**Faculty Senate Minutes**

April 11, 2023

Via Microsoft Teams, 3:00-5:00 pm

***Present***: Alex Yuan, Ashley Nadeau, Ben Moulton, Brandon Ro, Bryan Sansom, Christ Witt, Christopher Goslin, David Frame, Dianne McAdams-Jones, Diego Alvarado Karste, Doug Czajka, Dustin Shipp, Eric J. Russell, Gareth Fry, Hilary Hungerford, Jennifer Shubert, Jim Price, John Hunt, John Jarvis, Jon Anderson, Kathleen Young, Kathren Brown, Kyle Kamaiopili, Laura Ricaldi, Laurie Toro, Leo Schlosnagle, Merilee Larsen, Michaela Giesenkirchen Sawyer, Mike Smidt, Ming Yu, Natalie Monson, Nate Jeppson, Nicole Gearing, Nizhone Meza, Peter Sproul, Raiden Gaul, Rich Paustenbaugh, Sam Gedeborg, Sandie Waters, Sayeed Sajal, Scott Lewis, Skyler Simmons, Trevor Morris, Waseem Sheikh, Wayne Vaught, Wioleta Fedeczko

Excused or Absent:

Guests: Marni Fisher

Call to order by President Hilary Hungerford: 3:00 p.m.

Approval of Minutes: Minutes stand approved

**FACULTY SENATE PRESIDENT**

* There is one more Senate meeting this semester. Wioleta will be running it. If you are going off the Senate, please bring your new senator.
* Next time President Tuminez will join us for a look ahead and a look back on the year. Start preparing your questions because it will be a discussion format.

**COMPENSATION**

* Marni Fisher: Today it was talked about what the compensation would look like in the next fiscal year. These changes will start July 1st but won’t be seen until the August 1st paycheck. We are getting a 5% increase across the board, plus a flat $200 amount to help offset increases in insurance premiums. Our plan isn’t changing, but the premiums did go up. Our benefits enrollment is April 17th-May 12th. Our benefits fair is April 18th in the Hall of Flags from 10:00 am-2:00 pm.
* After the 5% and $200, we will continue to do what we have done in the past and look at market and equity adjustments. We have set aside some budget for that. Information goes to the deans and they help with that. After these, we will also be funding those who moved to rank and tenure. Associate professor is $4,000 and advancement to professor is $6,000. We are in our final year for the five-year merit pay. There will also be a bonus from one time funding that will be issued sometime in August, I don’t have any further details on that yet.
* Question: If we like our current benefits, do we have to do anything or will it roll over?
  + Marni: You will not have to do anything different unless you do an FSA flexible spending account. Other than that, there are no mandatory changes.
* Question: What is the easiest way to make a W4 change?
  + Marni: Contacting Payroll.
* Hilary: We didn’t get 8.75% because the legislature is only funding around 75%, so we had to find a way to maximize it.
* Marni: They actually funded 85% and we tried to get as close to the maximum as possible.

**PROVOST**

* The newest update is we are moving offices. We will be where the old President’s office suite used to be.
* We are trying to get some clarity on the gen eds. One of the taskforces I put together last year was trying to come up with some revisions. The state task force was doing some parallel sort of work and they are getting down to the final stages. We pushed harder to get down to 30 hours. What the board doesn’t like is the range that schools have had. I don’t know what the final recommendation will be. I’m pretty confident in saying that regardless of what happens, the third general education courses we currently have will certainly go away. But nothing has not yet happened and I don’t know what is going to happen. There was an audit and the legislature has re-configured the Utah System of Higher Education. As soon as we know more and can say something definitive, we will let you know.
* Another thing the board has been looking at is the institutional mission statement. We keep hearing they are going to release a draft, but that has been going on for some time and we don’t have a draft as to what the board might be thinking of as far as mission statements. We had submitted a DMP for approval and that got hung up in the system and they then put a moratorium on it. It has come to a point where these professional programs that aren’t PhD programs should be part of the mission of regional comprehensives. I brought this up, but I haven’t even seen a draft of the document that will come out. I only heard that they want to get it approved by June.
* We had a really strong crop of faculty and applications for tenure and that was exciting to see.
* John Hunt: My colleagues feel a lot of uncomfortableness with DeSantis coming to this school. We feel like he doesn’t stand for the mission of our school. It’s from both our faculty and our students.
  + Wayne Vaught: I understand and appreciate those concerns. We have received an email with the concerns as well. The GOP is hosting DeSantis, not UVU. The GOP has rented the UCCU Center, which anyone can do. There are legitimate concerns that faculty have raised. As a public institution, there needs to be room for people to express attitudes and beliefs that may not necessarily reflect the attitudes of the individual members of the community.
  + Hilary: I’m more concerned with what he has tried to do with higher ed and we are bringing him here.
* Ashley Nadeau: I wonder if the President could have a statement about our mission.
* Wayne: We can’t have a democratic and free country unless you have a space where there is a free exchange of ideas and have faculty to have that power and authority within the context in the classroom.
* Hilary: We would like to hear from the President and what she thinks. And we do recognize that the UCCU center is half owned by the county. Senate can think about inviting someone that can balance out from the other side.
* Wayne: I want faculty to feel like you are being supported by the institution.
* Diego Alvarado Karste: This doesn’t have to be about the right or left.
* Nicole Gearing: We are talking about the due date for the annual review being the end of May, but we don’t get SSRI results until everyone is gone at the end of the semester. Are we supposed to include those?
  + Wayne: I would say if you don’t have them, don’t include them.
  + Nicole: We are just wondering if this is something you can consider in the future.
  + Hilary: Your department chair will have access to those and will see them, but you won’t while they are seeing your evaluation.

**POLICY**

* Policy 607: Course-Based Fees for Credit Courses
  + Skyler Simmons: I didn’t see any additional comments over the past two weeks as of this morning. We need to vote on this today because stage 2 closes at the end of this week.
  + Jim Price moves to vote on the comments as they stand.
  + John Jarvis seconds it.
  + Skyler calls the question.
  + Results: 29 agree, 0 disagree, 2 abstain
* Policy 654: Faculty Merit Pay
  + Skyler: There were a few new items added to the comments. Basically, it was using the self-evaluations instead of the chairs’ evaluation. The other part is to lessen the workload on it. There were further comments about the weighing and giving teaching twice as much weight as it is.
  + John Jarvis motions to vote on comments as they stand.
  + Jim Price seconds the motions.
  + Skyler: John pointed out that will get a second look at this in stage 2 this fall.
  + Skyler calls the question.
  + Results: 29 agree, 4 disagree, 2 abstain
* Policy 168: Whistleblower Anti-Retaliation
  + Skyler: There were a few comments on this one. We can vote if we decide to, but we are under no obligation to do so this week.
  + Hilary: The timing of it all is so fast, especially with the 5.1 procedures. I don’t understand going to this independent review board. The purpose of this board should be spelled out. I know there is a lot of worry about retaliation if we go against our supervisor or second level supervisors. These don’t fit under this policy.
  + Skyler: I’m with you on this and what does and does not apply.
  + Hilary: Why is there a first review board before it goes to an investigation? If it’s in the summer, how are they going to find faculty?
  + Skyler: There is a note that says the timeline could be affected by the academic calendar, so I know they are making allowances for that.
* Policy 112: Social Media
  + The stewards over Policy 112 about social media talked to ExCo last week. This will likely be going into stage three where everybody can comment. They have made some differences. They noted that it’s not for private accounts. Also, they aren’t in the business of approving or censoring every post, it’s just more of a guiding policy. There is a question in how we use these in our classrooms and how we can and can’t require students to create these accounts. If you are wondering about the status of any policy, just Google the UVU policy pipeline page.

**NON-POLICY**

* Faculty Senate Standing Committee Position Nominations:
  + Service & Elections Chair
    - Hilary: You coordinate with all the colleges across campus when there is a university level service that we need committee members for. Sandie has a really nice spreadsheet for this.
  + Special Investigations
    - Laura Ricaldi: With this position I help coordinate and find out more information on special issues.
  + Policy Liaison
    - Skyler: The visible part of my job is I lead the discussions in Faulty Senate regarding policy.
  + Council of Academic Standards
    - Dianne McAdams-Jones: It’s a 3 year commitment and it can roll over into 6 years. One part of this are petitions from students who have been dropped off the roster because they didn’t meet academic grade requirements. Generally, we don’t turn away anyone. It’s a matter of what is going to work for this student to be successful. The second thing is a student who does not like the grade they’ve earned.
  + Hilary: Nominations will open today. They will close next Senate (two weeks from today) and will be voted on. If you are rolling off Senate, please tell your new senator that these positions are available.
* Hilary: This is also the time to make any changes to the by-laws. We will vote on those changes next Senate. So far, there aren’t any major changes announced.
  + Skyler: We just a proposed change: We voted to extend Ben Moulton’s position for another year. I think we should add something that clarifies if Senate moves to do so, we can add another partial term on anybody’s term as long as we vote. Also, I will create a comments document for this.
* Hilary: These leaves us time to discuss anything we may have missed.
* Skyler: I’ve heard a lot from members from my department and friends around campus regarding the recent change on our internet browsers and home pages getting redirected. Once the change happens on your computer, the new myUVU is your homepage no matter which browser you use. There are some who find this obnoxious.
  + Hilary: I have a one-on-one with Christina Baum this Friday and I will bring it up to her.
  + Wioleta Fedeczko: You can’t go into the settings and change it; it’s locked in.
  + Bryan Samson: You do it in Watermark.
  + Diego Alvarado Karste: I have Safari and it opens to the Apple Store every time.
  + Hilary: It hasn’t happened on mine yet, but it sounds like it has happened to most people.
  + David Frame: It looks like a corporate web page with a corporate newsfeed.
* Hilary: Annual reviews are starting. Make sure if you haven’t heard about that from your department, it’s available for you. It’s a little different this year.
* Bryan: Why does the approval process for software take so long? We applied for a grant and got some software approved in October and finally got the software last week. This means the entire capstone project has essentially been shoved into two weeks.
  + David: You should be getting fairly reasonable access to every step.
* Bryan: Jira was part of the problem. I think it’s weird that the University is essentially saying we won’t sign your end user agreement, you have to sign ours.
* David: Let’s get together and try to find the right person to get this information to.
* Hilary: I thank you all for these two years of Teams meetings together. I’m super psyched that Wioleta is going to continue on all of our great work.

Meeting Adjourned: 4:34 pm