**Faculty Senate Minutes**

**Special Session**

February 22, 2022

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

***Present***: Russ Bailey, Armen Ilikchyan, Ashley Nadeau, Brandon Ro, Ben Moulton, Chris Witt, David Frame, Dianne McAdams-Jones, Doug Czajka, Dustin Shipp, Elijah Nielson, Emmy Bell, Eric Russell, Evelyn Porter, Gareth Fry, Greg Jackson, Hilary Hungerford, Jim Pettersson, Jim Price, Jon Anderson, John Jarvis, Jonathan Allred, Joshua Hilst, Joy Cole, Justin Schellenberg, Karen Sturtevant, Kathleen Young, Kathren Brown, Kevin Smith, Kyle Kamaiopili, Lauren Brooks, Leo Schlosnagle, Lisa Hall, Lyn Bennett, Maureen Andrade, Melissa Heath, Bob Walsh, Michael Hollister, Mike Smidt, Natalie Monson, Sandie Waters, Scott Lewis, Shane Draper, Tammy Parker, Waseem Sheikh, Wendy Athens, Wioleta Fedeczko, Young Ham, Michaela Giesenkirchen Sawyer, Christopher Goslin, Laura Ricaldi, Bryan Sansom, Gareth Fry, Jim Sutton, Nicole Gearing,

***Excused or Absent***:

***Guests:*** President Astrid Tuminez

Call to order by President Hilary Hungerford– 3:00 p.m.

Approval of Minutes – Minutes approved for 2/8/22 (3:01 pm)

**PROVOST**

* President Tuminez: Thank you to outgoing deans as well as welcome to incoming deans. The search is ongoing for replacements.
* [Slides](https://uvu365-my.sharepoint.com/:b:/g/personal/10758260_uvu_edu/ERnpfsvPUpZKtarfrYkZSH4Bvo5O0Ys3qSHuzMeOCgXmMw) regarding ongoing challenges in higher education. Only 50% of respondents to a survey regarding the economy indicated that they could meet their needs. Fewer people going to college, results from surveys of employers about hiring people who have run a marathon versus completed a degree. After the pandemic began, nationwide we lost 1.2 million students. Enrollment trends show declines in most demographics. UVU has an enrollment of 41,000 students, including high school concurrent enrollments intentionally. With 67% retention, we can always do more to retain continuing students. We are now at parity for gender representation, males and females. By ethnicity, we have gains in multiracial and Black students, some drop in terms of White students. Enrollment is critical to our present and future. Regarding growth funding, Utah’s system of higher education has determined a formula for gaining this growth funding and this year was the first year UVU has not received it.
* We have recently completed the Keller building. We are currently fundraising for the Scott M. Smith college of engineering and Technology, including a $25 million donation from Scott and Karen Smith. Our first cohort of the masters of physician assistant studies has completed. We received 600 applications for the first 30 spots. We are growing Nursing by 30%. Programs in healthcare administration and social science are partnering with the community.
* We received a large grant for what we are doing in deep/emerging technologies. One for data security and one for renewable energy development. Civic engagement initiative also received funding.
* We welcome our new Chief Inclusion and Diversity Officer (CIDO), and a new Program Director of DEI. They will report to me. In terms of faculty representation, we are the second worst (public) university on full-time faculty by gender. We need support at every phase, recruiting, onboarding, etc. to hire and retain.
* The Campus Climate Survey has gone out and it is important to get a baseline about how people are feeling at UVU. We can then benchmark with other institutions and track our progress.
* Slides about support for students. All of this helps students get to 45% completion by 2025 (our goal).
* With underrepresented populations, we have had a great impact in reaching Latino students. We would love to get to 25% students, and our completion rate for this demographic is already very good. What should we expect from the funding and investment we put into inclusion-related resources? This is the question we will continue to ask.
* Regarding compensation, salaries and wages have been impacted by inflation. We will have to raise tuition again, depending on what we ask for and get from legislative allocated funding. Attrition is something I am raising with the council. Specific amounts for funding requests were listed.
* RTP is in full swing, we have moved to digitization. Thank you for this, there were only a few that were not digitized. We need to address continuous improvement and ownership
* UVU’s first Black faculty member to attain full professorship, congratulations to Dr. Dianne McAdams-Jones. <https://youtu.be/Dts3kB9a4AY> (link to celebrate Dianne on 2/28)
* Read our Wolverine Stories about gritty, resilient, empowered students.
* Question (Sandie Waters): I am excited about the resources we have for students to meet them where they are, we are working on inclusion, incoming officers for inclusion. What can faculty expect in our world, what issues may come our way with regard to DEI from the university? President: The university is all of us, each of our colleges and schools has an inclusion plan, vetted by the faculty. It may be worthwhile to look at this inclusion plan again. We need to improve our hiring and promotion of underrepresented groups, especially female or otherwise under-represented. Every search committee needs to use the hiring advocate to reframe our search in how this goes forward. Every faculty member needs a mentor. We need to not just show it in our numbers, but also to be able to feel it in how we are treated.
* President Hungerford: Comments from the chat regarding compensation for women and BIPOC faculty, we need to also be thinking about helping chairs address SRI with new faculty how bias can occur. How can department chairs and deans keep this in their narrative?
* Tuminez: We are always short on resources, we hope people who are mentors this may included as service. It would be worth conversation to make sure everyone has a mentor and a coach. I have a mentor and a coach myself. Was there a question on compensation?
* Hungerford: A statement rather than a question, about ongoing issues with compensation for women and BIPOC individuals.
* Tuminez: We may already have the data on this, ask Marilyn Meyer if she has the data about this. I am familiar with this issue about SRIs, patterns are important to notice, we also look at peer evaluations to understand the patterns. SRIs are not the be-all, end-all. Hopefully with all of the stakeholders enough homework will have been done to understand the process as comprehensively as possible.
* Hungerford: With faculty senate presidents across the state, other senates have compensation committees to examine these issues and examine these patterns
* Tuminez: Lyn Bennett asking about university-level policy, how mentoring is treated as service, differences in criteria across departments. Across a large number of files read, you see patterns of quality work, this is the best chance that I get to become acquainted with you as faculty.
* Hungerford: Thank you to President, especially addressing issues of diversity. Feel free to share the slides with your department. (END 3:35 pm)

**SENATE PRESIDENT**

* Be sure to complete HR trainings and encourage adjuncts to complete these as well. All are encouraged to complete the Campus Climate Survey as well. Kelly Flanagan, officer for all things digital, will be attending next time.

**POLICY**

* Policy 115 vote, Personal Use of University policy
  + Skyler Simmons: Further discussion has proceeded about parts that they will still be writing. Proposed language to vote on to send back, we feel this policy should return to Stage 1 to complete the draft. The procedure section is not written yet and we would like to see that before the policy is enacted. John Jarvis: It would still be up to them whether to move it to Stage 1, correct? Yes.
  + **MOTION** to vote (Lyn Bennett, seconded by Sandie Waters). Waters: We have the option to disapprove this, in which case they could continue the policy without us. Anderson: That is correct. Fedeczko: When you are voting in Forms, it is anonymous. Anderson: The impromptu votes, spur of the moment ones are not anonymous. If you need it to be anonymous at any time, we can quickly do this but it may slow the meeting down. For quick votes that may not need anonymity, we put in our bylaws that we would use the thumbs up and this would not be anonymous but keep the meeting moving. For all of the bigger votes we will bring in a form ahead of time for anonymity. Fedeczko: Every form I send to you is anonymous. We can always extend time on a vote to make the specific vote anonymous. Waters: We are in a corner with this policy, if we disapprove they don’t have to listen to us. Anderson: In my experience in senate, we have been listened to. If we want to change the language that has been motioned on. Jim Price: Suggestion for a friendly amendment, vote on the statement separate from the policy. Waters: Referencing Kyle’s comment, that we are voting on an incomplete policy. Price: We can abstain. I suggest we vote on the motion, then possibly abstain. Anderson: The best way to show we do not accept it is to reject it with a vote. Price: I call the question on the statement (language to send back) in blue. (Motion passed).
  + **MOTION** to vote on policy (Jim Price, Bryan Sansom seconded), with recommendation to vote against it. Anderson: You can vote no on the original and then vote yes on all the comments below. Waters: I call the question. Price: Clarifying question about voting on the first line and then each of the comments. Anderson: We are giving you time to fill out the vote before we move on. Schlosnagle: Comment not included from colleagues about clinicians using their offices for therapy services, a common practice. Simmons: Yes, thank you for bringing this to our attention, this is represented now in one of the comments. Hungerford: Yes, this is a big one to pay attention to. (Policy voted against, comments passed).
  + Hungerford: This was a complicated one with more language. We apologize for confusion.
* Policy 326 Workplace Conduct (full rewrite)
  + Simmons: We are ready to go on this, entertaining motions.
  + **MOTION** to vote (John Jarvis, seconded by Lyn Bennett). Called to question, vote posted.
  + Fedeczko: We know this is a long one and are giving you time. (Majority supported, all comments supported.)
* Policy 633: Hungerford: This policy is finally going to President’s Council, thank you all for your work on this.

**NON-POLICY**

* 3rd Science GE discussion
  + Hungerford: Summary of this resolution. They have listened to our suggestions on language on this and are ready for our vote.
  + **MOTION** (Joy Cole, Elijah Nielson seconded). Waters: Call to question. (Vote in agreement, supported).
* Anti-racism Resolution
  + Hungerford: How to manage it when my department is split or there is disagreement. Sometimes an abstention is appropriate. Whatever happens with this vote, it has been a learning opportunity and we can move forward with a better one. For me, this resolution is a guidepost, something to say to the administration and other stakeholders that this is something we care about as a faculty body. Not everyone will agree with that, there is room for disagreement. We are using this to guide our thinking, it is not policy and you will not be held accountable to it, but it can help guide how departments think about diversity and inclusions in many things we do in our work. When I think about diversity and inclusion it is about student success, making sure students feel included and have access to what they need for success. I am open to thoughts and comments before we move to a vote. The language had some political connotations for some. If it does not pass, maybe this is an opportunity to improve this. Many important issues have become politicized. In my own earth science field, for example, climate change is politicized.
  + **MOTION** (Elijah Nielson, seconded by Jim Price). Waters call to question. Hungerford: I value there being space for many viewpoints. (The resolution is supported, passes.)
* Part-time shared governance
  + Hungerford: Remember our presentation from last semester about how best to support our part-time faculty. Comparing to other institutions, WSU has 2 adjunct representatives with voting privileges, U of U has 1 adjunct representative without voting privileges, other institutions consider adjuncts as represented by Faculty Senate by their giving input in their departments.
  + Questions to take to departments, seeking feedback.
    1. Should we have adjunct representation on faculty senate?
    2. Should adjuncts get voting rights in faculty senate?
    3. How many should we have? One per college or two total?
  + Bennett: My department would like adjuncts to have some say in the process, the question is really how much. Some have concern about the weight of this, how their inclusion would have an impact. Adjuncts teach a lot of our classes, so if we do this by weight they may need even more.
  + Michaela Sawyer: I received one comment, wondering if it is practicable because many adjuncts have limited presence and know few people. Sometimes they are working at multiple universities. I feel there needs to be representation including voting rights.
  + Waters: I agree that adjuncts should have a voice, on board with this. Question is what are the ramifications of this, could we potentially have adjuncts who move through quickly, what will happen to the faculty vote? For example, adjuncts do not have the same investment in RTP. No solutions, but a lot of questions.
  + Christopher Goslin: Clarifying that at WSU they have 2 total. Hungerford: Yes. This is an innovative and unique approach. Adjuncts teach so many of our classes, a good thing to discuss.
  + Price: Adjuncts may have a different investment, may not have a way to gather to discuss concerns.
  + Nielson: What is driving the question of adjunct faculty representation? How will a change like this affect the makeup of senate? Perhaps a survey of adjuncts and how they would like to address their concerns.
  + Natalie Monson: As an adjunct for several years here, there was not as much pressure for committee work. We need to take care not to add pressure with a change like this.
  + Sawyer: Adjuncts are going to be treated a certain way, this affects all of faculty. We need to work to have their concerns represented in some way. Hungerford: We rely so much on adjuncts, that to ignore adjunct concerns is a problem.
  + Waters: Could there be some way for an email service, a way for adjuncts to register concerns with faculty senate. Nielson: We can give the task force the benefit of the doubt and still review the process of how this was done, look at the data.
  + Hungerford: Sharing the [document](https://docs.google.com/document/d/1pojo7_7FLGEiMzL-FtOEvOkXEy_3YIPX/edit) of the committee’s recommendations. There are a lot of questions and we are not quite ready, perhaps bringing these questions to departments and returning ready to vote on these questions. Then we can proceed from there. Come back on 3/15 ready to vote on whether we should have adjunct representation, consulting with adjuncts and full-time faculty.
* Student Representative (Ethan Morse). Acknowledged.

**GOOD OF THE ORDER**

* Waters: Rescue dog, one passed on 2/14.
* Fedeczko: Academic calendar committee, in 2023 they are proposing to no longer have a Monday start in the Fall, this is going to President’s Council. The first two days will be orientation, a benefit for students to start their university experience.
* Hungerford: Thank you for your engagement and honesty, we move forward with trust and good spirits.
* Waters: I took the OTL course this week on the difference between Teams and SharePoint, I learned a lot.
* Jarvis: Where are we in the conversion away from Box to One Drive? Hungerford: Kelly Flanagan will be here in 3 weeks. Waters: IT people in meetings have said that the change is based on finances and it is moving forward.
* Hungerford: On 2 days, celebrate by finding something to do/enjoy in 2’s. Lots of opportunities to observe the day.

Meeting adjourned at 4:45 pm.