

University Faculty Meeting Minutes
March 19th, 2021
12:00 p.m. - 1:15 p.m.

Welcome (Noel Painter)

The meeting began at 12:00pm. Provost Painter welcomed the faculty and thanked everyone for attending the meeting.

Introduction and Welcome (Provost Painter)

Provost Painter mentioned the recent appointment of Dr. Washington Garcia as the next SoM dean. Dr. Garcia has been at the University of Nebraska at Omaha for 5 years as the director of the School of Music, and as the Special Assistant to the Senior Vice Chancellor. Dr. Garcia will officially join Stetson on July 12th, 2021. Dr. Tim Peter has done a wonderful job as interim dean and dean of the SoM for the last three years, and Dr. Peter has agreed to continue as Dean until July 11th.

He reiterated his message to the faculty that summarized faculty engagement in the recent board meeting and a message about fall 2021 planning, which is strongly underway. Provost Painter stated that he appreciates all of the work the faculty have been doing as we work hard together to have our students return and as we enroll a new incoming class. The provost announced that there is only one more regularly scheduled meeting of the university faculty in late April. We will need additional meetings to discuss University finances, UCCCAP defining document, and the 2021-22 QEP, so please expect another one or two additional meetings taking place in either April and May.

Faculty Compensation Presentation, pt. 1 of 2 (Angela Henderson)

Dr. Henderson explained that our current methodology is comparing Stetson faculty salaries compared to median salaries at peer institutions. This methodology stems from the 2011 Faculty Compensation Committee, and that committee was represented by faculty, deans, the provost and representatives from the Faculty Senate, Diversity Council, Gender Equity Council, Institutional Research, Finance and an external consultant.

There are four key challenges with our current methodology: peer groups, compa-ratios, data availability and misinterpretation. Each of those challenge areas is detailed with definitions and next steps on the attached PowerPoint presentation.

Dr. Henderson reviewed the fall 2020 CUPA data findings just released in February 2021. Within our peer group, there were several implemented salary reductions that were in effect for fall 2020, resulting in overall adjusted median salaries for the peer institution group being 3.6% lower than the prior year. Related to the change in market salary just described, for the fall 2020 semester, there was a substantial gain in the number of Stetson faculty above the adjusted peer median. From fall 2018 to fall 2020, we are now 119 faculty above the median, which is about 63.3% full-time tenured/tenure-track faculty.

UCCAP Defining Document (Stuart Michelson (UCCAP) and Alan Green (Faculty Senate))

Dr. Michelson stated that since UCCAP handed off the defining document to the faculty senate, they have come up with 5 proposals summarized by Alan Green later in the presentation. These are each explained in the attached PowerPoint presentation. The 2010 defining document was put forth under Beth Paul. The defining document that was completed in January 2021 by UCCAP was forwarded to the faculty senate in January 2021. The revisions put forth for a vote will be what we consider substantive changes, and will probably take place in April. Dr. Michelson stated that some of the proposed substantive changes include adding a graduate representative, library representative and a College of Law representative to UCCAP, but what they are eligible to vote on is still being discussed. Another position that was added was a contingent representative, and there was a lot of discussion about this.

Dr. Green stated that concerns were we first brought up in the fall regarding how the current acting membership of UCCAP is not in line with the defining document. The senate acknowledged that changes. Neither the defining document nor the bylaws state how this gets changed, but the bylaws state that changes are voted on by the faculty, if the faculty senate deems them substantive. We reviewed the proposed changes on the senate, and minor changes can be approved on the senate, but anything the senate deems substantive gets proposed to the faculty. We reviewed and revised changes and brought proposals to the senate in February. There were six proposals that were non-substantive, and five that are substantive. We hope to have additional discussion and voting in our April meeting, with the goal to complete revisions this year. The five substantive changes are as follows:

1) Eliminate the Continuing Education and Lifelong Learning Committee.

These committees are not active. We felt on the senate that a proposal to eliminate a committee should be brought to the faculty's attention as we do not want to eliminate this without faculty input.

2) Change UCCAP Steering Group to UCCAP Advisory Group and require meetings at least once per semester.

The UCCAP Steering Group has not been active, and this is an attempt to fix that.

3) Eliminate the Academic Planning Advisory Committee.

This committee is also not active.

4) Change administrative oversight of UGEC.

Currently the Dean of CAS has the oversight of UGEC, and this would change to the Provost since Gen-Eds are university-wide.

5) Replacing workflows in the defining document.

Dr. Green stated that these five items are not controversial to UCCAP. Some that were controversial are mainly relating to changes to membership, and these are still under discussion and being proposed but may not be passed in the current form. Dr. Green said that he would be happy receive input about these controversial items now, and those items are as follows:

UCCAP

- **Replace one A&S representative with four divisional A&S representatives.**

This would make representation much more proportional. There are two representatives from each school on UCCAP, and this would make it five from A&S.

- **Make library representative a full voting member.**

The library is relevant for all curriculum.

- **Add two graduate representatives.**

Graduate curriculum committees asked for representatives. Stetson does not separate graduate faculty.

- **Change eligibility so contingent faculty may serve.**

Motivation is to allow professors of practice to serve, but without a robust termination policy that is against AAUP guidelines.

UGEC

- **Make the library representative a full voting member.**

Dr. Green stated that there will be information sent prior to the senate's April meeting, and we will be picking up the proposed changes in UGEC and UCCAP for further discussion and possibility for amendment and a vote, and then this will likely be sent to the full faculty. Dr. Green asked the faculty to please contribute their thoughts and opinions, and this can be done by providing the information to your senate representatives at any time. There likely will be 2 to 3 faculty meetings in April, and then the last meeting we will have a chance to vote on those changes.

The meeting concluded at 1:07pm.