**Faculty Senate Minutes**

Feb. 7, 2023

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

***Present***: Alex Yuan, Armen Ilikchyan, Ashley Nadeau, Ben Moulton, Brandon Ro, Bryan Sansom, Christ Witt, David Frame, Dianne McAdams-Jones, Diego Alvarado Karste, Donna Fairbanks, Doug Czajka, Dustin Shipp, Eric J. Russell, Evelyn Porter, Gareth Fry, Hilary Hungerford, Jennifer Shubert, Jim Price, John Hunt, John Jarvis, Jon Anderson, Jonathan Allred, Kathleen Young, Kyle Kamaiopili, Laura Ricaldi, Laurie Toro, Leo Schlosnagle, Maureen Andrade, Merilee Larsen, Michaela Giesenkirchen Sawyer, Mike Smidt, Ming Yu, Nate Jeppson, Nizhone Meza, Peter Sproul, Raiden Gaul, Rich Paustenbaugh, Sandie Waters, Sayeed Sajal, Scott Lewis, Skyler Simmons, Trevor Morris, Waseem Sheikh, Wayne Vaught, Wioleta Fedeczko

Excused or Absent:

Guests:

Call to order by President Hilary Hungerford: 3:01 p.m.

Approval of Minutes: Minutes stand approved

**PROVOST**

* There is a Town Hall this week. A survey was sent out. Hopefully everyone had an opportunity to send in questions. We’ll try to answer those first as best we can before we get general questions in the room. We won’t be talking about Gen Ed at this town hall.
* Gen Ed: we have been going academic unit by academic unit to have the faculty give feedback.
* The mandatory trainings are due by Feb. 28th. They will shut off at this time. I encourage you to do them this week and not wait. Today I received an email that only 39% of personnel within academic affairs have completed these trainings. There will not be any exceptions for not completing these on time. You can probably get these done in a couple of hours. They do highlight things you should think about or be reminded about.
* Budget updates: I encourage you to pay attention to the legislative sessions. We should have updates on Thursday.
* We’ve created what is called a balanced score card which is a dashboard that will help us monitor things that were in the Vision 2030 document. We will be reviewing online courses and offering more or closing some. We will also be looking at classroom utilization. Completion remains a high concern for us. One of the things we have to demonstrate is we are raising our completion rate. The good news is this is going up for us. An area that remains of concern is the completion rate for historically underrepresented students. Keeping tuition rates affordable is also something else we will be looking at. We will also monitor high impact practices and high impact jobs. We’ll be keeping an eye on our $350 million comprehensive campaign. We also will evaluate innovative teaching. It’s difficult to measure and SRI scores will not be part of this, though it is part of the teaching. I would like to see a more robust, comprehensive plan and getting away from a single indicator.
* John Hunt: I disagree that there isn’t a culture of inflating grades and making things easier. I’m seeing this with my students. If we push them along and push them into the real world, they are going to fail. I’m concerned that we are pushing students forward without the maturity or the skills to do well.
* Wayne Vaught: I think it should be a concern for all of us. We get into situations where we can easily increase our completion rates by imposing certain standards. If we are committed to the open enrollment admission, it doesn’t mean we should be decreasing standards but rather figuring out how to help those students master the material you think they need to master.
* John Hunt: Can we reduce class sizes? For this kind of individual help, we need smaller classes.
* Wayne: We can talk about all sort of innovative things for the balance. The state is talking about giving salary increases. This is typically about 85% percent from the state and the rest from tuition, though the Governor has put a freeze on tuition. This means a budget cut for us. Laurie is going to help us to identify opportunities to balance classes while at the same time not spending money unnecessarily.
* Kathleen Young: I hear you talking about different modalities that you want to offer students. I have a daughter that teaches PYS 1010 livestream. There are over 40 students in her class and only 20 or less have ever showed up with only one really participating. How can students expect to finish if they don’t even show up for class? Is this happening in other livestream courses?
  + Wayne: I suspect it is all over the spectrum for what others experience. It’s clear that students online have to be a lot more self-motivated. Having advisors helping students determine which modality they would fit in is something.
* Ashley Nadeau: I have a question about academic rigor. I received an email yesterday morning from UVU’s executive branch with an ad about an essential oils advocate certificate. I’m concerned what we are selling as UVU courses through continuing ed and how this reflects on the campus.
* Wayne: We do have a dean overseeing these programs. I’ll be looking into it. The continuing education programs are a bit different, but we need to maintain a certain level of academic rigor.
* Dianne McAdams-Jones: There are a lot of industries out there that will just require certificates. People are realizing they don’t need all of these degrees because of student debt. How are we going to go about that direction? Is this something we are thinking about?
* Wayne: Yes. We were talking this morning about new certificates that can be completed within a year. We have to think about how to be responsive to this. It’s highly desirable that each year the student should be able to walk away with something. We are seeing a lot of suspicion about the value of higher education, so we need to think of ways of being innovative and creative. We need to get more faculty to think about this too.
* Michaela Giesenkirchen-Sawyer: I didn’t think I would, but I really enjoy creating online classes and teaching them. What about the compensation for building those online classes? I spend 1,000 hours on each of those shells and the compensation isn’t a lot. Are there any plans on increasing that?
* Wayne: There hasn’t been any direct plans but I’m certainly willing to listen and think about it.
* Sandie Waters: I was in a meeting this week and there were a few faculty members in this meeting where a concern was brought up from your town hall meeting that had to do with tenure and review. It’s their understanding that with the new push on tenure about going to full professor you have been quoted as saying this is something that is super rare; there are new procedures being put in line and we shouldn’t expect much from that process. Am I misunderstanding something?
* Wayne: Our office is working with Hilary and there is a review of RTP. I pulled the numbers from the past 15 years and we do reward in the 90%. For rank advancement, I said we don’t reward it just because you were here a certain number of years; you need to demonstrate excellence, continued excellence in teaching research and service. Advancing towards full professor should be the goal of every faculty member. There could be a question on how rigorous we are being in our standards. I have to make the determination whether granting continued employment to this faculty member is allowing the university to achieve its mission. Being a full professor should be considered an honor and reflects a career of high performance.

**FACULTY SENATE PRESIDENT**

* Make sure you finish your compliance trainings. If you don’t, you won’t be in good standing.
* Armen and I have been working with OTL to develop a pre-conference on Chat GTP in March. IA machine learning is only as good as what we feed it.

**POLICY**

* Overview of policies for next Senate:
  + Kedric Black:
    - #141 Cost Transfers for Sponsored Programs (Updated)
    - #201 General Fiscal Policy and Procedures (significant rewrite)
    - #202 Payroll (Updated)
    - #205 Investments (significant rewrite)
* Policy 252 International Travel:
  + Maureen Andrade: What is the rational for the Fly America Act acts? Why would we want to include that in our travel policy, especially if it’s not coming from the administration? As a university, are we suggesting that it be required? I would suggest deleting those.
  + Skyler Simmons: Motions to vote on the comments as they presently stand.
  + Sandie Waters seconds the motion.
  + Hilary calls the question
  + Voting Results: 31 agree, 0 disagree, 1 abstain
* Policy 446: Privacy and Disclosure
  + Sandie Waters: I have a concern about there are too many eyes watching us. I would like something stronger in place that protects our privacy.
  + Jim Price: The intent seems that if the files our on the network, they have control of the network and don’t have to give them back. Instead of “reconcile”, can we say “acknowledge” the intellectual property policy?
  + John Hunt: What can we really do? How can we push back?
  + Skyler: As a consultative body, very little.
  + Sandie: We can’t make decisions, but we should not back away from making our opinions firmly known.
  + Jon Anderson: We need to make a stand when we feel like we need to.
  + Sandie: We are slowly bleeding the lines where we are losing space on academic freedom. If somebody can word something, we should include it.
  + Jim: We need to know specifically what we are rejecting to if we are going to reject.
  + Sandie: The first step is monitoring and locking me out of my emails. How can the University tell the difference if it’s at home or at work? We need to start before it gets worse.
  + Michaela: One option we have is we are not accepting this policy if these concerns aren’t addressed. It’s bad enough we are selling out our intellectual property (online courses), but we can’t do much about the fact that they have access to our UVU email. We should only use it for the most technical purposes possible.
  + David Scott: In the past, work for hire was never the discussion but it’s shifted to protecting the employer instead of the employee. If UVU owns everything, that opens themselves up to lawsuits. That should be the argument to dissuade them from taking away our intellectual property rights.
  + Bryan Sansom: They are referencing things in this policy that don’t have anything to do with this. They are providing a false narrative.
  + Maureen: In the Conflict-of-Interest form, we are required to disclose if we do anything outside of our UVU work. They ask if we do, whether or not we use our UVU computer for it. They haven’t really addressed whether or not we are allowed to do this.
  + John Jarvis motions to vote on the policy
  + Sandie Waters seconds the motion.
  + Hilary Hungerford calls the question
  + Voting Results: 14 agree, 21 disagree, 0 abstain
* Policy 447: Information Security
  + Sandie: 4.9.1: Any such change should be communicated to all employees. Can we flesh this out to give it more context? It’s my comment and I was talking about communication.
  + Sandie Waters motions to vote on the policy
  + Paul Morrey seconds the motion
  + Skyler Simmons calls the question
  + Voting Results: 26 agree, 7 disagree, 0 abstain
* Policy 448: Authorization and Management of official UVU webpages
  + Sandie: My understanding is the University wants our webpages to be forward facing. I just want to point out this is another case of faculty being encroached upon in faculty spaces.
  + Skyler: It’s my understanding that websites referenced there are optional and that it just needs to comply with the standards.
  + Sandie: The way they’ve written it is not specific. I feel like it’s cloudy on purpose and it will grow into something else (related more to content than to format).
  + Jim: I think it’s still evident that we have freedom of speech. They should say whether or not we can link to non-UVU webpages from our webpage.
  + Sandie Waters motions to vote on the policy
  + Kathleen Young seconds the motion
  + Hilary Hungerford calls the question
  + Voting Results: 26 agree, 6 disagree, 0 abstain
* Wioleta Fedeczko motions to extend the Senate meeting by five minutes
  + Sandie Waters seconds it
  + Motion Passes
* Policy 457: PCI DSS Compliance
  + Sandie Waters motions to vote on the policy
  + David Frame seconds the motion
  + Wioleta Fedeczko calls the question
  + Voting Results: 28 agree, 1 disagree, 4 abstain

**GOOD OF THE ORDER:**

* Hilary Hungerford: The Black History of Museum of Utah will be on campus in front of the library tomorrow.
* Bryan Samson: I just got back from a research trip with the National Park Service in Louisiana preserving jazz and dance halls.
* Michaela Giesenkirchen Sawyer: We have a humanities symposium coming up Feb. 22 & 23rd on memory, history, and time. I also donated money Turkey today.
* David Frame: I just got back from Design Con

Meeting Adjourned: 5:01 pm