

University of Nevada, Reno

2004-05 Faculty Senate

Final

RSJ 304

Meeting Minutes March 24, 2005

Meeting 11

Jamie Anderson (Medicine), Frank Baglin (Science), Rafik Beekun (Business Administration), Cynthia Birk (Business Administration), Pam Cantrell (Education), Bob Chaires (HCS), Arthur Chenin (Administration & Finance), Amy Childress (Engineering), Joe Delappe (Liberal Arts), Rita Escher (Student Services), Bill Follette (CLA), Greg Gardella (IT), Michelle Gardner (President's Division), Howard Goldbaum (Journalism), Terry Henner (Medicine), Guy Hoelzer (Science), Chase Mearian for Denise Baclawski (Provost's Division), Denise McKee (Medicine), Steve Oberg (Research), Ron Phaneuf (Science), Stefanie Scopettone (Development), Amy Shannon (Library), Mary Stewart (CLA), Judith Sugar for Susan Lentz (HCS), Patricia Swager (Medicine), Debra Vigil (Medicine), Mark Waldo (CLA), Leah Wilds (CLA). Absent: Buddy Borden (Cooperative Extension), Rod Case (Education), Joanna Fricke (Medicine),

1. Roll Call and Introductions

Chris Cheney (Education), Robert Dickens (President's Division), Mary Ferrar (Education), Mae Gustin (Faculty Workload Committee), Gena Jones (Human Resources), Ed Keppelmann (Science), Kathy Obenchain (Education), Bill Oberding (SEC), Bob Quinn (Education), Bill Sparkman (Education), Jeanne Wendel (COE Review committee), Lynda Wiest (Education) the following past senate chairs joined the meeting at 4:30 to pay their respects to Patty Chambers: Joan Zenan, Bill Cathey, Jannet Vreeland, Elizabeth Raymond, Scott Casper, Phil Boardman, Turdy Larson, Bourne Morris, Paul Neill, Diane Barone, Marsha Read, Deborah Ballard-Reisch, and Joe Crowley.

2. Legislative Update: Robert Dickens, Director, Government Relations and Economic Development

Robert Dickens, Director of Government Relations and Lobbyist for UNR, reported that the legislative session was going well. The university was watchful of Assembly Bill 280 (presented by Giunchigliani). One of the requirements of the bill was that all lower division classes be conducted at the community college level. UCCSN was well represented by Chancellor Rogers and Dan Klaich. The university had a budget overview prior to the legislative session and another one during the session and had received a lot of feedback. On April 8, 2005 the legislature and sub committee would review the final operating budget and then on April 19, 2005 a hearing about the capital improvements request would occur. Administration was optimistic that the university would get the new science and math building. Ron Phaneuf asked about the indirect cost recovery. Dickens said that the governor would leave as a legacy the last remaining 25% indirect cost recovery to the university. This would amount to around 7 million each biennium for the university. Greg Gardella asked about the proposed legislation regarding the reconfiguration of the Board of Regents. ABR11 passed the assembly yesterday. Joe DeLappe asked about faculty positions at university being based on average of enrollments over a three year period. Dickens replied that enrollment was the driver for faculty positions, and he did not see a large increase in positions as enrollments had been flat. Phaneuf said he was under the impression that John Frederick, Executive Vice President and Provost, expressed that the university was no longer enrollment driven in terms of faculty positions. Dickens said that state dollars were enrollment driven, but research dollars were not and that would account for the difference. State funds account for only about 40% of the overall budget. Pam Cantrell asked about the incentives of federal programs. Dickens reported that it was early in the process and they would not know until September 2005. Bill Follette asked how to get more permanent Graduate Assistant and Teaching Assistant help. Dickens replied that soft money would be the best place to look for that type of funding. Rita Escher asked about the federal program TRIO budget. Dickens said that this had been a battle for the last 4 years. Chair Leah Wilds asked about the Latino Center. Dickens reported that two appropriations ago Senator Reid secured an appropriation for the establishment of a Latino Center on the university campus. Reid was trying to provide seed money and then the center needed to become self-supporting. Wilds thanked Dickens for presenting to the senate.

3. Request to Approve February 17, 2005 Minutes

Ron Phaneuf would like the statement that Mary Dugan made “If a personnel action against a faculty member, tenured or not, is based on a complaint, the case falls automatically under Chapter 6 of the UCCSN Code, and the faculty member has a right to a hearing as stipulated in the Code” to be reflected in the meeting minutes.

Also the section in the minutes under the III proposal should read executive board, not executive regents.

MOTION: Follette/ Baglin To approve the February meeting minutes as amended.

ACTION: Passed unanimously

4. Chairs report

Thanks to all of the senators who took time out of their busy schedules to attend a special senate session on the Institute for Innovation and Informatics (I3) proposal. For the few of you who were unable to make it, attendance was great and for the record, the proposal was accepted by the senate and was moving toward approval at the Regent’s level at its April meeting. An ad hoc committee was being formed to review the proposal for the Center for Corporate Governance and Ethics. The committee will be charged shortly and commence it work. We have asked the committee for a final report in time to be presented at the June meeting. Thanks in advance to those who agreed to serve on this committee. As you may know, the President has approved the creation of five President’s Award for Outstanding Committee Service to reward faculty who had given so generously of their time and energy in service to the university. Recipients would each receive an award of \$1000 which would be presented at the Honor the Best Ceremony at the end of the semester. This was the first year for this award. The recipients were selected, and the President’s office was in the process of notifying them. Once they were notified, then Wilds would send an email announcing the recipients. Patty Chambers worked very hard for several years to make these awards possible, kudos to her. For those of you who did not watch the basketball game between UNR and Texas, it was awesome. Although we were not able to prevail in the second game against Illinois, Frederick wanted us to know that he had tried to convey to the coach and the players how proud we were of the way they represented the University in the tournament, not just on the court, but off it as well. Several players were taking exams and doing homework on the trip, so academics were not forgotten. The academic coordinator for athletics expressed to Frederick her appreciation of the various accommodations that faculty were willing to make so that all the players could go to the tournament. He asked that we extend our appreciation as well, and we do, to the coach, players, the academic coordinator, and the faculty who made the accommodations. Kudos all around from the senate. Various units either have completed or are in the process of completing elections. New senators elected to date were: CABNR – Esmail Zanjani, CLA- Nelson Rojas, COOP – JoAnne Skelly, COS- Mark Pinsky and Guy Hoelzer, Student Services - Maureen Cronin, and HCS-Judith Sugar. Wilds welcomed both new and returning senators. The senate office still was waiting to hear elections results from Education (one), Medicine (two) and the President’s Division (one). The provost’s office was working to have one form in place for Promotion and Tenure applications, instead of the two that had been used in the past. The executive board agreed that this was a great idea and were certain that all would agree. The provost’s office was taking a look at all the committees that report to the provost, with an eye toward figuring out which to keep as is, which to reformulate, and which ones might be eliminated. Some had outlived their functions or were no longer active. They asked the executive board to participate in these discussions. Wilds reported that one of the committee’s the provost’s office was looking at disbanding was the Merit Policy Committee. The size of the committee was unwieldy and did not meet very frequently. The executive board agreed that with the new merit policy in place the committee, may not be necessary, but if there were changes in the merit policy then a new committee could be reformed. Denise McKee asked if this merit evaluation process included the medical school. Wilds said no, it was not included in this discussion, but she had some informal discussions with John McDonald, Vice President of Health Sciences and Dean of the School of Medicine and hopefully some changes would take place. Wilds suggested that perhaps some of the colleagues from medicine join them for lunch discussions. Beekun said he thought the faculty senate needed to review their process of reviewing proposals for centers and institutions. He felt that the review process was very slow and perhaps that was why UNLV had more proposals going forward to the regents. Wilds said she understood his frustration, but felt that while UNLV put more proposals forward,

proposals that came from UNR were stronger and would lead to better centers and institutes. Wilds also said the review process was something that the executive board could discuss at the spring retreat. A suggestion was made to develop better templates and to improve the website to make things easier to find.

5. Compensation Schedules: Gena Jones, Assistant Vice President, Human Resources

Gena Jones, Assistant Vice President for Human Resources reported that they were working on all of the compensation policy and procedures. They had looked at 17 pages of the policies and procedures and still had not reached all the key policies. They were still in the discussion phase of the process, once they reviewed all of polices and procedures, they would disburse the information and welcome comments from anyone on campus. One of Jones's concerns was that the committee changed yearly and she would like to see the same people on the committee for consistency. Jones thought this was the Salary and Benefits committee, and requested that the senate keep the same people on the committee. Concerns the senate brought up were: a compression policy, equity not only across campus, but with the private sector, and the eligibility for a promotion and a merit raise, reporting lines of faculty involved in centers and institutions, concerns on when the policies and procedures would be reviewed as many faculty are not on campus year round. Jones said these issues were all under discussion and reiterated that faculty and staff should provide her with feedback.

6. Ad hoc Workload Committee Report: Mae Gustin

Mae Gustin reported for Chair Stacy Burton who could not attend the meeting. The first page of the report was a review of the new UCCSN workload policy. The purpose of the UNR policy was to provide guidelines for instructional faculty, department chairs, deans, and others responsible for faculty workload. Workload was defined as "consisting of teaching, scholarly research, creative activity, and/or professional development and service. The scholarly research or creative activity assignment was a critical feature of the culture of a research university and it was expected that all tenure-track and tenured faculty would maintain a program of research, scholarship or creative activity. All non-tenure-track faculty on continuing appointments, such as lecturers, were expected to maintain a program of professional development appropriate to the area in which they taught." The definition of responsibilities in those areas for each faculty member would be specified in an individual's role statement. The role statement would be determined by the faculty member in conjunction with the department chair or equivalent. The role statement would be done annually. The committee could not list all of the different reassignments that might arise, so they tried to make them general, and still show illustrative examples. Phaneuf commended the committee and said that it was an excellent document and that it addressed all of the concerns. Arthur Chenin said that there was a problem regarding reassignment; since no departments have written policies on reassignment when the university was audited, they would get dinged on this. Howard Goldbaum said that the document had not been to provost for approval yet, so perhaps their office would come up with some language that would ease the audit issue and create an audit trail. Some senators had questions regarding the legality of the "role statement".

Was it legally binding? Wilds said that she felt it was not legally binding and that it could be renegotiated during the year.

MOTION: Stewart/Phaneuf. To approve the committee's UNR Instructional Workload Policy as presented.

ACTION: Passed (1 opposed, no abstentions)

7. Executive Board Nominating Committee

This committee would nominate senators to serve on the 2005-06 executive board. The time commitment would only be about one hour. Nominations to the committee would be accepted from the floor. Wilds then opened the floor for nominations. Nominated were: Ron Phaneuf, Rod Case, Joe DeLappe, Cynthia Birk, and Bob Chaires. Wilds said if there were no other nominations, she would move to close and accept those nominations.

MOTION: Waldo/Gardella. To close floor and accept the nominations

ACTION: Passed unanimously.

8. College of Education (COE) ad hoc Committee Report: Jeanne Wendel,

Jeanne Wendel, Chair reported that the committee's job was to conduct a one year review of the reorganization of COE. The committee looked at the original COE reorganization report and 7 senate approved recommendations to see if COE had fulfilled them. The committee found that there were issues with recommendations 2, 3, 6, and 7. There were some unanticipated outcomes of the reorganization. The reorganization was time extensive, unleashed creativity within the college to reconsider many practices, desire for more resources, and created numerous organizational questions. The college had to renew all licenses and accreditations after the reorganization. The committee conducted several meetings with the dean of the College of Education (COE), the leadership committee, department chairs, Jean Perry, Dean of Human & Community Sciences, Vice Provost Jannet Vreeland, John Frederick, and any faculty from COE that wanted to meet with the committee. The committee also conducted an online survey in which they had 17 faculty responses and 15 student responses. Five faculty members thought the reorganization created more problems that it solved, and 5 faculty members stated the opposite. The committee also solicited comments via email and met with 4 faculty members who requested a meeting. Once the report was drafted the committee sent it to faculty in COE and met with the dean. After receiving comments, they revised the report. The committee found four issues that were either created by the reorganization or left unresolved by the reorganization that required immediate attention. The first issue was the coordination of graduate programs and graduate class creation and scheduling across the two new departments, EDS & CTL. The committee's recommendation was that COE be directed to resolve the immediate conflict over class offerings and to identify and implement a strategy for ongoing coordination. The second issue was the reorganization did not define a clear and viable mission for CTL. The committee recommended that the process of defining a clear and viable mission for CTL be expected by completing the following steps: prompt completion of the strategic plan by CTL, prompt administrative action to ensure that CTL has a vision, mission, and strategic plans that is in alignment with administrative goals, supported with an appropriate level of resources, not in competition with the visions, missions and strategic plans of the other COE departments, and designed to maximize the value of COE resources and expertise. Issue three was that the communications be improved and coordinated with the faculty. The ad hoc committee recommended that these issues be taken seriously and addressed at the appropriate levels. Workload issues must be addressed and the committee recommended that COE think strategically about the portfolio assessment workload issue, and if more resources were needed, then the provost's office should give this request serious consideration. The committee recommended that the above issues be addressed in a report from COE to the faculty senate by May 15, 2005 and if these issues were not involved then the provost's officer should intervene. The last issue was the three year COE report that should provide detailed information about the progress on the issues identified in Recommendations 1-3. Pam Cantrell, coming from an affected department, thanked the committee for their efforts and said that from her perspective they went to a great extent to collect data from all. She also said that the report had caused positive direction and impact. COE faculty member Linda Weist also thanked the committee and said that they identified lingering key issues and given COE the ability to resolve the matters internally, but also for putting in the external methods in place. Margaret Farrar, chair of CTL, said that she understood the importance of strategic planning and that it was a work in progress. Dean Sparkman expressed appreciation to the senate for their work with them during the past years. He said the graduate courses go back prior to the reorganization and were related to workload and how graduate and undergraduate education was balanced with the resources available. In his view, faculty were working across lines to achieve that balance. CTL's new chair had provided extraordinary leadership and was involved in the strategic plan. Sparkman said the graduate program issue was not a high priority as he felt it would get resolved as new leadership came on

board. He stated that communication was something that he worked on, he walked the halls, had weekly email, a leadership team, a future education coordination committee, and a graduate studies committee. He said that the graduate studies committee was not created to coordinate graduate programs except through the course approval process; they had been to the deans' purview. The departments were moving forward with the strategic plan and were making tough decisions. It was difficult to prepare teachers who wanted to go to the next level in a land grant institution. Sparkman said that he felt that the report would help them move forward. Ed Keppelman commended the chairs of CTL and EDS, they had an excellent rapport with each other. Follette asked Sparkman how he felt about the tone of report regarding bringing in the provost's office if things don't get handled internally. Sparkman said that as professionals that were moving forward that such a threat was not necessary, but if that is what the senate felt needed to happen, then so be it. He would like the senate to help him work with the provost when the May 15, 2005 report brings up the need for more resources. Follette asked who would make the decision when the focus from training teachers to training educators to train teachers. The decision would be the dean's and the stakeholders. Wilds asked about the 87% of alumni that stay in the north, but the jobs are in south or rural areas. Sparkman said that 86% of alumni live in northern Nevada. These are not just teachers, but counselors, and administrators as well. Follette commented that Wendel was in charge of a similar task force and did an outstanding job on that committee as well as this one.

MOTION: Chenin/Follette To approve the report as presented

ACTION: Passed unanimously.

9. New Business

Judith Sugar said that there was a difficulty attracting candidates to the area. The brochures of the Reno area are better, but the university's brochure was one called facts and not very informative or illustrative. She would like to see that change and sell our selves. The other issue that she spoke to Cindy Pollard about was the small ads that had been placed in the higher education publications. Many universities had gone to larger ads that show what the community and the universities are about and then just a listing of the jobs available and a website to go to. Nevada really needs to sell itself, not only to the incoming faculty, but students also. Amy Childress said that in the Men's Journal Reno is ranked as the third best city to live. Gardella said that the university had some videos that might be helpful in getting out the word. Gardella also would like a resolution drafted for the men's basketball team.

MOTION: Baglin/Beekun To have Senate Manager draft a resolution for the team.

MOTION: Table motion until resolution drafted.

ACTION: Passed unanimously

Follette said that he was on the search committee for the Vice President for Research and that it looked like the work would be done in the summer, so if anyone had any comments or input, they could email him. DeLappe said that the website was extremely important when candidates are looking at the university and he felt that the website needed to be redesigned. Follette said that he would like to see the David Bobzien, Webmaster for UNR, Steve Zink, Vice President for Information Technology and Dean of the Libaraies, and Cindy Pollard, Vice President for Marketing and Communications to attend a senate meeting so the website could be discussed. Judith Sugar asked when the faculty and staff would hear the results of the presidential evaluation. Wilds said that all of the detailed information was confidential, but that there would be an open session of the regents meeting to hear a report of the evaluation committee's recommendations. Gardella said that there was a Governor's Art Award in April. Wilds reported that there was one last item of business and that was Patty Chambers' retirement. A resolution was read and the past senate chairs joined the senate to say goodbye to her. "Whereas Patty Chambers has faithfully served as Program Officer of the UNR Faculty Senate since 1990,

Whereas Patty Chambers became the institutional memory of the Senate,

Whereas Patty Chambers has served as a steadfast and skilled advocate for the University faculty and its place in the University's governance,

Whereas Patty Chambers has advised and helped hundreds of faculty members resolve problems, large and small,

Whereas Patty Chambers became, over the course of those years, one of the most well-respected and beloved figures on this campus, and

Whereas Patty Chambers is retiring from UNR on April 15, 2005,

Be it resolved that the Faculty Senate, on behalf of both the Senate and the entire campus community, hereby and forthwith recognizes the many and major contributions that Patty has made to faculty welfare on this campus. She will be greatly missed for years to come."

Patty was given a picture frame from the senate and flowers and a gift from the executive board. Joe Crowley began by saying there was a lot to be said about Patty. The group in the back was comprised of some past senate chairs, she educated all of them but Bill Cathey. They all know and you know in your heart of course Patty that they had very hard jobs and you made those jobs easier for them. That is in part why they are here today, but also to honor you for being what you have been to the senate and then certainly to the university and to me. I don't know how many times when I had another job, in Clark Administration and I called upon you for advice, counsel and you gave it to me and made my life easier as well. Sometimes I didn't even have to ask. You would tell me what to do and I would do it. In part out of fear, but mostly because I knew it was the right thing to do. So you are leaving a vast hole behind you and you are the repository of institutional memory and you cannot replace people like that. I suspect that chairs of the future will be trying to crack open the memory bank, so you could consider employment as a consultant. There are just not many people about whom you can say that that person because of what he or she has done over the course of many years in a single place (in this case one university), that you can say of them, or him, or her, that person is an institution. But we can say that about you.

Meeting adjourned at 4:45 pm