**Faculty Senate Minutes**

Aug. 30, 2022

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

***Present***: Hilary Hungerford, Anthony Ciccone, Armen Ilikchyan, Ashley Nadeau, Ben Moulton, Brandon Ro, Bryan Sansom, Christ Witt, Christopher Goslin, David Frame, David Scott, Dianne McAdams-Jones, Diego Alvarado Karste, Donna Fairbanks, Doug Czajka, Dustin Shipp, Eric J. Russell, Erika Johnson, Gareth Fry, Heather Wilson-Ashworth, Jennifer Shubert, Jessi Hill, Jim Price, John Hunt, John Jarvis, Jon Anderson, Jonathan Allred, Justin Schellenburg, Kathleen Young, Kyle Kamaiopili, Laura Ricaldi, Laurie Sharp, Leo Schlosnagle, Maureen Andrade, Merilee Larsen, Michaela Giesenkirchen Sawyer, Mike Smidt, Ming Yu, Natalie Monson, Paul Morrey, Raiden Gaul, Rich Paustenbaugh, Sandie Waters, Sayeed Sajal, Scott Lewis, Skyler Simmons, Tammy Parker, Waseem Sheikh, Wayne Vaught, Wioleta Fedeczko, Zachary Taylor

***Excused or Absent***:

***Guests:* VP Kyle Reyes**

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

Approval of Minutes – Uploads on website unavailable

**PROVOST**

* Provost Wayne Vaught:
* Glory Sharp is the newest associate provost who started a few weeks ago in Academic Programs and Assessment
* Will help make decision on how to move forward
* Help with specialized accreditations
* This will help with consistency
* Linda will guide us through this through the accreditation audit and then this will transition over
* Robin Ebmeyer remains in contact with health department to keep us appraised of issues
* Keep COVID positive students off campus—work with them to keep up on their assignments
* Classroom recordings: Faculty can now delete auto-recordings of classes. You can now also op out of this. There should have been an email sent with instructions. These are your recordings and remain the property of the individual faculty to use how they see fit.
* Use the technology to benefit your class and meet your needs and those of your students
* Retention efforts remain a challenge for us; Kyle will speak more on the updated Vision 2030
* The quicker students get meaningful feedback in class, the better understanding they have on where they are in class and the type of help they need later on.
* Have a place where students can see their grades. This is also a way to issue early alerts if a student is doing poorly.
* General Education: will be looking at this program this academic year. There is a task force put together for this. The goal is to look at engaging the campus in a discussion on campus curriculum this semester.
* Have these changes approved in Spring 2023 and implemented by Fall 2023
* Goal is to have this as transparent as possible with a website with notes and other updates
* We have been revising and updating the Vision 2030 document
* Concerns over academic freedom and the way faculty can teach their classes (i.e. virtual v. in person)
* Wayne Vaught: Academic Freedom is control over the content of the courses, not the method. We need to have a conversation of this going forward. Can you use it as a tool for reaching out to your class?
* Question: Are we still under the 70% requirement?
* No, that was just temporary. A large percentage of faculty are certified to teach online and there is a high demand. Online classes often fill up before face-to-face. We need to have that flexibility. Students with access to both have a much higher retention rate. We are hoping to maintain 35%-40% online classes. More concerned about student demand and quality education.
* There has been talk at state level on online delivery because this has a greater ability to reach throughout the state and help adults who work.
* Question: Sandie Waters: is it possible to get a common message out among departments that we don’t want to regress to pre-COVID but evolve and be receptive to students’ needs and what they are asking for?
* Provost Vaught: we have a unique student body and need to meet their unique needs by keeping modalities in place and having quality education across the board. We will invest in departments that will continue to meet the needs of our students.

**Vision 2030 Update**

* VP Kyle Reyes: History & Context—NCHEMS working with Higher Education Strategic Planning Commission to facilitate a study.
* Areas of focus: Achieve, Include and Engage
* Strategy #1: Provide education opportunities that are accessible, flexible and affordable, in an environment that is inclusive for all in the UVU community
* Strategy #2: Enhance student learning and societal impact through meaningful collaboration with community and industry
* Strategy #3: Enhance student success through improved recruitment, retention and completion
* Since 2019, enrollment has declined and COVID has impacted different factors such as online classes, great resignation, greater student changes.
* We want to give students options—update/revise the new vision to reinforce mission and provide clarity.
* Will roll this out on Wednesday, September 7. Campus will then have two weeks to review and provide feedback. Do you see yourself, department, college in this and what sections resonate or needs more clarity or context?
* Internal Audience: UVU faculty, staff and students
* PREAMBLE:
* Reiterates our mission and vision
* Introduces update
* Highlights the strategically relevant finds of the SWOT that inform Vision 2030
* Question/Comment Ashley Nadeau: the inclusion language may indicate that higher education isn’t a valuable resource but more of the student being a consumer. Can we review this and change the wording
* Kyle: we will read through document and flag wording that may depict students as a consumer
* Question/Concern John Hunt: this seems more like the business words aren’t for all students, just business ones. i.e. “Industries”
* Hilary: This will guide us for the next 10 years and fund what we can do in our departments.
* Kyle: Is this document a done deal? No, it’s not (no one has asked this yet, but he knows it is on their minds). We need your expertise on these areas.

**SENATE PRESIDENT**

* Policy Related Debate Calendar (policy debate calendar overview)
* First week of Faculty Senate we are just introducing this. You should be looking through these comments between now and the Sunday before the next faculty senate. Skyler and Wioletta will send out a homework document.
* Comment Jon Anderson: This gives Skyler a chance to condense comments, though you can still comment afterwards.
* This is shared governance at work. Some of these policies are ones we originated ourselves (600 number policies). Stage 2 is close to being done but we are still looking at changes we want to see
* Wioletta is setting up a policy training

**POLICY**

* Policy 646 Faculty Appeals for Retention, Tenure, and Promotion
* This policy is at the top of the list and is most critical for faculty
* Policy 112 Use of University Social Media
* How to use social media with branding, copyrights, etc. We may not have as much feedback on this one.
* Policy 210 Independent Contractors
* John Richards:
* Changes needed because it is outdated
* Internal Audit & OGC recommendations & best business practices
* Finalize agreement before independent contractor and UVU before services performed
* Policy 251 Traveling on University Business
* John Richards
  + Flexibility & Internal Audit recommendations
  + Moved detailed rules, dollar limits, restrictions to procedures
  + Removing outdated requirements
  + Clarifications and updates
* Hilary: we will invite John back next time to address any comments
* Policy 324 Drug and Alcohol-Free Workplace
* Drew Burke:
* This has been updated to be complaint with most recent case law (this is the main reason for update)
* Medical marijuana is treated the same as any other medical prescription. We just can’t have people impaired whether on this or any other prescription in the workplace.
* Comment Jim Price: I reviewed this already and alcohol should be defined as ethanol. There should be an exception for COS to include research as well. Define alcohol as something that consumable.
* Natured v. de-natured alcohol.

**NON-POLICY**

* Members Needed on These Committees:
* Academic Advising: Dustin Shipp on right now—need another? Let Hilary know if you would like to volunteer
* GEL committee: Waseem Sheikh
* DEI work: Sayeed Sajal is interested
* SRI taskforce
* Committee members needed! Lots of roles to fill.
* One group: the instrument/tool itself-it would be nice to have the tool connect automatically. Do we want to use one that exists already?
* One group: Question group with sub-groups over each evaluation
* One group: Agreed upon measure to evaluate hollastically teacher effectiveness
* Have recommendations by spring to implement next year.
* Once a month or every other month meeting
* Non-senators can be part of taskforce
* Volunteers: Tammy Parker, Merilee Larsen, Erika Johnson, Jennifer Shubert, Matt Ballard, Laura Ricaldi
* Question/Concern Leo Schlosnagle: what if it’s a drastic change and it doesn’t translate/go over to other campuses?
  + Hilary-there won’t be drastic changes
* Compensation Committee
  + 3-5 people needed: Laura Ricaldi, Sandie Waters, Zachery Taylor, Sayeed Sajal
* Faculty senate JEDI committee?
* Comment Sandie Waters: I know of 4 universities who have a JEDI committee. We should do this so we aren’t doing the same/double work. Put this vote on hold until we know more.
* How do we want to be recognized and celebrated?
* -heap/free tickets to events
* Comment John Hunt: OTL can create a faculty lecture series so faculty can use research as they talk about their research. What happened to merit pay?
* Faculty centered day care
* Comment Heather Wilson-Ashworth: There is a disconnect between administration and faculty. Anytime they are going to be new changes, have it go before Faculty Senate to better coordinate with their schedule.
* Diego Alvarado Karste: Marketing, we need to increase not only morale, but pride. My students aren’t as proud of UVU as students are at other universities. Pride will increase motivation and overall wellness. One path is inclusion: this is for the brave, those who want to change. Better internal marketing.
* Free access to the Wellness Center building equipment and activities
* Covering internet access at home
* Faculty lounge with free cookies, snacks, comfy couches, chairs, massage chairs.
* Comment Sandie Waters: Faculty just want to be appreciated. Have everyone be celebrated.
* Send further ideas to Hilary
* Comment Hilary Hungerford: Solid ones should be celebrated, not just the superstars. Let’s get the good stories out on the faculty. Let’s create that narrative.

**Good of the order**

* Jaden Muir: Academic Senate: this is the first year ever we have a representative for each department on campus. They can assist faculty. Their number one goal is to bring pride to students and they now have the team to do it.
* David Frame: We took a team to Skills USA last year and brought home gold and silver metals at the national level.
* Hilary Hungerford: Publication accepted at a top geography journal
* Kathleen Young: Dianne Knight, Kathleen and another member from UTU just presented at an international dental hygiene conference for the first time ever.

Meeting Adjourned at 4:59 pm