**Faculty Senate Minutes**

November 15, 2016

LC 243, 3:00-5:00 pm

***Present***: Kim Abunuwara, Christa Albrecht-Crane, Steve Allred, Anne Arendt, Brian Barthel, Mark Borchelt, Mark Bracken, Kat Brown, Josh Cieslewicz, Alan Clarke, David Connelly, Ken Crook, Karen Cushing, Courtney Davis, Debora Escalante, Sara Flood, Doug Gardner, Lindsey Gerber, Darrell Green, Laurie Harrop-Purser, Jia He, Robert Jorgensen, Lydia Kerr, Ryan Leick, Dianne McAdams-Jones, Tanner McAllister (UVUSA), Duane Miller, Anthony Morris (Library), Shalece Nuttall (PACE), Jeff O’Flynn, Jeff Olson, Hong Pang, Jim Pettersson, Karen Preston, Denise Richards, Robert Robbins, Anthony Romrell, Sheri Rysdam, Leo Schlosnagle, Makenzie Selland, Craig Thulin, Sean Tolman, Robert Warcup, Paul Weber

***Excused or Absent***: Huda Al-Ghaib, Howard Bezzant, Dean Bohl, Bret Breton, Steve Fellows, Matthew Holland, Gary Mercado, Jeff Peterson, Tyler Standifird, Stuart Stein, Stephen Whyte, Alex Yuan

***Guests:***

Call to order – 3:04 p.m.

Approval of Minutes from November 1, 2016. Minutes approved after correcting Robbins name in Good of the Order.

SVPAA

* Olson excused President Holland.
* Follow-up on events regarding the Classroom Building postings.
* RTP Advisory Committee – Pettersson approached SVPAA with the idea of forming and advisory committee to strengthen the process, we thought it a good idea. Olson acknowledged concerns from Albrecht-Crane and Clarke. After survey by Bracken, decided to not create the committee this year. Olson expressed gratitude for Senate to share their ideas and how we move forward.
* Roots of Knowledge windows will be unveiled Friday, November 18, 2016. Board of Regents will be attending in conjunction with other leaders from around the State. A Faculty Advisory Committee helped provide the content along with student’s assistance. A commercial artist who has done stain glass throughout the world proposed the idea. Has received positive reviews internationally. Borchelt inquired about an academic focus with an artistic emphasis centered on the windows as an entry point for discussion in a variety of disciplines. Olson reported that the original presentation was enriched from conversation with Holland. UEN is developing materials for schools throughout the state to study about the Roots of Knowledge through the windows. An app is being developed that if point a smartphone at an image, a full explanation will be provided. Chief Academic Officers will be viewing the windows this week and begin conversation about how other institutions might be able to draw on them. This can be a vehicle for stimulating thought, inquiry, and curiosity. Morris commented that a student’s final research project was to select a panel and build their project around it. After the unveiling, the Library will be holding tours to learn more about the Library and the Roots of Knowledge and how we are integrating the two. The University has decided to put the windows under the direction of the Library to maximize the synergy and enhance their value.

INCLUSION

* Reyes serves as Chief Diversity Officer and a faculty member in the School of Education.
* About three years ago, asked to do develop an Inclusion Plan. Referenced the Plan on the Inclusion website. Annual Reports can also be accessed on the website. An important tab is Student Resources & Centers. Want faculty to be aware of the various centers so they can refer students if necessary.
* Annual Report – Page 3 refers to the Inclusion Plan, Objectives and Goals. Highlighted “Curriculum & Learning for Intercultural Competence” and “Supportive Campus Environment.” UVU has faculty who are being very deliberate in their inclusion.
* UVU has been recognized for four national awards: two for our Latino Initiative and two for our Diversity & Inclusion Leadership.
* Everyone received two emails from President Holland last week. Holland had an email prepared to send out on Wednesday afternoon regarding the 75th Anniversary, due to the Visa gift cards that were being mailed. However, due to a campus situation and campus tension about individuals not feeling safe after the election, Holland revised the email to address the situation. After he returned from business, Holland produced a video to send a strong message to the entire campus community about inclusion on the UVU Campus and that the type of message left in the Classroom Building would not be tolerated.
* Additional Actions Being Taken:
  + On Friday, November 11, through sponsorship of Barney Nye, Director of Multi-Cultural Student Services and LGBT Student Services, and J.C. Graham with Crisis Counseling co-hosted a healing dialogue.
  + Following Thanksgiving Break, will host another dialogue to address feelings and help individuals know that UVU is thoroughly committed to this core theme of Inclusion, not just in words but action.
  + Will also have a statement on the web site that faculty can include in their syllabi.
* Olson noted that when first brought to Administration’s attention, Reyes immediately reached out and began the process and encouraging support, also sent an email to the Deans to create awareness. We are mandatory reporters. What has happened underscores the importance of Inclusion as a core theme.
* Bracken encouraged faculty to view the video if they have not done so and encouraged faculty and students to view the video.
* Abunuwara expressed thanks to Reyes, Olson, and the University for their response. Has discussed with her faculty. Would like to have heard Holland state the very clear consequences for this behavior. Need to have faculty, staff, and students take more responsibility in reporting these situations and state this is not appropriate and grounds for dismissal. Clarke responded that to dismiss someone for this would need clear intent. Weber requested incidences such as be reported to all faculty as many were not aware of the situation. Price would like faculty to create a statement. Schlosnagle sent a personal letter out to students and some expressed fear. Also stated that very few faculty were discussing this matter and would like to see all faculty respond. Arendt recommended a committee to create a statement on inclusion and safe environment.
* **MOTION** – Craig Thulin moved to form a committee to draft the statement. Anne Arendt seconded.
* Olson noted that hate speech can become illegal if it rises to the level that it effectively is denying someone an educational opportunity then it violates Title IX. McAdams-Jones shared her feelings about the general population not understanding the fear of situations like this and referenced a book entitled “Hillbily Elegy: A Memoir of a Family and Culture in Crisis” by J.D. Vance. Olson can assure faculty that UVU is prepared to do what can legally be done to address the situation. Would like to include that consequences will be taken. Investigations are serious and action will be taken.
* Reyes noted that in the winter season, setting aside politics, faculty need to reach out more. He is supportive of a faculty statement. The Inclusion Committee is working on a longer-term strategic inclusion set of workshops, trainings, and dialogues starting next summer. Also know inclusion-related dialogues include safe zone training, hiring practices, micro-aggressions, gender and racial issues, and inclusive pedagogy. Want a robust and sophisticated, but accessible set of trainings, workshops, and dialogues for all. Reyes shared that McAdams-Jones feelings are not alone and we need to recognize that we are here for the student’s first. Let individuals know they are wanted here and to let their voices heard.
* Comments on MOTION – Connelly noted that whatever statement is constructed needs to be distributed next week. Arendt indicated that a Google Doc be created and sent to all of Senate for comments. All in favor? Motion passed unanimously. Contact Bracken or Arendt if would like to participate in the construction of the statement.
* Discussion about faculty and the need to help students and co-workers feel safe.
* Clarke recommended a vote by email. Rysdam would like the draft sent out giving faculty a short window to respond and if do not receive comments will send out by Friday at noon.
* Albrecht-Crane shared that these hate postings are in direct relation to the election of our President-Elect. Olson noted we need to be careful in our messaging. Romrell expressed that we need to not bring politics into the venue.

EVALUATION OF FACULTY TEACHING

* Last spring, Faculty Senate spoke about the evaluation of teaching and how to improve it at UVU. It was motivated by the SRI discussion. Reminder, SRIs should only be a part of the teaching evaluation.
* The Committee is beginning a campus-wide, months-long dialogue leading to a forum during the Spring semester and some sort of action.
* Activity – Break into groups and develop ideas, questions, suggestions on how to evaluate teaching. Once voting is done, the Faculty Development Committee will compile and bring back to the Senate.

POLICY

* Policy 601 – *Classroom Management* moved into Stage 2.
* FLSA Policies are in emergency status and will come forward as a package.
  + Policy 325 – *Workload for Full-time, Non-Faculty Employees*
  + Policy 326 – *Special Pay for Staff*
  + Policy 327 – *Overload for Exempt, Non-Faculty Employees*
  + Policy 328 – *Responsibility for Scheduling and Reporting Working Hours*
  + Policy 351 – *Annual Compensation and Benefits Plan*
* Policy 142 – *Export Control* is moving to Stage 3. Reminder that comments can be made while in Stage 3.
* Policy 610 – *Credit Hour* and Policy 604 – *Course Outlines Records* were approved to move into Stage 3.
* Food Services ??
* Policy 607 – *Course and Lab Fees* – **MOTION** – Sean Tolman moved to table the discussion until December 6. Robert Robbins seconded. All in favor? Motion passed.
* Policy 601 – *Classroom Management* - Limited Scope to deal with accommodations for sincerely held religious beliefs. Stewards reviewed language to be sure language is inclusive as possible. In Section 4.2.3, Bracken noted that language was added dealing with changes in mid-semester, changes to grading due to cheating, or sudden departure of a faculty member to provide procedure processes. Leick reported that the changes being made bring UVU into compliance. Robbins asked for clarification about what part of the syllabus referring to when it comes to allowances for changes. Green suggested leaving out language that syllabi “be approved by the Department Chair.” Olson interjected that students have claimed that faculty members have arbitrarily made changes to their syllabi during the course of the semester and want some sort of approval prior to these changes. In Section 3.9, Robbins expressed concern about use of the word “clerical” in the policy since we are a secular university. Need to define. Also would like the AA/EO guidelines clarified and referenced. Albrecht-Crane asked for direction for a course that is a required course and requires specific material be viewed and feels it is content related. Brown responded that if the material compromises the educational mission and objectives of the course, then you can certainly require it, but the student can still go to AA/EO. A religious accommodation should not fundamentally change the nature of the learning outcomes. Section 4.7.4 refers to the guidelines. Rysdam recommended changing language to just state “sincerely held religious belief,” but how do you balance the requests. Albrecht-Crane noted she allows for four absences, but does not distinguish. Would she be in violation? Brown advised her to consult with the AA/EO Office.

RTP Advisory Committee

* Bracken shared that the committee will not be formed for this year; however, he was charged to form a committee. We currently do have members of faculty that had been voted to serve on the committee and would like to ask them to serve as an Ad hoc committee to investigate best practices for university level review of RTP documents for tenure and midterm review, then report their findings back to the Senate. Based on the recommendations, this committee would transition into a policy revision committee, if appropriate. Albrecht-Crane would like some current sitting senators to serve on the committee. Faculty Senate agreed.

Meeting adjourned at 5:02 p.m.