**Faculty Senate Executive Committee Minutes**

November 19, 2019

FL 516 – 3:00-5:00 pm

***Present***: Anne Arendt, Wendy Athens (OTL), Mark Bracken, Kat Brown, Karen Cushing, Jessica Hill, Rick McDonald, Maddie Mishko (UVUSA), Matt North, Alan Parry, Evelyn Porter, Annie Smith (Library), Denise Richards, Sean Tolman, Sandie Waters

Visitors: Nizhone Meza

***Excused or Absent:*** Dianne McAdams-Jones

* Call to order – 3:02 PM

Approval of Minutes – 11/5/19 – Minutes approved.

**OTL**

* Flexible Learning Council is the structure proposed for innovative delivery of academic curriculum. This council includes areas across the institution. The council is pacing the work to be done, quality reviews, and provide space to innovate.
* There is an alternate certification pathway for experienced online instructors. There are currently openings for spring semester. There is also an opportunity for faculty to participate in a boot camp training over the summer.

**STANDING COMMITTEES**

* Service & Elections
  + Reported that faculty are not stepping up to accept service on committees. Waters requested ideas from ExCo on how to approach and encourage faculty to serve on committees. Parry recommended defining the charge and time commitment of each committee might aid in decision-making. Send comments to Waters directly.
* Curriculum
  + Meeting with the re-drafting committee for Policy 605 – *Curriculum Approval Process* and hope to expedite the overall process.
* RTP & Appeals
  + Tenure Board of Review committee has been established. Setting up a repository hoping to improve the quality of the data collected.
  + RTP & Appeals committee meeting will be held Thursday, 11/21, to discuss Policy 637 – *Faculty Tenure*. Will also be discussing Policy 646 – *Faculty Appeals for Retention, Tenure & Promotion* to determine what items they would like to see revised.
  + Meza only reviews 600 level policies to be sure they are aligned. Would have to work with other stewards to be sure there is lateral alignment.
  + Kudos to Waters for filling all seats on the RTP & Appeals committee but one.
* Advancement of Teaching
  + Starting to form the committee and hope to have one planning meeting prior to the end of the semester.
  + Held Inclusion Committee meeting and McDonald reported that the faculty recommendations proposed by senate looked acceptable.
* Policy Liaison
  + Parry will send new bylaws to Cushing for input into the website.
  + Parry will revise the Executive Summary for Evaluation of Administrators to take to President’s Council in February 2020 to move into Stage 1.
  + Policy 640 - *Sabbatical Leave* currently being revised.
  + Enrollment Management trying to fix Policies 502 – *Determination of Utah Resident Status for Tuition Purposes* and 523 - *Grading*. The issue with withdrawals for medical reasons will be addressed in these policies.
  + Server Protocol Guidelines will need to be brought to Faculty Senate for feedback. This will address the professional pages.
* STRATEGIC DISCUSSIONS
  + Michael Shively
    - Discussion regarding how to move forward in addressing the concerns related to Mike Shively and moving policy forward. Need to be sure the committee has representation from all viewpoints. Arendt recommended Jessi Hill serve as moderator but will need senate approval.
    - Shively made a life choice and that choice has now been publicized. As a faculty member, individuals do not feel they have a place to discuss suicide or due process. Concern that using this situation as a bargaining chip.
    - Some faculty were assisting Shively during the investigation process. Individual not interested in the Shively case other than for a few instances and feel should use as a catalyst for discussion.
    - There have been faculty members that have gone through this scenario and there are issues that need to be addressed. Concern that the pendulum has caused privacy to become isolation.
    - There is a lot of conflating occurring surrounding the issues. The Shively case was a catalyst to exposing issues that have been occurring. Need to examine what the real issues are and address them.
    - Need to separate from due process, address mental health and the care for the person as a whole in context of the overall conversation.
    - Concern about individuals potentially silencing comments and if individuals could be held responsible for their comments. Additionally, concern about personal information being shared openly. Need a place where faculty can be protected and need to improve the overall process.
    - Arendt noted there are some built-in protections for Simon and Abbott.
    - The revision of Policy 648 – *Faculty Personnel Reduction* was not triggered by his death, request to update by was prior.
    - Concern expressed about using Shively case to motivate discussions. Need to focus on the task at hand to address Policy 648.
  + Policy 648 – *Faculty Personnel Reduction*
    - Currently have 25 faculty members who have volunteered to serve on the revision committee.
    - The policy will need to go through Stage 1 process and will receive pushback from President’s Council if you do not include an administrator per Policy 101 – *Policy Governing Policies*. Arendt will address appropriately. Several ExCo members expressed support for having all parties involved, but understand it could be problematic.
    - Hill proposed working in smaller teams to address components of the policy and then bring together.
    - Arendt shared that there will be two working versions of the policy: one from the Office of General Council (OGC) and one from Faculty Senate. Brown would like to retain the committee when both versions are brought together. Parry noting that OGC needs to understand that per policy they cannot be revising the policy unilaterally.
    - ExCo agreed to recommend to Faculty Senate that Jessi Hill will lead out.
    - Senate will create a Taskforce for Policy 648 and provide a link to list of volunteers to serve on the committee.
  + Policy 637 – *Faculty Tenure*
    - Meza will lead the committee and request tenure track faculty to serve on the committee.
  + Student System for Viewing Grade Distribution
    - Faculty understand that the information the students are providing is in a simplified version, but concern over the fact that it was allowed to be housed on the Registration website.
    - Proposal is for Faculty Senate to create a resolution for faculty to ask the university to postpone implementation of the tool until more research has been conducted.
    - Ask Faculty Senate if this tool should be included and respond why or why not?
    - Consider a separate link with all the resources/tools for students to review and obtain help from in making course decisions.
    - Recommendation was to identify student projects on the website. Consider making a Google App.
    - Consider drafting a letter for the Registrar with faculty concerns about the information.
    - Possible options for student projects: Option 1 – put student project on tools page; Option 2 – list in Library’s Scholars Archive
    - Inquire from stakeholder to stakeholder about what problem they are trying to solve. These students are really trying to help their fellow students. Mishko reported that the reason for this project was to try and help improve UVU retention.
    - Recommend expressing appreciation for the student project and informing them what they can do to improve the project.
    - Need to determine if the project was approved for the Registrar’s page. McDonald will follow-up with Brett McKeachnie.
  + Workload Q&A
    - Previous committee collected questions that now need to be answered.
    - McDonald will provide list of questions and responses that have compiled thus far and request names for workload committee.

SET AGENDA FOR 12/3/19

Meeting adjourned at 5:02 p.m.

ACTION ITEMS:

* Send new bylaws to Cushing for input into the website. (Parry)
* Follow-up with Brett McKeachnie on student project being housed on Registration page. (McDonald)
* Provide list of workload questions and responses that have compiled thus far and request names for workload committee. (McDonald)