**Faculty Senate Minutes**

December 4, 2018

CB 511, 3:00-5:00 pm

***Present***: Mark Abramson, Pauli Alin, Jonathan Allred, Jon Anderson, Maureen Andrade, Anne Arendt, Wendy Athens (OTL), Melinda Bender, Mark Bracken, Laurel Bradshaw, Kat Brown, Leo Chan, Alan Clarke, Karen Cushing, Reid Elem, Sara Flood, Nathan Gale, Paige Gardiner, Barry Hallsted, Basil Hamdan, Matt Hasara, Merrill Halling, Rick Henage, Jessica Hill, Jamie Johnson, Reza Kamali-Sarvestani, Numsiri Kunakemakorn, Stephen Ley, Ana Lopez-Aguilera, Diana Lundahl, Rick McDonald, Ronald Miller, Jeff O’Flynn, Jeff Olson, Hong Pang, Alan Parry, Jessica Pauly, Jim Pettersson, Denise Richards, Anthony Romrell, Thomas Roybal, Leo Schlosnagle, Annie Smith (Library), Tyler Standifird, Mike Stearns, Matthew Taylor, Craig Thulin, Sean Tolman, Elham Vaziripour, Ryan Vogel, Bob Walsh, Sandie Waters, Paul Weber, Lyn Wells, Geoffrey Zahn

***Excused or Absent***: Max Eskelson, Nathan Gerber (PACE), Jeff Maxfield, Kelli Potter, Kenzie Prows (UVUSA), Astrid Tuminez

***Guests:***

Call to order – 3:00 p.m.

Approval of Minutes from November 27, 2018. Minutes approved.

**SVPAA**

* Provost and Vice President for Academic Affairs position has been posted. Please encourage individuals to apply. See <https://www.uvu.edu/provost-vpaa/>
* Olson has been attending concerts, workshops, and other events in your areas. Great work.
* Expressed his thanks for all faculty senator’s work this semester.

**AVPAA**

* Contacted recently about having to be in the actual classroom during finals. If your final assessment is not an ”in seat” assessment, you do not have to be physically in the classroom. Contact Academic Scheduling so they can make note of classroom availability.
* The final assessment cannot be due prior to the posted final date and time specified on the Final Exam schedule.

**OTL**

* Pathway 3 Spring cohort - if interested, contact [Trevor.Morris@uvu.edu](mailto:Trevor.Morris@uvu.edu)
* [New Adjunct Faculty Orientation](https://www.eventbrite.com/e/new-faculty-adjunct-orientation-tickets-45943888407) - Thursday, January 3, 5-7P, CB510
* **Welcome Back Faculty Reception** - Thursday, January 10, 2-3:30P, FL501 (no RSVP required)
* [Welcome Back Online Faculty](https://www.eventbrite.com/e/welcome-back-online-faculty-tickets-52611683963) - Friday, January 11, 12-1:30PM, CB510
* Join a [Spring Learning Circle](https://www.uvu.edu/otl/faculty/learning_circles.html)!
* Have had 10 new HEA Fellows bringing the total to 43. Discussing how OTL can reach 100 fellows.

**LIBRARY**

* Extended library hours in preparation for finals.

**STANDING COMMITTEE REPORTS**

* Special Topics & Investigations
  + Need to discuss details about workload issues during Action Calendar.
  + Immigration issue is hot topic and will be brought back in spring.
* Service & Elections
  + Still waiting to hear from departments minus Business on merit pay guidelines. Still need faculty from WSB and CET for the Professional in Residence committee and CHPS, SOE, and UC for the OER committee. Encouraged everyone to light a fire under their faculty for the merit committee.
  + If faculty want the charge to a committee, send Sandie Waters a message. Each college rep should also have the information.
* Curriculum
  + UCC will be meeting next week to address over 700 curriculum items. Reminder of the importance for revisions being made to the policy to help manage the workflow.
  + If departments receive items back for changes, there is time built into the schedule to be sure can be implemented in fall 2019.
* RTP & Appeals
  + Process of organizing committees for potential appeals and the possibility of the advisory committee reviewing portfolios.
  + Rank Advancement files are due 12/15.

**RUE**

* Last meeting the committee outlined some areas of work for spring semester to have achieve a noticeable impact from the committee in fall 2019. Committee is looking at holding college-wide meetings at end of January to present ideas and obtain feedback. Some conversations deal with how to reform GE which includes ways to market to students so they understand why they are receiving a liberal arts education. No proposals at this time, but beginning to investigate ideas.
* First Year Seminar is being worked on over the break in hopes of presenting at the college-wide meetings.

**PRESENTATION ITEMS**

* Faculty Senate Election Results
  + Recognition of Jon Anderson and his service to the Faculty Senate and body at large.
  + Congratulations to Anne Arendt as the Interim Vice President.
* Faculty Senate Expectations and Accountability
  + Postponed item until January 2019

**CONSENT AGENDA**

* FEA Call for Nominations will go out today. **MOTION** – Sandie Waters moved to hold a discussion on the changes. Jon Allred seconded. Anderson amended the motion to place a time limit of 10 minutes. Accepted as a friendly amendment. All in favor? 43. 0 - Opposed. 0- Abstained. Motion passed.
* Waters wants to be sure Faculty Senate is comfortable with Item 4 of the FEA Nomination Procedures to address the “evidence-based” component of the requirements. Richards responded that the chair or dean needs to provide “evidence-based” information to affirm that someone is not eligible. Annual Reviews also must provide evidence when giving a positive or negative review.
* Discussion on what it means to be in “good standing.” Policy 633 – *Annual Faculty Reviews* specifies the timeline when you can be deemed back in good standing.
* For sanctions and remediation, faculty do need to refer to Policies 633 – *Annual Faculty Reviews* and 648 – *Faculty Personnel Reduction* for clarification.
* Senate would like policy references added to the procedures to Policies 162 – *Sexual Misconduct* and 165 – *Discrimination, Harassment, and Affirmative Action* in regards to sanctions.
* **MOTION** – Jon Allred moved to extend discussion for 5 minutes. Sandie Waters seconded. All in favor? Motion passed.
* Clarke expressed that bootstrapping with policy can still be problematic.
* Olson expressed concern that there are several issues in play: 1) faculty being passed over and 2) faculty receiving an award that demoralizes the department. Keep in mind that these new guidelines can be approved now and brought back later when the policies have been approved.
* Tolman reminded senate that this is criteria to choose faculty awards.
* **MOTION** – Tyler Standifird moved to move forward with current recommendations. Jon Allred seconded. Anderson proposed a friendly amendment to bring the nomination procedures back in spring 2019 for further discussion. Parry clarified that the motion is for the guidelines with the recommended changes. All in favor? 40. 0 – Opposed. 2 Abstained. Motion passed.

**DEBATE CALENDAR**

Out of State Workers

* Discussion concerning whether or not to provide the current comments to HR since the guidelines have now been distributed.
* Bracken reported that there is a procedure in place that employees can appeal the request process to be considered on a case-by-case basis to continue working out-of-state.
* Olson recommended Faculty Senate send the comments forward for Administration to review and address if appropriate.
* **MOTION** – Jon Allred moved to accept comments as is. Leo Chan seconded. A friendly amendment was proposed to review the new comments first.
* **MOTION** – Alan Parry moved to table motion on accepting comments until after review of new comments. Alan Clarke seconded. All in favor? 39. 1 – Opposed. 2 - Abstained. Motion passed.
* Reviewed new comments.
* **MOTION** – Jon Allred moved to extend discussion 3 minutes. Thomas Roybal seconded. All in favor? Motion passed.
* Continued review of new comments. No discussion requested on any comment.
* Anderson brought Allred’s motion off the table. All in favor to pass comments on? 42. 0 – Opposed. 2 - Abstained. Motion passed.
* Will move comments on and ask for a formal response.

**FIRST READINGS**

* Policy 541 – *Student Code of Conduct* (3:58 pm)
  + Larsen reviewed key changes (see handout)
  + Would like faculty to review areas in the policy in regards to student’s unauthorized use in terms of academic misconduct and copyright infringement. Clarke shared that students posting faculty work is a copyright infringement unless they have permission. Will add this to comments.
  + Faculty Senate would like to hear UVUSA’s comments on this policy. UVUSA will not be reviewing the policy until 1/18/19.
  + Policy is currently in Temporary Emergency and can be reviewed online.
  + **MOTION** – Thomas Roybal moved to extend discussion 3 minutes. Sandie Waters seconded. All in favor? Motion passed.
  + No discussion on current comments at this time.
  + Concern about the “unauthorized use” of materials. Rick Henage and Leo Chan will review the language in the policy.
* Policy 636 – *Research Ethics and Compliance* (4:13 pm)
  + Fairbanks provided overview of the policy, research ethics, and compliance issues. The Federal Government when provides grant funding to institutions has policies that govern research misconduct and research ethics and we are bound in accepting the funds from those agencies to comply with the guidelines.
  + Drafting committee was created and the committee reviewed numerous policies for consistency, consulted with other institutions, and reviewed federal laws in preparing the draft.
  + Currently no comments at present.
  + Clarke reported there are several problems with the policy. He referenced an article he wrote on the subject matter and expressed concerns about legal counsel and due process. Anderson requested him to submit his comments into the comment form. Clarke expressed that senate should not pass 636 until we know what the due process rights in 648 look like.
  + **MOTION** – Alan Parry moved to have another first reading on 1/15/19 and vote on it 1/29/19. Jon Allred seconded. Stage 2 will close 2/14. All in favor? 42. 0 – Opposed. 0 – Abstained. Motion passed.
  + Clemes welcomes written comments. Committee was composed primarily of faculty. General Council realized that this policy was needed. Reviewed some of the best policies in the country along with federal regulations. Due process was not included in most policies reviewed as they are contained in other policies which some are under revision. Reviewed current due processes currently in place at UVU.
  + McDonald raised concern about a misinterpretation of a statement Clarke made about legal counsels. Clarke clarified that legal counsels have the interest of the university in mind. Faculty and legal counsel interests are different. Was not meant to be direct attack on UVU’s legal counsel.
  + Clarified that the current Policy 648 – *Faculty Personnel Reduction* is in play while it is also under revision.
* Policy 452 – *Electronic Information and Technology Accessibility* added as an information item due to being inadvertently omitted.

**ACTION CALENDAR**

* Interim Policy Liaison (4:33 pm)
  + Reviewed Bylaws in regards to interim positions. ExCo has nominated Jessica Hill from Behavioral Science.
  + Hill noted her service on various policy committees throughout the institution.
  + All in favor? Motion passed.
* Taskforce on Workload Questions (4:36 pm)
  + Chair position – **MOTION** – Pauli Alin moved to confirm Alan Parry as Chair. Alan Clarke seconded. All in favor? Motion passed.
  + Timeframe – **MOTION** – Pauli Alin moved to limit the timeframe for completion to spring 2019. Sandie Waters seconded. Clarke proposed a friendly amendment to provide a report by end of spring 2019. Richards is concerned if the charge is only collecting the questions why take so long and not impose a smaller deadline. Alin amended his motion to end of spring 2019 or sooner. All in favor? 41. 1 – Opposed. 0 – Abstained. Motion passed.
  + Composition – **MOTION** – Pauli Alin moved to create the committee based on six currently sitting senators. Rick McDonald seconded. All in favor? 9. 18 – Opposed. 11 – Abstained. Motion failed. **MOTION** – Sandie Waters proposed one representative from each school/college that are all sitting senators including Alan Parry. Jessica Hill seconded. Alin proposed a friendly amendment unless they forfeit their place by no senators from that school/college willing to serve. Waters accepted the friendly amendment. Concern expressed why having to have a rep from each school/college when only collecting questions at this stage. Response was that many departments have unique workload issues. All in favor? 42. 0 – Opposed. 0 – Abstained. Motion passed.
  + **MOTION** – Rick McDonald moved to create the committee now for senate to ratify. Alan Parry seconded. All in favor? 26. 9 – Opposed. 4 – Abstained.
    - CHSS – Rick McDonald
    - CHPS – Laurel Bradshaw
    - WSB – Rick Henage
    - UC – Thomas Roybal
    - SOE – Sandie Waters
    - COS – Alan Parry
    - CET – Two senator’s volunteers. Discussion over the varying nature of their disciplines. **MOTION** – Pauli Alin moved to accept two senators from CET. Sandie Waters seconded. All in favor? Motion passed. Diana Lundahl and Matt Hasara were selected.
    - SOA – Jeff O’Flynn

**MOTION** – Jon Allred moved to extend discussion 3 minutes for Good of the Order. Thomas Roybal seconded. All in favor? Motion passed.

GOOD OF THE ORDER

**MOTION** – Jon Anderson moved to adjourned at 4:59 pm.



