
SENATE EXECUTIVE COMMITTEE MEETING

April 10, 2015

12:45 P.M. in SKH 369

Present: Wai Mok, Kader Frendi, Carolyn Sanders, James Swain, Azita Amiri, Debra Moriarity, Charles Hickman, Linda Maier, Provost Curtis

President Altenkirch was not present.

➤ Faculty Senate President Wai Mok called the meeting to order at 12:47 pm

➤ Administration Reports

❖ Provost Curtis

Academic Titles Policy

Provost Curtis want to know the Executive Committee's concerns and impressions on the Academic Titles Policy because these titles go into Chapter 7 of the Faculty Handbook.

- Provost Curtis: You now have Chapters 1 through 6. I have started working on Chapter 7, but you probably won't get it back until after Commencement. These definitions—the three lecturer tiers and the three librarian tiers—will go into Chapter 7. The librarians are waiting on this, too.
- Linda Maier: I got a phone call from the Library saying they are very much in favor of this policy because they think it will create competitive hiring. The Faculty and Student Development Committee met and they think the policy will allow lecturers to advance. You mentioned the Faculty Handbook. We noticed a few inconsistencies with this Policy and the Handbook.
- Provost Curtis: It will work itself out through my review.
- Linda Maier: Some people pointed out specific areas where the language might be unclear. Nursing faculty on the Committee has pointed out some of their own concerns, too.

Azita Amiri received some concerns from Nursing, as well.

- Linda Maier: In the section on Research Faculty, some have questioned if the percentage (50%) was too high.
- Provost Curtis: I didn't play with the numbers there so I think that's from the current Faculty Handbook. Research Staff who is also Research Faculty aren't included in that count. We are hoping they will act in a more collaborative role so the centers will become more academic and the departments will have more opportunity to engage in more of the projects that the centers are involved in.
- Linda Maier: In regards to jurisdiction and authority, which one prevails: this Policy or the Handbook?
- Provost Curtis: That concern is why this policy needs to go into the Handbook.
- Kader Frendi: That was a concern of some faculty who talked to me about this. Future administration might come along and change this policy.

- Provost Curtis: That's why you need to have this policy interlinked with the Faculty Handbook because the Handbook takes much longer to change than a policy. They shouldn't be dueling in any way.
- Linda Maier: We also discussed that there should be flexibility and adaptability to circumstances. Another concern was that the Librarians and Lecturers aren't represented in the Faculty Senate and both groups would like to be.
- Provost Curtis: Isn't that addressed later in the Faculty Handbook, maybe in the by-laws? If we establish this by October 1, could the Senate not go ahead and say all faculty (including those on the non-tenure track line) are in the Senate as we finish the Handbook? And then you include them in the by-laws?
- Linda Maier: So it's addressed in the future?
- Provost Curtis: Yes. If they're all faculty once we put them in.

Deb Moriarity said the College of Science has part-time instructors who have Master's Degrees and are working on PhDs. This policy only has Part-Time Assistant and Part-Time Associate. Those with a Master's are not "Assistant," so Deb Moriarity asked what they would be.

- Provost Curtis: We would need another set of Part-Time Lecturers. Right now, Chapter 7 has Part-Time Tenure Faculty. I have taken it out. With the new policy, Part-Time faculty don't have tenure.
- Wai Mok: I asked old-timers about that, and they think it was a mistake. Provost Curtis will add Part-Time Lecturer.

- Linda Maier: The Committee also brought up some more serious concerns. This policy's levels are somewhat different from other institution's levels. Most other institutions only have 2 levels. We wondered what the salary levels between the ranks would be. If there is no significant difference, then what would be the benefit of advancement? Also, some people view it as a threat to tenure because it's setting up an alternative to tenure.
- Deb Moriarity: That was a concern I've also heard. There are articles and editorials out there about this procedure—the university moving away from tenured faculty towards non-tenured faculty—becoming a pattern; essentially separating out teaching faculty and research faculty. The general idea of the tenured faculty position involved in both scholarly activity and teaching services seems to be becoming scarce nationwide.
- Provost Curtis: Clinical Faculty are prevalent in all of the health sciences. They are becoming more prevalent in education. Anywhere where there is fieldwork and/or interns and/or practice, there is a lot of clinical faculty; where you have people dedicated to working with students in a very practical way. It is something that has grown as the number of students has grown. It's also grown as state monies have decreased. The primary reason for tenure is an academic career, but it's also a level of security. There is a concern here, but there needs to be a balance because if we bring in a lot of freshmen this fall, then we may or may not have to bring in some temporary people, depending on our graduation and retention rates.
- Kader Frendi: According to UA's SACS report, they had a 136% growth in non-tenure ranks versus a 36% growth in the tenure ranks at UA. So the trend is definitely there.
- Provost Curtis: They're recruiting lots of freshmen. I think we ought to be very careful about our Part-Time faculty. Rather than 4 or 5 part-timers, if we could get 1 or 2 really

good lecturers and have them go up the ladder, and if they are really connected to the university, that will be better. When you hire people that are a value to the institution, you have better quality control; you can monitor them and do peer evaluations and teaching evaluations and that encourages them to do better and move up the ladder.

- Carolyn Sanders: I'm assuming those types of lecturer positions are being put on hold, as well?
- Provost Curtis: Maybe, maybe not. We are making decisions one position by another. If it's a replacement, that's one thing, but if it's a new position, that's another.

Deb Moriarity thinks the idea of promotion is a good idea, especially for those who have been here for a long time. She thinks it will make them feel more appreciated.

- Charles Hickman: Making a commitment to those people is valuable. One of the issues I have, which I've forwarded to Linda, is the policy reads that one has a 3-year contract but it is reviewed annually. This causes concern and questionability about your job.
- Provost Curtis: The issue occurs when performance goes down and you can't let the person go.
- Charles Hickman: I understand that, but you have that same problem with tenured faculty.
- Provost Curtis: If someone is performing and there's money, there shouldn't be a problem. If you have better ideas, I would love for you to write them down and send them to me.
- Charles Hickman: When tenured faculty get their letters, doesn't it contain something about contingency?

Handbook Revision

Provost Curtis asked if anyone had any questions on the Handbook.

- Wai Mok: Chapter 4 is tied to Appendices A and B.
- Provost Curtis: This is the President's and my stance on administration. When a person decides to take on an administrative role, they basically have 2 roles. They are a faculty member but they are also in a management leadership job. Those jobs are integrated. They have certain responsibilities. As Provost, I have responsibility for academic integrity and academic quality. As a manager, I have responsibility for the university's resources in the academic sector. We are responsible for proper expenditure of university funds. University funds become state funds, so all funds are governed by the laws, rules, and regulations of the state. It is our responsibility to make sure that these are expended correctly. We also have personnel management. The Deans have the same set of responsibilities for each college. In colleges with Department Chairs, they have the same set of responsibilities, as well.

The President has to make sure that everyone is doing their job. In Chapters 4 and 6 and Appendices A and B, the President asked me to make sure that, when I reviewed it, we remembered the responsibilities of those individuals who choose those roles. We know we serve at the pleasure of the people above us. When we get into the structure of the faculty, there have to be good reasons to remove a person from his or her role. If there are good reasons on any of these responsibilities, you try to work with the person in the role and if it is not being corrected, then some action has to be taken. That is why Chapter 4 is written the way it is, and why Appendix A and B are modified so that if it is necessary, then the next person, with concurrence of the person above them, can take action. In the end, the President is the person whose head is on the block. He has to

stand up to the Board and the Chancellor and declare that this institution is running correctly.

- Deb Moriarity: The concern that I have with the wording (and I'm not unfamiliar with this wording), "serving at the pleasure of," "at will," and they can "be removed at any time," is if the Department Chair and the Dean just don't get along, and the Dean wants the Department Chair gone, but the Provost disagrees, but the President agrees with the Dean. To the faculty, this sounds like we have no say in this matter.

Charles Hickman sees both sides to this, but said it sounds like there is no provision for due process; it is an executive decision made without the possibility of an appeal.

- Provost Curtis: When you have a Chair and a Dean that don't get along, one of them usually decides to get out.

Kader Frendi heard a concern that the Chair should be elected by the faculty.

- Deb Moriarity: A vote is taken, but it is only for an opinion. It is not the faculty voting in a Chair.
- James Swain: It's more of a survey.
- Provost Curtis: There are 2 processes here: the management leadership position and the tenured faculty position. This issue isn't addressing the second one. There is a whole different process for that. If a faculty member decides to go through due process, everything will be open.
- Deb Moriarity: Maybe "appointed" is better language than "serve at the pleasure of." I think it's incendiary for faculty.
- Provost Curtis: Would it be better to say "at-will appointment"?

The Faculty Senate Executive Committee members were in agreement with this. Provost Curtis will talk to the lawyers about the language.

Provost Curtis had to choose from the first set of candidates given for Dean while going through Deans searches. She said that just won't work sometimes because of the candidates in the first set, so she changed that policy so now the committee can go back and seek more candidates.

Deb Moriarity: For FARs, what is going to be used?

- Provost Curtis: For Chairs, there is the faculty part of their job and the administrative part. They're doing both. The Deans will provide whatever they want.

Chapter 5 revision of the Faculty Handbook

- Azita Amiri: In section 5.7 Proposal Development, it states "assist faculty with large-scale proposals." What is a large-scale proposal? If we ask for help on something that is not large scale, we won't get help, so what do we do?
- Provost Curtis: That's a good point. I'll let you know if you need to talk with the Research Office directly.

Provost Curtis also noticed Chapter 5 had two 5.7s and two 5.8s. She will correct that typo.

Appendix B revision of the Faculty Handbook:

Wai Mok noticed the reassignment process for Chair is gone from this section. Deb Moriarity stated that it has been altered to be consistent with actual Faculty Handbook.

- Wai Mok: In the current Handbook, when we evaluate the current Chair, we do a majority vote. That's been taken out.

- Provost Curtis: Yes, I took that out. That's what we talked about earlier. We don't have to follow the vote because sometimes the faculty and department don't know what's really going on. If it is helpful for you, I can take the original version and redline it with all revisions so you can see it because by the time I got it some of the changes had been accepted.
 - No Officer Reports
 - Committee Reports
 - ❖ Finance and Resources Committee Chair, Charles Hickman:
 - Distinguished Speakers Series**
 - We have funding for 8 speakers, but we have received only 5 proposals.
 - Provost Curtis: Open up the Call for Proposals again.
 - RCEU**
 - We have finished this. Awards have been made. Letters are either in preparation or on the Provost's desk.
 - Azita Amiri: What was the criteria?
 - Charles Hickman: The Committee ranked each proposal on a 5-point Likert scale. We then averaged those scores. Now we are going down the list.
 - ❖ Governance and Operations Committee Chair, James Swain: We have one candidate for President-Elect. Re-elections for Senators are complete except for the vacancy in Math.
 - Agenda for Faculty Senate Meeting #558 April 16, 2015
Approved
- Charles Hickman **motions to adjourn**. Kader Frendi seconds.

Meeting adjourned at 2:00pm