Senate Retreat 8/15/17


Absent: Mike Anderson, James Barbour, Danny Bugingo, John Cannon, Brian Ellison, James Foster, Penny Morgan, Irma Sixtos, Chantal Vella, Cooper Wright, Haiyan Zhao

Provost:
- Staff parallel to Faculty Senate – staff feel their voice isn’t heard
- Territorial Act – isn’t about who governs, it is about moving UI forward
- Market Based Compensation being competitive does not mean everyone will be moved to market. Criteria such as longevity will be used.
- Ctr. for Teaching & Learning – think about other assessment approaches than student evaluations
- Great Colleges to Work for – small group needed (Rula will be presenting to Faculty Senate in the near future)
- Provost’s areas of importance – compensation and support for teaching
- Marketing & Communications’ importance in attracting students, faculty, staff
- Enrollment – to be revealed/communicated second week of October (due to High School dual credit postings)
- Program Prioritization – ongoing process. Board zeroed out all institutions’ budgets, creating a level playing field. President’s Annual report is due to the Board in April. Resources gained will be put towards top two UBFC initiatives – market based compensation & support of Teaching Assistants. Programs funded by contracts/grants are restricted.
- Gainsharing 6.8% of gen ed (x budgets) to be utilized for recommended one-time (pilot) UBFC initiatives

Senator’s Role:
- **Nominate members for Taskforce/Committees:** Nomination requests for taskforce/workgroups are often needed on short notice (e.g., Institutional Planning & Effectiveness Committee (IPEC), and the two program prioritization workgroups). Typically put together at the administrative level and move fast with meetings scheduled immediately. We will try to email the charge/expectations/requests by email so you can forward to your constituents.

- **Representative and Reporting:** We are all representatives for our constituent bodies, college/center/staff/students. You were elected by your colleagues to attend and report back – that is your major role. In the past some colleges have done this well, others not. This year the Faculty Secretary will attempt to create a short bulleted list for you all to revise, as fits your constituency, so you can sent out each week following a meeting.

- **Review Policy:** Senate’s Role is to review/return or approve/disapprove items that come before it – we are not a policy making body. The worker bees are the Senate committees where most policy changes come as seconded motions. Occasionally other units, HR, VP Finance, Infrastructure etc. will send policy changes through -- *Faculty-Staff Handbook* (FSH) which typically go through senate committees or other bodies, but *Administrative Procedures Manual* (APM) are for purposes of communicating new and/or changes to policy/procedures (predominantly non-academic procedures), e.g. smoking, concealed carry, drone use, etc.
• **Proactive:** You are the boots on the ground, keep your ears open and alert Senate Leadership of any issues/concerns/positive events. Example: something that is important to you or any concerns you have please bring these forward; last year a faculty member brought forward awareness of the classroom shortage to which Senate passed a resolution; earlier in the year the handling of animals on campus situation came from an employee and local residents. You can send a private email to any of the Senate Leaders or to the Senate as a body at a meeting under Announcements and Communications. Please give the Faculty Secretary/Senate Chair a heads-up.

**Topics List:**
Communication of decisions out to staff and faculty (Great Colleges to work for survey listed this as an issue).

- Consider alternative approaches for communication (Facebook, group chats, or other to reach more)
- Alternative to emails for internal communications vs. external and marketing approaches. Liz plans to do a weekly summary email to help Senators keep up-to-date and to help Senators keep colleagues informed of ongoing developments.
- Emphasize representative role of senators.
- Provost will ask deans/VPs to support senators by arranging for some communication tool by which you will be able to send to your college and/or constituent body.

**Program Prioritization:**
- Concerns about results of PP ranking and what will be done with those rankings.
- What will we know prior to the President’s report in April?
- Fallout, lower quintile targets of opportunity? Either a plan or an OK

**Employment-related issues:**
- help people integrate well to the university/community; improve quality of life
- spousal accommodation (HR efforts have not been helpful)
- improve work/life balance, e.g., exercise release time and better communication of wellness opportunities.
- Disability Advocacy – not just compliance. Money, place in administration, committee? **Ask Ubuntu to Revisit this issue.**
- Quantify and make visible the unnecessary obstruction, bureaucracy → shadow work
- Culture of – yes-we-can, yes-you-may, respect and collaboration.

**Teaching/Advising:**
- Evaluations: Teaching & Advising Committee (TEAC) is working on all these issues.
  - fix the online participation rate
  - approaches and incentives vs. rigor (beyond just the form);
  - revisit process/timing
- Revisit rubric for credit hours considering online vs. face-to-face:
  - Awareness of/clarification
  - Seat time
  - Workload
  - Rigor to credit hours for online
  - Support/resources for online content (DEE)
• Help facilitate new Distance Education opportunities for all colleges. Follow-up with Cher Hendricks on support for DE.
• Classroom Spaces and hoarding/fractional sharing. Outreach to Registrar and Facilities has started.
• +/- grading system, revisit topic, survey more students (Centers; Facebook polls, other outlets). This is on the TEAC agenda.
• What is/will be done to help transition International students to be successful at the UI? NAVITAS is a resource. IPO will be presenting to faculty senate on this issue.
• What are the University’s plans if enrollment targets are met? How are resources, support, rooms, etc. to be distributed.

Faculty Issues
• Administration’s position on tenure (in light of forces in some states wishing to remove tenure system, e.g., Wisconsin)
• Conceal/open carry weapons law – provide support for the anxiety, concerns, fear that some employees feel
• Alternative career path – teaching or research. FAC may consider this issue.
• Availability of start-ups for social sciences and humanities
• Strategies to improve and facilitate faculty interdisciplinary collaboration
• Digital Measures vs. Alternatives. For now, Senate Leadership is participating in info sessions from vendors about the possibilities. This may be a future topic for FAC.
• New faculty evaluation form revisit/discussion, evaluation form relationship to FSH (policy). FAC is considering small changes to the form and will update the PD and AE policies to conform.

Centers and Off-Site
• Stronger representation and voice of Centers
• Opportunities for engagement for offsite faculty, staff, students. Senate/Staff Leadership is following up with the Director of Extension to build connections there.

Misc.: 
• Facilities – issues with snow and ice, slow response time
• University Senate vs. Faculty Senate