**Faculty Senate Minutes**

October 14, 2014

LC 243, 3:00-5:00 pm

***Present***: Scott Abbott, Christa Albrecht-Crane, Jon Anderson, Anne Arendt, Nicholas Ball, Debanjan Bhattacharjee, Mark Bracken, Clayton Brown, Kat Brown, Monica Campbell, Leo Chan, Marty Clayton, David Connelly, Karen Cushing, Courtney Davis, David Dean, Matthew Draper, Debora Escalante, Wioleta Fedeczko, Doug Gardner, Tracy Golden, Barry Hallsted, Laurie Harrop-Purser, Vance Hillman, Ellis Jensen, Dianne Knight, Ryan Leick, Dianne McAdams-Jones, Gary Mercado, CheolHwan Oh, Dennis Potter, Sheri Rysdam, Makenzie Selland, Leslie Simon, Cyrill Slezak, Craig Thulin, Violeta Vasilevska, Mallory Wallin (UVUSA), Alex Yuan

***Excused or Absent***: Steve Allred, Deborah Baird, Howard Bezzant, Kathy Black, Dean Bohl, Mark Borchelt, Joel Bradford, Gloria Gilmore, Carolyn Howard, Matthew Holland, John Hunt, Yang Huo, Gary Measom, David Morin, Tyler Nelson, Jeff Olson, Allison Swenson

***Guests:*** Judy Martindale, Kyle Reyes, Mark Wiesenberg

Call to order – 3:07 p.m.

Approval of Minutes from September 30, 2014. Minutes approved.

SVPAA

* Kat Brown reported that Academic Affairs has been in discussion with the Deans on de-evolution of various activities being handed down to the deans and department chairs based on their requests. There is considerable disparity on campus as to what discretionary funds are being held at the dean’s level while other funds are being distributed to departments. Senators are encouraged to ask questions when they feel there are inequities or they want additional justification.
* Brown also noted that faculty tours of the new classroom building are being suspended due to her schedule and building code restrictions.

Hiring Diverse Faculty

* Kyle Reyes reported that he is excited to become a full-time faculty member and is enjoying his new role.
* He reported that UVU is moving on 19 of the 35 steps on the Inclusion Plan. To view the Inclusion Plan, click on the link [www.uvu.edu/inclusion](http://www.uvu.edu/inclusion) . The presentation today will focus on Objective 3, Goal 2 Action Step – currently working on revising hiring guidelines, strategies and resources.
* Reyes reviewed challenges that department chairs conveyed. Noted that committees can draw upon diversity outside their specific specialty in order to diversify. UVU’s attitude needs to reflect that we are being more deliberate at searching for a more diverse pool. Chan commented there needs to be a cultural shift on the search committees to examine the candidates on their qualifications/merits as well as fit/longevity to UVU. Reyes also referred to an Onboarding Packet being developed that will address resources available to candidates. Search committees need to be deliberate in creating a sense of belonging on campus.
* Fedeczko expressed concern about not fully having the ability to respond to specific diversity questions. Reyes responded that this is the reason for an onboarding packet and list of resources that committees can be directed to.
* Abbott expressed concern that all this information is great and should be utilized, but if you look at senior administration the majority of recent hires have been white, LDS, males. Reyes said we need to look forward and apply these new guidelines to create more diverse pools.
* Clayton Brown said search committees need to be careful not to make assumptions. Potter reminded all that while we can’t ask specific questions, through the search process information does get divulged and you are able to gather some information. Bracken noted we want the very best person for the job and if there are two candidates that are equal, they tend to choose the more diverse candidate.
* There is a generic higher education list of publications that positions are advertised in. Reyes noted that there are probably discipline specific publications that might be a better avenue to advertise. Kat Brown reported that Jeff Olson has made funds available for advertising in specific publications emphasizing diversity to create more diverse pools. Departments need to provide receipts in order for the funds to be transferred back to the departments. She also has additional funds available to assist searches if they want to bring in a fourth candidate. Mark Wiesenberg noted that HR requested additional funds to help with advertising in PBA. He also noted that the publication list is a little broader since HR switched to a new vendor.
* Reyes encouraged faculty to share information at conferences when seeking for new faculty and provide an overview/personal outreach as to why they should come to UVU. He invited all to be a little more deliberate in our search committees to create a culture of inclusion.
* Connelly encouraged faculty use their resources and ask questions.

**MOTION** - Jon Anderson motioned to reorder the agenda. Doug Gardner seconded. All in favor? Motion passed.

Policy 321 – *Employment Classification & Work Limits*

* Wiesenberg reported that the policy needed revision to the work limits due to the Affordable Care Act as it is currently in a temporary emergency policy. We now need to take it out of emergency status and move it into the formal policy process. While the policy defines the different types of employees and classifications, it also allows President’s Council the ability to establish those work limits.
* For an adjunct faculty member to attend a traveling conference we must track all hours such as travel to/from and attendance at the conference which means their hours will butt up against the limits since they are officially representing UVU. Abbott feels that this is punitive. Kat Brown agrees, but the IRS rules are specific in what we are to track. Wiesenberg noted that UVU can send adjunct faculty to conferences, but the departments will have to track their hours and pay for it. He also reported that adjunct faculty is unable to participate in study abroad activities or overnight activities where they have supervisory responsibilities because they have to be compensated for the full 24 hours.
* Potter restated that this policy is being revised to bring it into alignment with Federal guidelines. Wiesenberg noted the old policy was 29 hours for full-time staff and 11 credits for faculty. Discussions have revolved around what will UVU set their limits at and decided upon 28 hours for staff and 11 contact hours for faculty as the IRS changed their definitions to contact hours. There are scenarios for breaks that have to be included in the calculations as well. The policy allows us to adapt to be more responsive to changes and the law.
* The policy will return as an action item in two weeks.

Connelly reported that policies 303, 305, 307 were deleted, but were incorporated into Policy 302 – *Hiring of Staff and Student Employees*. if anyone has concerns about the deleted policies, please contact David Connelly.

Policy 457 – *PCI DSS Compliance* – added as an information item to be discussed in two weeks.

**MOTION** –Dennis Potter motioned to pass forward Policy 502 – *Determination of Utah Resident Status for Tuition Purposes*. Anne Arendt seconded. All in favor? Motion passed.

Policy 204 – *Appropriateness of Expenditures* - Connelly reported that Michelle Taylor is open to all comments. He noted that this policy revision of 5.33 is primarily referring to student speakers and a few other speakers as departments don’t generally have these funds. Potter commented that regardless of the free speech policy, it is not relevant to this policy. He also reiterated that Vice Presidents should not be making the approval decisions. He recommended rejection of the revision.

**MOTION** – Potter motioned to reject section 5.33 of Policy 204 – Appropriateness of Expenditures and maintain the policy as it stands. Scott Abbott seconded. Discussion - Clayton Brown shared that maybe we should propose a revision in order for potential acceptance of the policy. Connelly noted there are elements of state law that require certain approvals. Thulin recommended that we use language that speaker fees are governed by the same rationale and approval process as any other purchase over $25,000. Wallin (UVUSA) noted that the benefit from the policy is a broader perspective of what is happening across campus. She also noted that if upper administration has approved, she understands she has their backing. Potter said her claim of a broader perspective and that it can provide a better decision is false. Gardner supported Potter’s stance. All in favor? Motion passed. 2 opposed; 1 abstention.

PBA is ongoing process. Connelly invited faculty to send him any suggestions and he will put them forward.

Curriculum Process

* Connelly reported that the current policy on curriculum was approved in 1994. What it does state very clearly is that the faculty do control the curriculum and that the curriculum should come through the faculty. The current curriculum committee has morphed. Some schools/colleges have a robust process while others are lacking. He proposes to open the policy and bring it into Stage 1 with the intent to define the development of curriculum, get the committees functioning at the school/college level, and make the university committee truly a faculty owned committee. Connelly noted his fear is that faculty will not step up to the responsibility and take ownership in the process. Senators need to encourage faculty to serve on the committees and be properly vetting curriculum. Leick reported that some proposals were put forth, but not reviewed by the university curriculum committee. Everyone agrees that the process needs to be hastened and decentralized.

MOTION – Matt Draper motioned to adjourn. Dennis Potter seconded. Meeting adjourned at 5:01 pm.