

# Faculty Senate Minutes, 1/31/19

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## Call to Order

Chair Semanoff called the meeting to order at 3:00 p.m. Registrar Hickman called roll.

*Members Present:* L. Ametsbichler, J. Banvill, D. Beck, A. Belcourt, M. Boller, S. Brown, J. Bunch, J. Carter, S. Certel, A. Chatterjee, Y. Cho, S. Clouse, Z. Cooper, A. Delaney, D. Erickson, J. Freer, K. Griggs, B. Harrison, e, N. Hinman, B. Holben, M. Horejsi, J. Hunt, K. Kane, A. Johnstone, R. LaPier, G. Larson, D. MacDonald, T. Manuel, H. Martens, N. McCrady, J. Millspaugh, L. Minns M. Monsos, M. Musick, L. Nichols, D. Patterson, J. Pavilack, M. Pershouse, G. Peters, S. Phillips, G. Quintero T. Ravas, A. Ratto-Parks, Y. Reimer, S. Schwarze, M. Semanoff, R. Severson, S. Shen, A. Sondag, S. Strohl, J. Thomsen, E. Uchimoto, N. Vonessen, A. Ware, J. Wolter

*Members Excused:* J. Angle, A. Elliott, N. Greymorning, M. Hebblewhite, H. Naughton, S. Ross

*Members Absent:* J. Bell, O. Berryman, G. Collins, E. Gagliardi

*Ex-Officio Present:* Vice Provost Lindsay

*Guest:* S. Mills, P. Haber

- The minutes from [12/6/18](#) were approved

## Public Comment

- There was no public comment

## Communications

- Vice Provost Nathan Lindsay arrived after 4:00 p.m. to present the Physical Therapy PhD candidates that were missed in December. The candidate list was approved.

The President also asked that he read a statement regarding the closure of McGill Hall and faculty were directed to the [website](#) for more information.

- Associate Vice President Scott Mills provided an update regarding the Faculty Research Incentive Program (FRIP). It will replace the Research Base Salary system. Faculty can only have one salary according to changes to the Federal Uniform Guidance and a recent audit. Many universities have had to work through this challenge and adopted a FRIP system, including Boise State, Virginia Tech and MSU. Faculty institutional rate salaries will be increased by the percentage of work on external funds. The external funds will go into a FRIP pool and faculty will receive a lump sum payment from the pool. Seventy-five percent comes back to the faculty member and 25% goes to the college. Faculty can have a discussion with the dean about how the other 25% is spent. It should be used for research and creative scholarship. UM needs to stop using the research rate as soon as possible- end of March. Existing grants may be grandfathered, so the research rate can be used for the life of the grant. The program should maintain compensation levels. The intent is not to harm faculty.

He held a meeting with faculty earning research rates and is working through some of the issues. The CBA limits extra compensation to 20% of faculty members' academic year salary. The Union may wish to reconsider this language. He hopes to post a document tomorrow that will work through several scenarios and include standard language for grant proposals. He is willing to run through the numbers with faculty. And has already discovered workarounds for special situations – over 50% external funding.

Questions:

Faculty may wish to have a discussion with him prior to filing renewals to the funding agency. An argument may be appropriate to grandfather the research rate. The mechanism will work similar to a teaching buyout. The faculty member hired behind a tenured faculty member does not use the full salary. The dean decides where the remaining funds go. The proposal will include the workload assignment- typically 60% teaching, 30% research, and 10% service. Peer institution salaries are no longer required. Faculty that are mostly paid for research in the summer, the FRIP will allow them to make more. There will be forms to help with the transition. FRIP is optional in circumstances where extra compensation would be more appropriate.

- UFA President Paul Haber

The UFA is in active contract negotiations with the Commissioner's Office. Section 10.000 Unit Standards is open to clean up language. Section 13.000 Compensation and 18.500-18.900 Terminations have also been opened. OCHE may want to establish a Taskforce to continue discussions of leaping seniority with regard to terminations. The Union is pressing OCHE to make a good faith effort to complete negotiations before the contract ends. Everyone frustrated how long takes to finalize contract.

The UFA is available to help faculty navigate their relationship with the administration. It is incumbent upon employees to be familiar with their rights.

The percentage of sabbaticals awarded is down significantly. Particularly for one semester sabbaticals. The union has asked for an explanation from the administration.

The union was involved with drafting the RFP for the OPM and will be involved with writing contract.

Section 4.100 addresses safety on campus. The UFA is in communication with MFPE and the administration about the McGill Hall situation. The administration is making a good faith effort to adhere to safety protocols in offices and classrooms. Faculty with concerns should attend the meeting tomorrow.

- Chair's Reports

- An email communication was sent to faculty asking for help keeping faculty governance informed of any impacts on students from the Government Shutdown. ECOS learned of a PostDoc who was not getting paid. We want to ensure our students have resources if issues arise.

There is a kickoff event for the Provost's [Teaching Excellence Initiative](#) tomorrow.

He has yet to see the proposed Academic Affairs budget model. The Provost wants to ensure it is shared in the appropriate order. The deans have received budgets for the next academic year. It would be helpful to be transparent moving forward. We need reassurance that the budget will not change. The UPC will meet in a couple of weeks.

Campus learned yesterday that Maricel Lawrence accepted the position of Executive Director of UOnline effective March 18, 2019. The RFP for the OPM is out and available on the [OPM Committee website](#). There will be additional discussions mid to late February depending on when the various OPM's that respond to the RFP visit campus. He thanked Senator Hebblewhite for sending the informative article (*MOOC Pivot: what happened to disruptive transformation of education?*) from the last issue of Science.

The Provost is interested in short courses, and stackable certificates. The discussion should start in the curriculum committees. He plans to have an Open forum to determine whether there is any demand. This could be a larger issue needed input from OCHE.

ECOS hopes to have the evaluation of the administration out soon. We recently learned that IT is no longer supporting the platform used for the survey. It will need to be transitioned into Qualtrics. The Senate Office would be grateful to have assistance from someone with Qualtrics expertise.

Chair Semanoff was reminded that the Senate is the voice of the Faculty. He takes this responsibility seriously. He is starting to notice that the administration is listening and the shared governance leaders are being consulted a little before the decision making takes place. Faculty are active partners in the decision making process. He is looking forward to a renewed role in charting the direction for the university

Next Friday's DHC Social is hosted by the Faculty Senate. He hopes senators will attend.

## Committee Reports

- ASCRC Chair Georgia Cobbs
  - The [Curriculum Consent Agenda](#) was approved. Professor Shively clarified that the critical courses for the Mountain Studies minor will be offered for the remaining students.
  - The [Starfish Resolution](#) was approved by a voice vote. There were several senators opposed and a couple abstentions. Messages sent to students also go to their advisor. Not all students have professional advisors. Brian French, Executive Director of the Office for Student success clarified that his office is gathering data to formalize a proposal so every student has a professional advisor. The target ratio is 200 students per advisor. Freshmen will learn about Starfish at orientation. His office is working on guidance for faculty and advisors. Additional staff are needed to help with support.

Faculty have access to student records through connection in a course or department. Advisors have access to all student records. The flags and kudos sent in Starfish are only active during the semester. Notes entered during an advising appointment are part of the students' permanent record. The Registrar reviewed the system for FERPA compliance.

- General Education Committee Chair James Randall
  - Everything has changed. The Committee was concerned about the condensed timeline. The draft UM Core pilot was conservative because of this and concerns about retrenchment and student credit hours. The President and Provost attended yesterday's committee meeting. They were influenced by the Chronicle's Reforming Gen Ed: Strategies for Success on Your Campus and are interested in the best model for students that incorporate high impact practices. They do not want the Committee thinking about SCH impacts. It will work out a way to minimize impacts on departments' budgets. The Committee will have Open Forums to get faculty feedback.
- Graduate Council Chair Len Broberg
  - The program move for Geography was postponed. It was unclear how the program's budget cut was going to be addressed. The item was postponed.

## New Business

- Professor Ramona Grey presented Posthumous Degree Candidate Alex Turnell. The Senate approved granting the degree. was presented by Ramona Grey
- Senators from the College of Humanities and Science and Professional Schools caucused to determine candidates to serve on ECOS. Senator Amy Ratto-Parks from English and Julie Wolters from Speech Language Hearing Science were confirmed.
- Vice Provost Lindsay presented two Honorary Doctorate Candidates during Executive Session. Each was unanimously approved. Senators were reminded that the information is confidential until approved by Board of Regents.

## Adjournment

- The meeting was adjourned at 4:52 p.m.