

MINUTES
2013-2014 Faculty Senate Meeting
February 6, 2014
Heth Hall Room 014

Members present: Suzanne Ament, Ian Barland, Roann Barris, Brad Bizzell, Jack Brockway (for Rhett Herman), Jason Davis, Seife Dendir, Eric Du Plessis, Lori Elis, Mary Ferrari, Jake Fox, Kim Gainer, Kurt Gingrich, Vince Hazleton, Christine Hermann, Bill Hrezo, Margaret Hrezo, Tommy Iafrate, Prahlad Kasturi, Jerry Kopf, Mary LaLone, Elizabeth Lanter, Laura LaRue, Charles Manyara, Douglas Mitchell, James Newman, Laura Newsome, Monica Pazmino, Sandra Schneider, Susan Schoppelrey, Neil Sigmon, Kevin Smith, Andrea Stanaland, Carter Turner, Skip Watts, Jennifer Whicker

Members absent: Kevin Ayers, Vickie Bierman, Jayne Bucy, Kimberly Cole, James Collier, Nadine Hartig, Rodrigo Hernandez, Emmanuel John, Abhay Kaushik, Mashooq Salehin, Rob Sanderl, Julie Temple, Paul Thomas

- I. The meeting was called to order at 3:30 p.m.
- II. The minutes of the January 23, 2013, meeting were approved with a correction to the report of an outcome of a vote and the addition of the election of Dr. Carter Turner as vice president.
- III. Dr. Kopf gave his report. A correction was pointed out to the membership of the International Search Committee: Dr. Roann Barris is representing CVPA. See appended PowerPoint for entire report.
- IV. Committee Reports.
 - a. Campus Environment: Dr. Newman reported that the committee was preparing to administer the faculty moral survey.
 - b. Curriculum Committee: Dr. Gingrich reported that the committee would seek input about the recent implementation of plus/minus grading. He also reported that the committee was introducing a motion to revamp B.A. requirements.
 - c. Faculty Issues: Dr. Barris reported that Dr. Kennan, Vice Provost for Academic Affairs, and Ms. Bodo, Director of Academic Assessment, had met with the committee to discuss online teaching issues.
 - d. Governance: Dr. Schoppelrey reported that the committee was discussing term limits for chairs and directors as well as the elimination of quadrennial evaluation of chairs. The committee also reported that AP faculty had some concerns about whether they were to participate in the evaluation of the Dean of the Library, a position that was formerly a directorship.
 - e. Resource Allocation: Dr. Kasturi reported that the committee was discussing the pay raises that faculty receive upon promotion and whether a minimum pay per rank should be established. The committee is also discussing increases from 2009 to 2013 in hotel rates and airfare and is seeking information about increases in conference registration rates.
- V. Old Business.

- a. A Motion to Approve the Course Numbering Proposal Submitted by the Math Department, referred by the Curriculum Committee, was removed from the table for discussion. The motion passed.
- b. A Motion to Revise University Core A: Foundations, referred by the Curriculum Committee, was removed from the table for discussion. The motion failed.
- c. A Motion to Establish Ad Hoc Committees for Goals 1-4 of the Core Curriculum, referred by the Curriculum Committee, was withdrawn by the Curriculum Committee.

VI. New Business

- a. A Motion to Support Creation of CCST 110, referred by the Curriculum Committee, was introduced and tabled for later consideration.
- b. A Motion to Support Proposed Revision of the University B.A. Requirements, referred by the Curriculum Committee, was introduced and tabled for later consideration.

VII. The meeting was adjourned at 4:50 p.m.

Report to the Senate

February 6, 2014

Jerry Kopf, President of the Faculty Senate



Updates on previous motions

- **IP** Dr. Minner is not clear on the status. Follow up meeting needs to be scheduled.
- **Chair evaluations** Waiting on Provost approval. Bill Keenan will follow up.
- **CORE Sub Committees** Still waiting on CEHD and COBE
- **International Search Committee**
 - Laura Jacobsen for the Grad College
 - Iain Clelland for COBE
 - Linda Ely from the School of Nursing
 - Gaston Dembele CEHD
 - Dr. Matthew Turner CHBS
 - Jeremy Wojdak CSAT



Report to BOV Critical Issue: Low Faculty Morale

- The COACHE survey, along with the Faculty Morale Surveys conducted by the Faculty Senate, clearly demonstrates faculty morale is unacceptably low. Dr. Jacobsen highlighted three major causes:
 - Faculty staffing / Workload balance
 - Faculty compensation
 - Senior leadership (not addressed in this presentation, previously addressed by Dr. Jacobsen)



The Ask

- Adopt the motions proposed by the Faculty Senate as the University's compensation and staffing strategic goals (Base Budget Model for staffing and 60th percentile of FSEC model for compensation)
- Make faculty staffing and compensation the top budget priorities until the strategic goals are met



Why Should RU Adopt the Proposed Solutions?

- The University's image and competitive position is a direct function of how well it provides transformational experiences that helps students achieve success in life
- You can't produce happy customers with unhappy employees
- The University is poised for success. In order to be successful we need good facilities, good student services, good technology, and, above all, the ability to recruit, retain, and motivate competent, innovative faculty.
- We have made great progress on the first three, now it's time to work on the faculty factor.



Results

- The BOV expressed a consensus of the Board that addressing faculty workload and faculty compensation are top priorities.
- The BOV charged myself, Dr. Minner, and Mr. Alvarez with coming up with a specific proposal for Board action by May.



Other Board actions

- Athletics
- Academic Affairs Budget Process
- Advancement