vice president for extension, and, where appropriate, the chancellor or regional campus dean.~~ The dean, the department head or supervisor may replace members of the promotion advisory committee when necessary, in mutual agreement with the faculty member. The candidate may request removal of committee members subject to the approval of the department head or supervisor and the academic dean or vice president for extension, and, where appropriate, the chancellor or regional campus dean.

405.8.2 Faculty with Tenure Below the Rank of Professor (Meeting)

The promotion advisory committee will meet at any time during the academic year upon the request of the faculty member. It is strongly recommended that the meeting take place no later than the the Spring semester February 15 of the third year following tenure. The purpose of the first meeting of the promotion advisory committee will be to provide guidance to the faculty member with regard to his or her performance relative to the criteria and qualifications for promotion to professor.

All promotion advisory committee members will participate in all committee meetings, either physically or by electronic conferencing. An ombudsperson must be present in person or by electronic conferencing, to consider a recommendation for promotion.

The department head or supervisor, academic dean or vice president for extension, and, where appropriate, the chancellor or regional campus dean, provost, or president may propose promotion. Such a proposal shall be referred to the promotion advisory committee for consideration and all procedures of 405.8.3 shall be followed.

(1) Meetings of the promotion advisory committee

is in place and to provide information to the faculty member about promotion to the rank of professor. This information could include historical information about the records of the last several department members promoted to professor or information about the committee's understanding of what is necessary for promotion to professor. All promotion advisory committee members shall participate interactively in all committee meetings, either physically or by electronic conferencing, at the appointed date and time. Ombudspersons must be present in person or by electronic conferencing. The Subsequent to this first meeting the faculty member may request additional meetings with the promotion advisory committee if desired.

When the faculty member is ready wishes to be considered for promotion to professor, the promotion advisory committee will meet, upon request of the faculty member, to consider a recommendation for promotion to professor the following fall. This initial meeting shall take place by February 15, approximately six months before the faculty member submits materials for consideration and review, during the Spring semester of the academic year prior to the academic year when the candidate's dossier would go forward for promotion.

(2) Report of the promotion advisory committee

Within 30 days after After any meeting with the faculty member to discuss promotion (but not the evaluative meeting in 405.8.3), the meeting with the faculty member for the first time, the promotion advisory committee chair will write a report letter in which it reports on the guidance given to the faculty member based on the committee's discussion. All members of the promotion advisory committee and the ombudsperson must read and sign the final draft of the report. If necessary, a minority opinion may be included. The report will then primary purpose of this report is not to evaluate the faculty member but to be sent to the candidate and his or her inform the department head or supervisor of the information and guidance provided to the faculty member about promotion to professor. Department heads or, supervisors, academic deans, the vice president for extension, or, where appropriate, the chancellor or regional campus dean,;

A faculty member considering promotion to professor is strongly encouraged to also consult with his or her department head or supervisor and academic dean to obtain from them additional guidance from them about their readiness for promotion.

may not use this letter as an evaluation of a faculty member's progress towards professor unless the faculty member explicitly requests that the meeting be evaluative and chooses to provide a curriculum vita to the committee. Copies of the report signed by the committee members shall be provided to the

The department head or supervisor, academic dean or vice president for extension, and, where appropriate, the chancellor or regional campus dean, provost, or president may propose promotion. Such a proposal shall be referred to the promotion advisory committee for consideration, and all procedures of 405.8.3 will be followed.

~~_faculty member, the department head or supervisor, the academic dean, or vice president for extension, and, where appropriate, the chancellor or regional campus dean. If this meeting occurs in the fifth year, the letter should cover both the requirements of post tenure review (see policy 405.12) and the summary of the guidance given to the faculty member as outlined above.~~

(3) Report of the department head or supervisor

~~(Should there be a required meeting with the faculty member??)~~

~~Subsequently, the department head or supervisor shall submit in writing to the academic dean, vice president for extension, and, where appropriate, the chancellor or regional campus dean, a summary of the information and guidance provided to the faculty member about promotion to professor. If the faculty member has asked to be considered for promotion to professor in the subsequent year, the department head will provide in a separate report, then this letter would also include~~ an evaluation of the candidate's progress towards promotion to professor and identify any needed areas of improvement in the candidate's performance, as necessary. Copies of the department head's report will be provided to the faculty member, ~~and the promotion advisory committee, the . This letter should be delivered to the faculty member,~~ academic dean or vice president of extension, and, where appropriate, the chancellor or regional campus dean, no later than 30 days following the meeting with the promotion advisory committee.

Final:

405.6.2 (2) Promotion advisory committee (PAC) (Formation).

A promotion advisory committee must be formed no later than the third year from the time the faculty member was awarded tenure. At any time prior to this deadline, the faculty member may request that a promotion advisory committee be formed for him or herself. The request will be in writing and made to the department head. The promotion advisory committee will be formed by the department head in mutual agreement with the faculty member and in consultation with the academic dean, or vice president for extension, and, where appropriate, the chancellor or regional campus dean, within 30 days of receipt of the written request.

The promotion advisory committee shall be composed of at least five faculty members who have tenure and hold the rank of professor. The department head or supervisor will appoint a committee chair other than him or herself and at least one member of the promotion advisory committee will be chosen from outside the academic unit. Department heads and supervisors of the candidate may not serve on promotion advisory committees, and no committee member may be a department head or supervisor of any other member of the committee. The appointing authority for the committee will fill vacancies on the committee as they occur in mutual agreement with the faculty member. The dean, the department head or supervisor may replace members of the promotion advisory committee when necessary, in mutual agreement with the faculty member. The candidate may request removal of committee members subject to the approval of the department head or supervisor and the academic dean or vice president for extension, and, where appropriate, the chancellor or regional campus dean.

405.8.2 Faculty with Tenure Below the Rank of Professor (Meeting)

The promotion advisory committee will meet at any time during the academic year upon the request of the faculty member. It is strongly recommended that the meeting take place no later than the

Spring semester of the third year following tenure. The purpose of the first meeting of the promotion advisory committee will be to provide guidance to the faculty member with regard to his or her performance relative to the criteria and qualifications for promotion to professor.

All promotion advisory committee members will participate in all committee meetings, either physically or by electronic conferencing. An ombudsperson must be present in person or by electronic conferencing. The faculty member may request additional meetings with the promotion advisory committee if desired. When the faculty member wishes to be considered for promotion to professor, the promotion advisory committee will meet upon request of the faculty member during the Spring semester of the academic year prior to the academic year when the candidate's dossier would go forward for promotion.

Within 30 days after any meeting with the faculty member to discuss promotion (but not the evaluative meeting in 405.8.3), the promotion advisory committee chair will write a report on the guidance given to the faculty member based on the committee's discussion. All members of the promotion advisory committee and the ombudsperson must read and sign the final draft of the report. If necessary, a minority opinion may be included. The report will then be sent to the candidate and his or her department head or supervisor, academic dean, the vice president for extension, or, where appropriate, the chancellor or regional campus dean.

A faculty member considering promotion to professor is strongly encouraged to also consult with his or her department head or supervisor and academic dean to obtain additional guidance from them about their readiness for promotion.

The department head or supervisor, academic dean or vice president for extension, and, where appropriate, the chancellor or regional campus dean, provost, or president may propose promotion. Such a proposal shall be referred to the promotion advisory committee for consideration, and all procedures of 405.8.3 will be followed.

(3) Report of the department head or supervisor

If the faculty member has asked to be considered for promotion to professor in the subsequent year, the department head will provide in a separate report, an evaluation of the candidate's progress towards promotion to professor and identify any needed areas of improvement in the candidate's performance, as necessary. Copies of the department head's report will be provided to the faculty member, the promotion advisory committee, the academic dean or vice president of extension, and, where appropriate, the chancellor or regional campus dean, no later than 30 days following the meeting with the promotion advisory committee.

The proposed wording is as follows:

401.4.2 The Faculty with Term Appointments

“(7) State Cooperator (SC) Ranks.

Faculty members who are **state-level** employees, who are paid by agencies of the state government, whose primary function at the university is equivalent to core faculty, and who serve as faculty under cooperative agreements between the university and state government (e.g., Utah Department of Natural Resources) may be appointed to one of the following ranks: assistant professor (SC), associate professor (SC), or professor (SC), after full consultation between the department head and the faculty of the department that grants credit in this area. Appointments to state cooperator ranks are made only in academic units where such cooperative agreements exist.”