

Faculty Senate Minutes

November 4, 2016

Lynn Library, Room 207

Members Present	Nancy Forrest, Jodi Lindseth, Emily Gilbert, Courtney Milleson, Scott Beckett, Brant Davis, Tara Meraz, Susan McClure, Marcia Julian, Brant Davis, Deborah Harding, Shawna Lopez, Mary Dodson, Brian Jacob, Bob Gustin, Donna Cleere
Members Absent	LaVon Barrett, Nichol Dolby
Guests	Brandon Moore, Trevia Daniels

Topics	Discussion/Information	Actions/Decisions Recommendations/Timelines
Call to Order	President Nancy Forrest called the meeting to order at 2:02 p.m.	
Approval of Minutes	October 7 minutes were approved by consensus via email.	
Special Guest Report	None.	
President's Report	<p>Board of Regents meeting was in Hereford last week and Nancy was unable to go, so we need to wait for the minutes to come out and then will have an update.</p> <p>The Faculty Handbook Committee is close to final version of the Rank and Tenure committee membership change. Reminder: it will be set up like Senate regarding division representation, it will be elected, Chairs can serve if no one else in their area can, and people that have not moved up in rank or tenure can also serve if no one in their area can.</p>	
Secretary's Report	None.	
Courtesy	Delicious food as always :).	

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Elections	None.	
Legislative	None.	
Mead Award	None.	
Professor Emeritus Award	None.	
Questions	<p>Question 4 from last meeting: Dr. Vess agreed that Senate should and could have a presentation at the General Faculty meeting. Beginning at the meeting in January, Senators will be announced and the officers will have a short amount of time to discuss any projects Senate is working on.</p> <p>Question sent into Senate: Can send out a survey on whether or not faculty want Merit Pay (Pay for Performance; P4P).</p> <p>Answer: We could do a faculty survey, but insofar as we know, not having merit pay really isn't an option. We were requested by the Board to present a P4P system.</p> <p>Senator Question: Does the Merit Pay have to be all or none, or can it be a combination of pay (aka get normal steps, cost of livings raises but then there is some money leftover for true WOW merit pay raises (to be added to base pay))?</p> <p>Answer: We will take that idea to Administration.</p> <p>Question: How does the 70% completion factor in?</p> <p>Answer: The p4p committee doesn't know; that is not our decision. We let administration know that this is a concern.</p>	<p>Nancy will talk to Dr. LH at the scheduled meeting next week about the concerns regarding Merit Pay [Done through email 11/8/2016].</p>

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Salary	None.	
Technology	None.	
Faculty Survey	None.	
Hospitality	None.	
Faculty Development	None.	
Instructional Technology	None.	
Pinning	None.	
Faculty Committee Appointments	None.	
Unfinished Business	<p>Pay for Performance (Merit Pay) discussion:</p> <p>Many faculty are NOT happy with the P4P system. Chairs are especially concerned with the amount of work in terms of evaluating their entire department every year, AND people feeling as if they are competing.</p> <p>Faculty are worried about the amount of work for themselves and for their Chairs in the new evaluation. The committee is aware and trying to figure out how to balance that. People are also worried about lack of input, about grade inflation, about competition (even if not encouraged).</p> <p>There is concern over the student opinion surveys because we don't get many and either "they love you or hate you". Dr. Vess is working with Heather Voran and IT to try and figure out a better system for getting survey results.</p> <p>Many are concerned over the inconsistency in the amount of</p>	<p>The Pay for Performance committee will talk to Dr. Vess regarding the concerns addressed at the Senate meeting [Done 11/8/2016].</p>

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	<p>money in the pool for raises. That is something that the Board or Business Office will need to answer, as the committee has no ability to make decisions when it comes to pay.</p> <p>Confusion regarding the iCare tasks from the workshops. The iCare tasks that faculty filled out at the workshop on the 28th and 14th will be a checklist in Cornerstone that faculty member and then Chair will check off.</p> <p>Senator: The Creative Arts Division had a meeting with Dr. LH and there expressed some concerns regarding the new evaluation. The entire division pitched that the Service role range needed to be wider because a lot of what they do is in this role. They suggested 30% instead of 20% for the maximum.</p> <p>Answer: Dr. Vess is aware that there are some departments/divisions that feel the need for special consideration. The P4P committee has a meeting with Dr. Vess on Tuesday, November 8 and will discuss the Creative Arts division with her.</p> <p>Question: will faculty have to fill out the current evaluation AND an evaluation for Merit Pay?</p> <p>Answer: If it goes into effect, the Pay for Performance evaluation will replace the evaluation that we have now.</p>	
Updates and Announcements	<p>Separation of Employment & Tenure Policy Update:</p> <p>Goal is to make the policy very clear, delineated, that faculty feel</p>	

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	<p>safe with.</p> <p>The committee [Mary Dodson (Chair), Nichol Dolby, LaVon Barrett, Brant Davis, Susan McClure, and Jodi Lindseth (ex-officio)] is drafting a policy regarding tenure for separated employees. Earlier this week, Nancy and Mary met with Mark White to show him the first draft of the policy and to receive legal advice.</p> <p>Mark White was extremely helpful. Explained with prejudice and without prejudice, gave legal advice, help with rewriting for legal clarity.</p> <p>Draft will come into the larger Senate for comments, changes, questions, etc. when completed.</p> <p>The Board is going through the Board policy in alphabetical order and rewriting each page. Tenure is under 'D', so have about a year before need to turn in the policy.</p> <p>There is a State policy manual that AC receives and many of our policies are similar to the state policies, but ultimately are set by the Board.</p> <p>Piper nominations:</p> <p>Piper nomination is out, but have received no nominations so far. Mary will send out a reminder on Monday.</p>	

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Recorder: Emily Gilbert, Senate Secretary – Director of Information Services, Library