**Faculty Senate Minutes**

September 15, 2015

LC 243, 3:00-5:00 pm

***Present***: Kim Abunuwara, Christa Albrecht-Crane, Steve Allred, Anne Arendt, Brian Barthel, Debanjan Bhattacharjee, Dean Bohl, Mark Borchelt, Mark Bracken, Clayton Brown, Kat Brown, Josh Cieslewicz, Alan Clarke, David Connelly, Rob Cousins, Ken Crook, Karen Cushing, Courtney Davis, Debora Escalante, Dustin Fife (Library), Doug Gardner, Lindsey Gerber, Barry Hallsted, Ron Hammond, Sherry Harward (PACE), Matthew Holland, John Hunt, Ellis Jensen, Robert Jorgensen, Lydia Kerr, Ryan Leick, Dianne McAdams-Jones, Gary Mercado, Duane Miller, David Morin, Tyler Nelson, CheolHwan Oh, Jeff Olson, Jeff Peterson, Jim Pettersson, Karen Preston, Robert Robbins, Matt Robins (UVUSA), Anthony Romrell, Sheri Rysdam, Makenzie Selland, Cyrill Slezak, Stuart Stein, Allison Swenson, Craig Thulin, Sean Tolman, Violeta Vasilevska, Alex Yuan,

***Excused or Absent***: Howard Bezzant, Joel Bradford, Laurie Harrop-Purser, Matthew Holland

***Guests:*** Karen Clemes, Melissa Frost, Alexis Palmer, Margaret Bellon, Tim Stanley, Laura Busby, Michelle Taylor, Linda Makin

Call to order – 3:05 p.m.

Approval of Minutes from September 1, 2015. **MOTION** - Tolman motioned to approve minutes. Leick seconded. All in favor? Minutes approved.

SVPAA

* Excuse President Holland who is attending the BYU-Idaho Presidential inauguration ceremonies.
* Enrollments are up. Final figures will be out Monday, September 21, 2014. It appears we have more women than men in entering students.
* Academic Master Plan meetings will be held September 29 from 3:00-5:00 p.m. in CB 511 and September 30 from 2:00-4:00 p.m. in SC 213ab. Please let Karen Cushing know if you are attending. The Utah Foundation President will attend to provide context for 2050 such as what life will be like in Utah within our counties and some context for what direction we want to go. Look forward to faculty attending and participating.
* A number of key committees are working across campus on various policies and will be coming before this body in the future.
* Wolverine Tracks is a tool that students can use to plan their schedules. Some departments have 100% participation which allows effective planning. Many departments have not entered their information and we request that they get this information input to assist students and allow us to schedule more effectively. Bracken shared his knowledge of Wolverine Tracks and its effectiveness in the Biology department. Bellon noted that her department is entering the plans submitted for the catalog is being entered into Degree Works.
* Brown has been meeting with RTP committees for faculty going up for mid-term or tenure. Files are due today September 15, 2015.

PACE

* Using an online version of software for elections and would like to offer that resource to Faculty Senate for use. Contact Harward for additional information.

UVUSA

* Had 9/11 commemoration with over 500 students attending. Michael Arad, the architect of the 9/11 Memorial, was the guest speaker. Received good media coverage.
* Next event is scheduled for October 1 at Noon with Stephanie Nielson of the blog NieNie Dialogues.
* Submitted application for TEDx for spring. Will provide more details later.

POLICIES

* Policy 162 – *Sexual Misconduct*
  + Makin informed the senate that this policy has been worked on for over a year with extensive reviews by Title IX, General Counsel, guidance of the Attorney General’s Office, and an outside legal expert. Extensive policy. One stop shop for information on this topic. Currently in Stage 2.
  + Clemes reported this policy applies to the entire university in order to provide a safe campus. Covers process from intake to complaint through assessment, informal resolution, investigation, decision-making, sanctions (if any), remedies, and appeals/review, due process rights. Distributed a flowchart showing the process.– Page 1 shows intake through shared outcomes and Page 2 – due process.
  + Will be deleting 155 in place of this policy
  + Clarke – Two problems as drafted 1) consent as defined 3.10 in reference to incapacitation states that “intoxication by drugs or alcohol does not diminish one’s responsibility to obtain consent. The factors to be considered when determining whether consent was given include whether the accused knew, or whether a reasonable person should have known, that the complainant was incapacitated.” What this permits is for two people without any other aggravating factors, both incapacitated, one will be a victim and the other a perpetrator. Clarke feels UVU is asking for litigation as presently written. 2) does not comply in its investigation model with AAUP recommendations for sexual harassment and due process. Nowhere in the policy does it give you a right to a hearing even if you are a tenured faculty member. Policy mentions due process one time, but no mention of the process when it comes to due process for faculty. Clemes responded that the issue of consent comes straight from the Office of Civil Rights and they define consent clearly. Olson responded that the policy is written to hold all parties responsible if they engage in the behavior. Bracken will send information from Clarke for review (AAUP, New York Times, and Email from Clarke).
  + Frost noted that in any situation when someone comes forward that an incident has happened, that person is coming to the table saying they believe that something has happened. Investigators have been trained to investigate the allegation. Role as investigators are to gather all the facts and determine if we have a victim and an accused. Our job is to determine what those facts show. UVU is following the best practice models of institutions regarding cases that have occurred. Have reviewed the policy to be sure that it is not victim vs respondent bias. Clemes reviewed UVU’s due process for these types of cases.
  + Invitation to Senate that if they would like to make suggestions or comments, to please send them to Bracken
  + Section 5.10.7 – Albrecht-Crane asked who is training people in this pool, what kinds of training are they receiving, and how do we avoid the review panelists from feeling pressure to make rulings that are favorable to the university ? Clemes responded that an expert is being brought in to train the individuals in areas of the importance of being impartial and unbiased, keeping the process confidential, Title IX Law, standards for review, and understanding victims and trauma response. There are plans to have follow-up trainings. Would like the information to be included.
  + Recommendation to bring the police in when it is a sexual assault. Clemes noted the criminal process happens in parallel. Our process under the law must continue. Our standards for campus are not criminal standards. Frost provided additional comments regarding police interaction.
  + Hammond inquired if the AAUP Redbook Clarke referenced includes Title IX updates. Clarke was unsure; however he noted that the policy is open to abuse. Recommend having the policy reflect what would happen if had a 50/50 standoff. Frost and Clemes noted that the policy is based on the preponderance of the standard.
  + McAdams-Jones provided an example of parties being intoxicated and expressed that the policy needs to be definitive, but not sure what it should be.
  + Section 5.10 – Who makes the determination if it will go to the committee or not? Clemes responded the panel.
  + Add arrow to Dismiss box on second page down to the final disposition boxes.
* Policy 547 – *Priority of Service for Veterans*
  + Been a temporary emergency policy and now in Stage 2. Had a one-year certificate which had a grant attached to it from the Department of Labor (DOL). DOL came and did an audit of the grant and asked if we were doing this Priority of Service for Veterans. We were not and had to put something in place. Policy is telling how we will implement it for veterans, spouses, widows, or widowers. For registration purposes, if you have a program funded like Cyber Security, all Veterans will have priority registration for the first day only. They have to notify the Registrar’s office that they are in one of the special programs and they have to notify the Veteran’s Service Center. If had a program that becomes where you can only admit a specific number of students, you are to give priority to Veteran’s.
  + Bellon noted that UVU does verify Veteran status.
  + Procedures – Part 5 – 5.3.1 – It’s not clear who notifies that they need to contact the Veteran’s office? Bellon will make clearer.
  + UVU does not asked if an individual is a “protected” Veteran.
* Policy 655 – *Graduate Faculty*
  + Olson reported this is a policy that when UVU became a university we became eligible to grant graduate degrees. UVU was notified by the Commissioner’s office that we had to comply with a series of items in order to qualify to offer graduate programs. This policy establishes definitions for what constitutes graduate faculty, council, and guidelines for the graduate programs. This addresses the infrastructure necessary to add additional graduate programs.
  + First reading will be October 1, 2015.

SRIs

* Thulin apologized for the agenda order and making individuals wait.
* The October 1, 2015 deadline is the time Busby needs to either change questions back to original ones or input new SRI questions for fall 2015.
* Reviewed response rates.
* WSB noted that to use SRIs in the Tenure process per AACSB, they need to obtain at least a 70% response rate or they are not valid.
* Thulin will send out the questions both old and new. Noted that participation questions are not germane to determining if we are going to use the old vs new SRI. He then deferred the recommendation from the committee to Anton Tolman. Committee expressed displeasure with old questions. Did not find the questions were useful to improve one’s own teaching or student inputs. When developed new questions, tried to ground them in the literature and make more useful for faculty and wanted questions for student’s to self-reflect.
* **MOTION** - Arendt motioned to extend discussion time by 5 minutes. Gardner seconded. All in favor? Motion passed.
* Piloted new SRI in spring to a limited group and then during summer to the entire campus. Stanley recommended continuing with new SRI and made a presentation.
* **MOTION** - Thulin motioned to evaluate the possibility to continue the pilot after reviewing the PowerPoint and come prepared to vote on September 29 extending the pilot university-wide during the fall semester. Hammond seconded. Connelly clarified that the SRIs would be effective and valid during the tenure process if they vote to continue the pilot. Bohl concerned that the discussion at the next senate meeting may not be a five minute discussion.
* Busby shared that there are no procedural differences in how the data is collected. Only difference is if it is a block class vs semester class. It is the same procedural system that would provide incentives.
* **MOTION** – Thulin amended his motion to have both sets of questions on the pilot and use old set for RTP evaluations and then compare with the new, but only count the old in the faculty average. Hammond agreed to the friendly amendment.
* **MOTION** - Arendt amended the motion to note that we have five minutes to resolve on September 29 and if it is not resolved, we will revert back to the old questions. All in Favor? Yes – 37 ; No – 3 ; Abstain – 2 Motion passed.

INFORMATIONAL ITEMS

* Fire Drills will be unannounced, but have asked that they not occur during finals week. Prefer September.
* Constitution is in emergency temporary status in Stage 3 and open for comments.

COMMITTEE REPORTS

Special Assignments

* Shared Governance – The online form has gone out. Received comments that could be broken into three categories: 1) Faculty evaluation governance of other faculty, 2) Faculty evaluation of administration, and 3) Curriculum at all levels. Still in conversation in the standing committee.
* Adjunct Handbook – Will be put thru round three in spring semester. Will not be called a handbook.

Service & Elections

* Still trying to fill the Graduate Committee. Bracken noted the responsibility is great right now compiling all the data for the university committees. When Clayton contacts your school or college, he needs quick responses. Olson noted we need a broad base on the faculty committees as much as we can. Need the expertise of senior faculty as well.
* Thulin noted the unintended effect of a position required to serve on multiple committees. Connelly responded that this is why we are trying to explore the fact that do these individuals need to be on all the various committees.
* Department Chairs and Deans will be notified when soliciting via email for service on a committee within the schools and colleges. Clayton noted when holding elections, he is asking for departments to collect bios for faculty so faculty campus-wide will know who they are.

Curriculum

* Trying to set up roadshow to get a discussion of what the role of dean’s are at the department curriculum level.
* New software has been selected to replace COMET, but we are waiting for it to go through legal before an announcement can be made. Will be spending time defining workflow.
* Leick reference the presentation at the last senate meeting about G/I. Will follow up with Janet Colvin.
* New curriculum that is still at the college level needs to be addressed immediately if you want it in place for next fall.

RTP

* Stay tuned.

**MOTION**: Hammond motioned to adjourn. Gardner seconded. Meeting adjourned at 4:54 p.m.