**Faculty Senate Minutes**

February 9, 2021

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

***Present***: Maureen Andrade, Jon Anderson, Anne Arendt, Wendy Athens (OTL), Lyn Bennett, Lauren Brooks, Kat Brown, Leo Chan, Seth Christensen, Joy Cole, Suzy Cox, Karen Cushing, Shane Draper, Max Eskelson, Beka Grulich (PACE), Lisa Hall, Barry Hallsted, Young Wan Ham, Melissa Heath, Rick Henage, Jessica Hill, Joshua Hilst, Hilary Hungerford, Armen Ilikchyan, Greg Jackson, John Jarvis, Kyle Kamaiopili, Jeremy Knee (OGC), Chuck Knutson, Scott Lewis, Stephen Ley, Diana Lundahl, Mohammad Masoum, Jeff Maxfield, Dianne McAdams-Jones, Rick McDonald, Ronald Miller, Natalie Monson, Elijah Nielson, Matthew North, Alan Parry, Jim Pettersson, Evelyn Porter, Kelli Potter, Audrey Reeves, Denise Richards, Brandon Ro, Leo Schlosnagle, Dustin Shipp, Skyler Simmons, Peter Sproul, Karen Sturtevant (Library), Zachery Taylor, Wayne Vaught, Ryan Vogel, Bob Walsh, Sandie Waters, Lucy Watson (UVUSA), Christopher Witt, Alex Yuan, Geoffrey Zahn

***Excused or Absent***: David W. Scott

***Guests:***  Susan Thackeray, David Connelly, Kazem Sohraby, Forrest Williams

Call to order – 3:00 p.m.

Approval of Minutes from January 26, 2021. Minutes approved.

**PROVOST**

* COVID testing positivity rates are declining. Continue to monitor classes for triggers.
* Met with department chairs focusing on fall semester. Goal is to encourage chairs to finalize the fall schedule. Recommendation is to increase class size to 100% capacity as most individuals in high risk or want to be vaccinated will have had an opportunity. Faculty not wanting to come to campus to teach a course will be addressed on a case-by-case basis. Need to post schedule as accurately as possible.
* Advising discussions are ongoing. Looking at administrative restructuring/changes that will allow for increased coherent advising. Day-to-day advising operations will remain the same, but will apply best practices to provide a cohesive/coherent structure. Goal is provide a structure that will best support advising. Process – Discussed in Cabinet. President wants a coordinated effort of advising. Provost Vaught has met with Directors of Advising, Cabinet members, and all school/college advisors. Is trying to collect feedback at this stage. Met with department chairs on 2/9 to begin the conversation. Would like to make some final decisions by the end of the semester and have a structure in place by fall 2021. The Senior Director of Advising would oversee practices such as Civitas and predictive analytics, ensure advisors are properly trained, and support advisors in other ways appropriate. Can send comments to David Connelly, Provost Vaught, or Karen Cushing.
* If have concerns about the university supporting faculty during this time of stress, please contact Provost Vaught directly.
* Lectureships on Campus – Bennett brought up that Faculty Senate should be looking at roles of faculty and in particular full-time lecturers. This might be a good time for the university to review roles, contracts, policies, etc. Recommend Provost Vaught meet with the current lecturers across campus to hear their concerns. Bennett will work with Provost Vaught in setting up the initial meeting.

**SPECIAL CONSIDERATION TOPIC**

* The Executive Committee discussed proposed strategy for operating procedures to add a column to the policy comment document for senators to add their name if they want to discuss a specific comment rather than exhausting debate time to determine who would like to discuss. Senators can add their name to the document as we move through the review process.
* **VOTE**: All in favor? 31. Motion passed.
* **MOTION** – Skyler Simmons moved to vote on the proposal. Suzy Cox seconded. All in favor? 34; Opposed – 0; Abstained – 0. Motion passed.

**SENATE PRESIDENT**

* An email was sent regarding the IT Digital Transformation Open Session. This is an opportunity to ask questions of IT. Kelly Flanagan, Christina Baum, and Troy Martin will be in attendance. Staff are welcome to attend.
* Policy 649 – *Faculty Remediation, Sanction, and Dismissal due to Cause* is in the initial drafting stages moving into Stage 1. All faculty are welcome to participate on the committee. Meetings will be held about once a month. The first meeting will establish ground rules from a non-negotiable legal aspect.
* An email was sent via Qualtrics to vote for Senate President. However, some faculty have blocked the Qualtrics email at some point and need to check their spam/junk folder for the email and unblock Qualtrics.

**POLICY**

* Policy 525 – *Credit for Prior Learning*
  + General (Comment 13) – Where would compensation come from for reviewing documentation assessing Prior Learning Assessment (PLA)? Utah System of Higher Education policy R472 states “fees must be transparent and reflect only the operational costs of administering a PLA program. Institutions may not charge tuition for the number of credits awarded.” No guidance is given from the State on this matter. Need to determine how much money and workload. Don’t have an idea until we receive direction from State. Additional compensation should not be a burden to the department performing PLAs.
  + Section 5.2.3.2 (Comments 9,12,14) – Include “relevant faculty” along with the dean and department when making a determination regarding the content. Faculty are the content experts in their fields and should be the ones to approve the PLA. No reason to bring the dean into the process. Departments and faculty should clarify the documentation needed to support the PLA. State “appropriate documentation should be approved by the faculty and department chair. Approval of documentation does not imply approval of PLA.”
* Policy 522 – *Undergraduate Credit and Transcripts*
  + No comments
* Policy 644 – *Appointment and Responsibilities of Department Chairs*
  + Section 3.1 – Discussion regarding if all voting should reside within the full-time faculty including lecturers and Professional in Residence (PiRs). Discussion about voting between the two competing options: 1) only full-time faculty or 2) full-time faculty and staff who report to department chair. Some senators expressed opinion that anyone that reports to the chair should be able to vote. Not due to particularities of each department, but because it’s fair while others feel if a staff member does not report to a chair, then they should not vote. Consider language of inclusivity and the humanistic approach. Overall, adjuncts were not intended to be included as having a vote. Six potential options for vote could be: a) tenured only b) tenured and tenure track faculty; c) tenured, tenure track, full-time non-tenure track faculty; d) tenured only plus full-time staff; e) tenured, tenure track faculty plus full-time staff; f) tenured, tenure track, full-time non-tenure track faculty plus full-time staff. Consider adding option for dean vote.
  + Section 3.1 (32) – Would like to know if a national search for department chairs come in as tenure track. Concern that assistant department chair(s) not tenured or on tenure-track might be in position that is outside the scope of their job. Define the responsibilities of non-tenure track faculty. Lecturers do not have service component. They only serve if a tenure/tenure track faculty member does not have expertise. Concern about faculty who are not tenured being qualified to evaluate teaching and research. Need to identify responsibilities between associate and assistant department chairs and how they play in the RTP process. Be careful to not get too granular. Would like to know process of how someone gets to be an associate or assistant department chair.
  + Section 3.5 (64) – Discussion centered on how the criteria will be determined in complexity from department to department. If left open to some big decision, should know what it is. Provide some metrics such as student contact hours, number of faculty, and number of degrees/programs. There needs to be some metrics, but they will differentiate department by department as some departments are unique which might be complex or not. State who has final say on defining a complex department. Operational obligations might be a variable to complexity. Consider using a different term than “complexity” due to ambiguity. Determine a way that is fair and cannot be gamed. One recommendation was to consider making department chair compensation the same for all departments; however, some noted that one size does not fit all. School of the Arts has so many differences than other areas of campus. Proposal made that departments collaborate with their deans and other departments within their school or college to determine complexity. Define “time-intensive activities.”
  + Section 3.6 (8,33) – Concern about non-tenure track faculty hired to serve as program coordinators would be moot if program coordinators are removed from the policy. Vote would be between options 1 or 2.
  + Section 4.2.1.3 – Remove comment.
  + Section 4.2.1.9 – Currently department chairs do not hire/dismiss anyone. It is difficult for tenured faculty to be dismissed even by a dean. Chairs do hire faculty in collaboration with the dean and deans can veto or support the hiring. Department Chairs are the ones who make the decisions on staff, but are still subject to dean approval. Need tighter language. Provide clarity on for the hiring agent. Ensure aligning policies so not sending mixed messages. Distinction of who hires for what department positions including full-time and part-time staff.

**GOOD OF THE ORDER**

* Waters had great conversation with Kelly Flanagan, VP for Digital Transformation, and included a report in her notes.
* McDonald expressed concern about advisors not feeling heard over the proposed advising changes.
* Nielsen expressed appreciation for Faculty Senate to discuss difficult topics.
* Potter expressed concern about the 2021 Commencement speaker who has a strong stance against the LGBQT community.
* Watson announced that Reverend France Davis will be the next UVUSA speaker on 2/11 at 12:00 p.m. Link: <http://bit.ly/RevFranceDavisUVU>.
* Heath announced UVU’s Opera production of Lucia di Lammermoor. See link for tickets. <https://uvunoorda.universitytickets.com/w/event.aspx?SeriesID=27>

Meeting adjourned at 5:00 p.m.