

Faculty Senate Minutes

Friday, April 4, 2014

3 p.m. – 5 p.m. | UC 206

Distributed March 27, 2014

Meeting Secretary: Kristalyn Shefvland

Meeting Called to Order - 3:03pm

1. **PRESENT:** Kristalyn Shefvland, MT Hallock Morris, Peter Whiting, Peter Cashel-Cordo, Ernie Hall, Brett Long, Cindy Deloney-Marino, Daria Sevastianova, Frank Ward, Ethel Elkins, Mikel Hand, Shelly Blunt, Ron Rochon, Rex Strange, Garrett Merriam
2. **APPROVAL OF MINUTES FROM MARCH 21, 2014:** Rex Strange Made the Motion, Ethel Elkins Seconded. 3 abstentions.
3. **REPORT FROM THE PROVOST'S OFFICE** (Ron Rochon)
 - a. Promotions Process: Wants to be able to provide the faculty with the most transparent and well documented protocol for the promotion process. This is a priority for the Provost's Office. Would like to see the University Promotions Committee continue with its current members for the next year but see the process go to the colleges the following year. Concern presented by Faculty Senate over whether this would limit faculty input as a checks and balance in the process. Rochon also recommended that external reviews may become a part of the process in the future as well. The change would make reviews more discipline specific and allow for consistency throughout the university. Implementation at the college level will have to be faculty driven. Peter Cashel-Cordo made the point that a university level committee could act as a means to ensure criteria is considered consistently throughout the University. The Promotions committee in its oversight role endeavors to maintain consistency across colleges. The committee, acting as a check and balance, provides candidates a faculty review at the penultimate stage of the process. This increases the level of transparency in the promotion process. The creation and harmonization of college level faculty review in the promotions process does not exclude the rationale for having university level faculty review. Ernie Hall as Chair of the University Promotions Committee spoke to the advantages and disadvantages to the proposal to disband the University Committee. The University Promotions Committee did not vote on the proposal as it was not yet charged by the Faculty Senate to consider the disbanding. The committee met with the Provost and he explained the proposal and then the committee had a brief discussion of the topic and no official vote was taken. The meeting was merely informational in its scope. Rochon mentioned that he would like to see that Senate and the Colleges make suggestions for the membership of these committees.
 - b. Garrett Merriam made the motion to form a committee to explore the implementation of college-level promotions/personnel committees and the revisions of the promotions process with the revised process in place for the 2015-2016 year with members identified by

members of the Faculty Senate and the Colleges and the Library., Seconded by Peter Cashel-Cordo. Unanimously passed.

- c. Ethel Elkins made the motion to maintain the composition of the current promotions committee through the 2014-2015 academic year. Seconded by Peter Whiting. 8 for. 3 against. Per Peter Cashel-Cordo- Maintaining the existing Promotions Committee membership for the next academic year is inconsistent with current procedure, and gives rise to the perception that the dissolution of the Promotion Committee is a foregone conclusion well before it being a topic for discussion and debate.

4. REPORT FROM MT HALLOCK MORRIS, FACULTY SENATE CHAIR

- a. **Noel Levitz Visit:** MT Hallock Morris sat in on two meetings with the consultants from Noel Levitz on March 24, 2014. In the first meeting, the Orientation and Advising Work Groups gave updates on their work. The Orientation group noted that 95 percent of students who go through orientation are still enrolled on Census Day. Their goal is to have a list of overarching suggestions by the end of the semester. The Advising team is currently looking at completing a model for advising. During the second meeting, the Advising Team noted that they are looking at the percentage of faculty members who are reporting nonattendance and midterm grades.
- b. **President's Council:** The President's Council met on March 25 and April 1. During the March 25 meeting, the main topics of discussion were SpringFest 2014 (April 9-11) and the budget hearings. In addition, Mark Rozewski reported that he was reviewing consultant proposals for an external review of Human Resources and for the Gender Equity Salary Study. The April 1 meeting focused on the Division II Elite 8 Basketball tournament which was co-hosted by USI.
- c. **Academic Planning Council:** The Academic Planning Council met on March 31. The meeting included an update on the newly approved MA in English, an update on the effort to propose an MA in Second Language Acquisition by spring 2015, the potential for a bachelor's degree in Respiratory Therapy, and the approval of a certificate in Crisis Resolution and a minor in Digital Video.
- d. **Budget Hearings:** Budget hearings were held earlier this week. At each of the three sessions, Dr. Bennett gave an overview of the revenues received last year: \$2,037,361 in performance funding; \$2 million in new line item funding; ~\$2 million in tuition revenue (2014) and ~\$2.2 million in tuition revenue (2015). The Governor required each University to reserve 2% (in our case, \$1 million) in operating appropriations. It is not known if this is permanent yet. This 2% pullback was "deadly" for new hires. This year, new items added to the budget will include: VP for Enrollment Management; teaching theatre operations, health insurance increases, utility increases, and an increase in institutional aid to match tuition increases. Various units asked for other items, most of which were related to recruitment and

retention issues. MT Hallock Morris can forward her notes from the Academic Affairs hearing to anyone who is interested. Senate budget hearing was on Wednesday, in conjunction with Administrative Senate and Staff Council. The Faculty Senate asked for: A salary pool of 3 percent for merit raises; an equity adjustment pool to ease salary compression and inversion; an increase in per diem and mileage rates (in conjunction with Administrative Senate); an increase in funding levels for travel; a faculty option to bank travel funds; and an increase in full-time faculty lines. Senate also endorsed an increase in Rice Library's Base Materials Fund.

5. OLD BUSINESS

- a. UNIVERSITY PROMOTIONS COMMITTEE: Provost Ron Rochon and members of the Promotions and Faculty & Academic Affairs committees - See Report from Provost Office above.

6. NEW BUSINESS

- a. AT LARGE NOMINATIONS
- b. **At-Large Faculty Senator (and alternate):** Currently held by Peter Cashel-Cordo
 - i. Cindy Deloney-Marino (Pott College)
 - ii. Kerry Hall (Pott College)
 - iii. Joanne Artz (Rice Library)
- c. **At-Large Member of the USI Assessment Committee:** Currently held by Charles Hathaway
 - i. Julian Davis (Pott College)
 - ii. Charlotte Connerton (Nursing and Health Professions)
 - iii. Gina Schaar (Nursing and Health Professions)
 - iv. Sheri Keenan (Liberal Arts)
 - v. Mary Kay Arvin (Nursing and Health Professions)
- d. GRIEVANCE AND HEARING COMMITTEE YEAR END REPORT: The committee did not need to meet this year; as such, there is no final report. [As per Kevin Valadares]; Rex Strange made the motion to accept the lack of report, seconded by Brett Long, unanimously approved.

Meeting adjourned- 4:05pm

NEXT MEETING

April 25 @ 3 p.m.

Location: UC 206