**Faculty Senate Minutes**

April 7, 2020

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

***Present***: Mark Abramson, Pauli Alin, Jonathan Allred, Maureen Andrade, Anne Arendt, Wendy Athens (OTL), Lyn Bennett, Mark Bracken, Laurel Bradshaw, Roxanne Brinkerhoff, Lauren Brooks, Kat Brown, Leo Chan, Seth Christensen, Susan Cox, Karen Cushing, Shane Draper, Reid Elem, Max Eskelson, Nathan Gale, Phil Gordon, Barry Hallsted, Young Wan Ham, Matt Hasara, Melissa Heath, Rick Henage, Jessica Hill, Joshua Hilst, Greg Jackson, Jamie Johnson, Janine Knighton, Chuck Knutson, Diana Lundahl, Mohammad Masoum, Jeff Maxfield, Dianne McAdams-Jones, Rick McDonald, Ronald Miller, Maddie Miskho (UVUSA), Elijah Nielson, Matthew North, Alan Parry, Jim Pettersson, Evelyn Porter, Denise Richards, Leo Schlosnagle, Dustin Shipp, Annie Smith (Library), Mike Stearns, Sean Tolman, Wayne Vaught, Ryan Vogel, Sandie Waters, Alex Yuan

***Excused or Absent***: Paige Gardiner, Stephen Ley, Kelli Potter, Bob Walsh, Lyn Wells, Geoffrey Zahn

***Guests:***  David Knowlton, Alex Simon, Jon Westover, David Connelly, Jeremy Knee

Call to order – 3:00 p.m.

Approval of Minutes from March 24, 2020. Approved.

**PROVOST**

* 100% of courses have moved to an online environment. The transition went smoothly. Only received a few complaints. If hearing anything to the contrary, let Vaught know.
* Most campus buildings are now closed. The Library is open on limited use. Students still need access to computers, Wi-Fi and other materials.
* Have implemented Credit/No Credit. A website has been set up to provide direction. It is heavily focused on students following up with their faculty and advisor prior to making any changes.
* Summer semester and First Block courses will entirely be online. It is suggested to have Second Block be ready for online courses, but a decision will be made closer to May 1st.
* In regard to state funding changes due to COVID-19, Vaught reported that we have not received final word, but we do expect adjustments. Everyone needs to be fiscally cautious. Number one priority is to protect faculty and staff jobs.

**SENATE PRESIDENT**

* Agenda items moved to fall 2020 are the administrative authority to overturn certain hiring decisions, part of bylaws, and part-time faculty being part of shared governance.

**LIBRARY**

* Closed upper floors to non-Library or OTL personnel. If need a book from upstairs, fill out a request and it will be pulled for you to pick up.
* Suspended interlibrary loans for now.
* Still checking out headphones and laptops to students through 5/1.
* Staff will begin wearing masks to limit exposure.
* Have closed ordering for the year. If faculty need items, Library will be ordering come August.

**OTL**

* Kaltura bandwidth issue has been resolved.
* Preview of what is being built and ready for Friday announcement to help with final exams. Identifying helpful tips and strategies for delivering final exams. Three basic areas: exams, papers and creative works. The Testing Center will build exams if you want to convert paper exam to Canvas. Proctorio resources for faculty to push to students so students can take the practice exam in advance to be sure their computer is set up properly. There are other resources listed and linked on OTL Home Page for access.

**UVUSA**

* Resource pamphlet is completed and will be uploaded online.
* Working on new project asking students and student government members with tips and tricks on how to create a productive work environment at home. Send Maddie Miskho your feedback to [Madison.Miskho@uvu.edu](mailto:Madison.Miskho@uvu.edu).
* Continuing Wolverine of the Week initiative.

**STANDING COMMITTEE REPORTS**

* Special Assignments and Investigations
  + SRI and Tenure Clock Stoppage will be addressed next senate meeting.
* Service & Elections (S&E)
  + Open positions are linked on the agenda. Complimented her S&E chairs for running elections.
  + Faculty Senator positions must be filled by 4/14 in order to join the 4/14 final senate meeting. Need to know if you are rotating off.
  + HR Benefits Committee has three nominations: Patrick Wilkey, Noelle Taylor, and Audrey Reeves. Committee Chair is Judy Martindale. This is not a Faculty Senate standing committee. Congratulations Noelle Taylor!
  + Several Faculty Senator Standing Committee Chairs will be rotating off and need to be replaced. Send nominations and a short paragraph (under 300 words) to be distributed next week. In Bylaws, it does state nominations can be submitted on the floor. The difficult part this year is the fact that we will be conducting the vote via Qualtrics Survey.
* Curriculum
  + Operating under current policy at the present time. Departments are encouraged to address any changes prior to departing for the summer. Anything put forward now will be effective fall 2021.
* RTP&A
  + Continuing work on review of RTP criteria. Second report will be delivered this week with the full project expected to be completed by the end of the semester.
  + North will be stepping down as Chair. The Chair of the RTP&A is a one-year position. Have submitted changes to the Bylaws for it to be a two-year plus one semester past-chair position. This does need to be a sitting senator. North has asked to not be re-nominated.
  + Will be conducting some appeals this year.
  + North has recommended to Provost Vaught that the RTP criteria review move to a rotating basis starting with academic year 2021.

**PRESENTATIONS**

* American Federation of Teachers (AFT) and American Association of University Professors (AAUP)
  + Knowlton represents AAUP Chapter on UVU campus. See <http://uvu-aaup.org/>. Advocates in favor of academic freedom. The chapter does not have any legal status, but only helps faculty think through issues. Meetings are held occasionally, and all are welcome. National AAUP requires dues, but the local chapter does not. Contact David Knowlton with questions at [DKnowlton@uvu.edu](mailto:DKnowlton@uvu.edu).
  + Simon shared that the AFT does require dues and varies according to your salary. Does have ties to the State Legislature. Koch Bros sponsor and organization known as FIRE that attempts to pass legislation regarding higher education. Have tried to accompany faculty when they are involved in hearings. See <http://ut.aft.org/>
  + Send any comments or questions to Alex Simon or David Knowlton.

**RESOLUTIONS**

* Partner Preference, Gender Identity, Gender Expression
  + Resolution passed and has been shared with campus and other counties.
  + The LGBQT+ Committee on campus and welcomes anyone that wants to be involved. Contact Arendt or Emily Branvold with any concerns, etc. Focus is on Title IX. There is a feedback document on the agenda.
* Office of General Counsel (OGC)
  + Vote was in favor of having OGC representative attend senate meetings as a non-voting member. There will be another vote at the end of next year to see how things went.
  + Knee noted that Faculty Senate is an extremely important advisory committee for the university. He views his role to help make senate contributions more impactful.
* Part-Time Faculty Compensation
  + Brown provided background on adjunct faculty as defined by the Fair Labor Standards Act (FLSA). Adjuncts are considered exempt employees. UVU does have some that are part-timers and have more limits. Adjuncts are hired on a semester-by-semester basis.
  + If teaching a 3-3 load, they would have 9 credit hours and could potentially serve on Faculty Senate. Previous discussions reported that adjuncts would need to be paid for their additional work, but senate did not have the available budget needed. Whatever additional work adjuncts perform, the department would need to track the hours of those adjuncts for HR.
  + Senate did not take any further action as adjuncts were semester-by-semester “at will” employees and would need to determine how they are elected.
  + Spot Awards
    - Vaught reported that adjuncts who took on additional work and went above and beyond their normal duties could be eligible for these awards. Departments do have to fund these awards.
  + Brown reported that over last five years adjunct pay has gone up about 17%. Have tried to maintain additional benefits such as limited tuition benefits and transit passes.
  + Lecturers are FT employees and can teach a 5-5 workload with full benefits. Adjunct employees are under 75% and do not receive health benefits, limited to the number of courses they can teach, and limited in the amount of professional development and service and have to report hours.
  + All faculty on campus are exempt as determined by FLSA. Adjunct hours must remain 11 or under contact hours.
  + Westover shared that it is a fundamental principle that we pay adjuncts for the work they perform. This semester we had the unique situation of having to perform extra work to move courses online. Would like to find a way to remunerate faculty for this extra work. The resolution outlines some of the details related to current policy and recommends that senate is going to make sure that additional compensation is provided if and when work requirements are set and go above and beyond what was agreed at the beginning of the semester. Andrade feels that the work adjuncts had to perform seems to go beyond the Spot Awards.
  + Is there consideration to pay adjuncts a $1000 to develop an online course such as faculty receive. Currently, adjuncts do receive compensation for training thru OTL.
  + If Faculty Senate wants to have a conversation about adjuncts developing curriculum, will need to address in fall as it goes beyond the scope of the resolution.
  + When adjuncts take the online teaching certification training, they receive $1000 same as full-time faculty do. For course development stipends, OTL matches the overload rate. We are not talking about adjuncts developing courses.

**POLICY RELATED DEBATE CALENDAR**

Policy 357 – *Tuition and Fee Waivers*

* Vote 1 – Support implementation if comments are addressed: 30 - support, 2 - opposed, 1 - abstention. Result – Faculty Support
* Vote 2 – Approve as official comments: 31 - approved, 1 - opposed, 1 – abstention. Result – Comments Approved

Policy 165 – *Discrimination, Harassment, and Affirmative Action*

* Only determining that the summary of the comments accurately reflects the overall comments. The summary and full comments go forward to the steward. Knee did report that if the summary references comments below, they do review. Send any grammar changes to Parry.
* Only comment that was requested for discussion was 4.1.1. Confirmed it was being addressed in Policy 162.

Policy 605 – *Curriculum Approval*

* Guidelines will now be called “procedures” and will be approved by Faculty Senate and AAC. Full approval on procedures can be addressed in the fall.
* Only comment to be addressed was 1.1. Clarify that the review and revision is of the policy. Tolman shared that the intent of the procedures should be contained in the procedures. Will be an ongoing review and revision process.
* Parry will add Andrade comment to summary as omitted accidentally.

Policy 102 – University Governance Committees

* No comments requested for discussion.

**Non-Policy Related Action Calendar**

* Bylaws
  + Split Bylaws into two comment documents: 1) items that need to be addressed now and 2) items that can be pushed until fall. Will also be voting today.
  + Vote 1 – Move FEA from S&E to Advancement of Teaching. – 30 - approved, 0 - opposed, 3 – abstained. Result – Approved
  + Vote 2 – Change term length of RTP&A from 1 to 2.5 years. Change number of allowed consecutive terms to two, instead of three. – 30 - approved, 2 - opposed, 2 – abstained. Result - Approved
  + Vote 3 – Add requirement that Parliamentarian must have served as senator previously. – 30 - approved, 3 - opposed, 1 – abstained. Result - Approved
  + Vote 4 – Change term length of Policy Liaison from 3 to 2 years. – 30 - approved, 1 - opposed, 3 – abstained. Result - Approved
  + Vote 5 – Remove Faculty Development Committee section as subsumed by Advancement of Teaching. – 32 - approved, 1 - opposed, 1 – abstained. Result - Approved
  + Vote 6 – Specify make-up of GE Committee to always include two reps from COS and CHSS with one from Math and one from English. – 23 - approved, 11 - opposed, 1 – abstained. Result - Approved
* **MOTION** – Suzy Cox moved to ratify the bylaws with the changes that were previously voted on. Sandie Waters seconded. All in favor? 30 - approved, 3 - opposed, 2 – abstained. Motion passed.
* Comment document for Bylaw changes for next fall is open. Will need to reopen Bylaws with 2/3 vote in the fall.

**STRATEGIC DISCUSSION**

Advancement of Teaching Model Proposal

**MOTION** – Rick McDonald moved to extend discussion for 10 minutes. Jonathan Allred seconded. All in favor? 26 - approved, 8 - opposed, 0 – abstained. Motion passed.

* Center of UVU’s culture is excellence in teaching.
* Purpose
  + Introduce model
  + Seek feedback on its form, function, and foundations
  + Identify pilot departments – test its efficacy for peer evaluation, RTP criteria, etc.
* Challenges
  + Few colleges/departments have defined “teaching effectiveness” particularly within annual/tenure review verbiage
  + “Faculty and academic leadership would all benefit from better alignment between policy and practice”
  + Vastly differing approaches across academic units such as hinging on SRIs
* Objectives
  + Clarify what is meant by teaching excellence at UVU
  + Develop model that is general enough to preserve the uniqueness and academic freedom of academic units and instructors
  + Align to existing policies and strategic initiatives
* Approach
  + Reviewed policies, task force findings, previous efforts, RTP criteria, other institutions’ efforts
* Model Definition
  + “Excellent teaching is inclusive and engaging and empowers students to achieve their educations, personal, and professional goals.”
* Reviewed Draft Teaching Excellence Model
  + Example evidence list is not exhaustive.

Meeting adjourned at 5:10 pm