**Faculty Senate Minutes**

October 17, 2017

CB 511, 3:00-5:00 pm

***Present***: Mark Abramson, Pauli Alin, Jonathan Allred, Jon Anderson, Brian Barthel, Howard Bezzant, Laurel Bradshaw, Clay Brown, Josh Cieslewicz, Suzy Cox, Ken Crook, Karen Cushing, Reid Elem, Sara Flood, Nathan Gale, Lindsey Gerber, Phil Gordon, Darrell Green, Merrill Halling, Basil Hamdan, Dan Hoffman, Jamie Johnson, Lydia Kerr, Chelsie Kraczek (UVUSA), Anthony Morris (Library), Shalece Nuttall (PACE), Jeff O’Flynn, Jeff Olson, Terrance Orr, Hong Pang, Alan Parry, Jeff Peterson, Jim Pettersson, Karen Preston, Denise Richards, Robert Robbins, Anthony Romrell, Sheri Rysdam, Leo Schlosnagle, Tyler Standifird, Mike Stearns, Craig Thulin, Sean Tolman, Robert Warcup

***Excused or Absent***: Kim Abunuwara, Huda Al-Ghaib, Bret Breton, Kat Brown, Alan Clarke, Matthew Holland, Duane Miller, Margaret Mittelman, Meghan Roddy, Matthew Taylor, Sandie Waters, Paul Weber

***Guests:***

Call to order – 3:03 p.m.

Approval of Minutes from October 3, 2017. Minutes approved.

**SVPAA**

* NWCCU Site Visit next week on October 25-27, 2017.
* PBA Conversations begin October 30 in SC 206abc. Can view the full schedule on the PBA website. <https://www.uvu.edu/pba/docs/2017-18pba_schedule.pdf> If you are able to provide comments on requests submitted, please do so.

**LIBRARY**

* Next Roots of Knowledge Speaker Series will be October 24, 1:00 p.m. in the Bingham Gallery. Speaker will be Heath Ogden and his topic is “Roots of Knowledge and the Tree of Life.”
* Library hours for fall break are 8:00 am to 5:00 pm every day.

**UVUSA**

* Revamped the branch of student clubs
* Graffiti Art Festival – 10/26 – 10:00 a.m.-2:00 p.m. in SLWC Plaza
* Student Voice Forum – 10/31 – 12:00-1:00 p.m. in Ballroom - Topic: Campus Resources available to students

**ACCREDITATION SITE VISIT**

* NWCCU will arrive on 10/24 and begin meetings that evening and conclude with a campus-wide forum on Friday, 10/27, at 11:00 a.m. Committee already reviewing self-study.
* Accreditors are peer evaluators that come from outside of Utah who work in various roles within their own institutions and are here to give us substantive feedback.
* Commission will not take action on recommendations until their meeting in January 2018. UVU will then immediately begin Year 1 Report.
* Campus Forums
	+ Faculty, Wednesday, 10/25, 3:00 pm, FL 120
	+ Staff, Thursday, 10/26, 10:00 am, FL 120
	+ Students, Thursday, 10/26, 2:00 pm, SL 114
	+ Closing, Friday, 10/27, 11:00 am, FL 120
* Self-Study addresses:
	+ Response to 2010 Recommendations
	+ Technical Standards
	+ Planning and Mission Fulfillment
		- Feel confident in Student Learning Outcomes (SLO) and SLO Assessment
* Areas of Concern
	+ Assessment of Student Learning
		- Getting assessment information up through the university
		- SLOs – noted almost every institution is receiving a recommendation on student learning.
	+ Post-Tenure Review
	+ Graduation Rates
		- National standard of institutions accredited by a regional accreditor should maintain a 25% reported graduation rate. UVU’s graduation rate in 2016 was 25.2%.
* Preparing for Visit
	+ Key Questions that might be addressed
		- Fulfilling UVU’s mission and core themes
		- Planning and assessing to promote improvement in your own departments
		- Improving graduation rates – what are we doing
		- Relevant standards to department
	+ Respond promptly to requests for documents or information
		- Learning outcomes, syllabi, exams
		- Student work (Not protected by FERPA)
		- Assessment processes and results
		- Strategic plans
* Respect evaluators’ job and role by keeping comments pertinent to scope of the visit and NWCCU standards. Be honest.
* Makin will be sending an email on NWCCU process and times for meetings.
* Disciplinary Backgrounds of accreditors
	+ Energy
	+ Political Science
	+ Librarian
	+ Nursing
	+ Most are from primarily administrative backgrounds.

**INCLUSION REPORT**

* Sent report to every employee and faculty member.
* Four years ago developed Four-Year Strategic Inclusion Plan. Currently in 4th year. Can download past reports from website. Moving towards having full-time Chief Diversity Officer. Most plans across the country focus on two areas: racial composition of students and racial composition of faculty only meaning how you measure how you racial diversify faculty and students.
* UVU focuses on four areas/objectives:
	+ Access, Equity and Opportunity – Provide access to all students in the doors to UVU and once here have accessible opportunities to all areas. Increased educating Latino Initiative student population from 1050 to 4112; hub of Native American partnerships; have second largest in nation per capita of Pacific Islander population in the U.S.; host Utah’s World Languages Fair; STEM Prep Program seen significant increase; Some College, No Degree Initiative reaches out to adult learner population.
	+ Curriculum & Learning for intercultural Competence – MLK Commemoration; Expanded Intercultural Immersion Experiences; Global Spotlight program; hosted first National Student Leadership diversity Convention in Utah; Student-led Diversity Dialogues
		- Foundations of Inclusion Workshop Series
			* 3 Levels – 12 hours of opt-in training. If complete all 12 hours, will receive $200 stipend.
			* UVU wanted to provide training that is more diverse. See handout for details.
	+ Supportive Campus Environment
		- Food Pantry for students in need
		- Accessibility Initiative
		- Family/All Gender Bathrooms
		- Safe Zone Training & LGBT Student Services
		- New Veteran’s Center
		- Ecumenical Reflection Center
		- Expanded Wee Care Center
		- First Generation Initiative
		- Melisa Nellesen Autism Building
	+ Academic inclusivity and Regional Stewardship
		- Online & Hybrid including expansion of evening, weekend classes and offerings
* Measuring Progress and accountability. Initial plan set out 36 action steps. As of 8/15, completed 20. Started 11, not completed. Five not started at all. Seven action steps taken that were outside the Inclusion Plan. One area was to open up an LGBQT Student Services Center.
* Campus-wide Conversation on Inclusion and Diversity, 11/8, 2:00-4:00 pm, Center Stage
* Email Kyle Reyes directly if you would like to set up a department training for the Foundations of Inclusion Workshop Series.

**Policy 655 – Graduate Faculty**

* Policy is opened for limited scope clarifying language by adding “or tenure track” to 4.2.1.1 and 4.2.2.1.
* 4.2.3.1 – Need to clarify “non-tenured” and “non-tenure track” faculty member in regards to becoming a graduate faculty professional member.
* 4.2.2.1 – Associate Dean’s are considered staff employees at the present time. Make read the same as 4.2.1.1.
* Full member and Associate member qualifications and duties have a discrepancy. Since this is limited scope, it is not germane to discussion.

**Policy 638 – Post-tenure Review**

* Olson noted within context that NWCCU and USHE mandates post-tenure review and needs to be meaningful. General policy drafted is consistent with AAUP guidance. Need to have annual evaluation and if satisfactory, post-tenure is taken care of. If have a negative evaluation, then need to establish an improvement plan and if satisfy, move forward. If receive two negative reviews in any three-year period, will need to do a full portfolio. If still problematic, then could lead to other disciplinary actions. Would like guidance on the trigger for disciplinary actions.
* Parry agreed the policy is in line with AAUP and Board of Regents policies with the exception of termination itself being a potential sanction for post-tenure review. Feels every annual review is a justification for retention for a faculty member after tenure and what is in your annual review becomes a potential negative each year.
* Richards noted that criteria needs to be in place so subjectivity from peers is lessened when faculty are completing their annual reviews. Peterson noted that the policy has adequate due process. Parry supports good criteria assisting in the annual review process.
* Anderson stated that if review process goes to point of having to create a full portfolio, there are other due processes/protections that will have taken place before this step.
* Olson expressed the need to have good criteria in place that protect faculty members and the university. One concern about the approach have is if have someone who is problematic, we currently give three years. If there really is a discipline problem, use the disciplinary policy. Concerned where there are problems, that under this policy the students and everyone else lives with them for a while before they actually get a chance to work through them.
* Tolman responded that this policy is not a termination policy and refers to Policy 648. Faculty/Departments need to define the criteria that faculty will be evaluated on in their annual reviews.
* Parry reiterated that whether this is a termination policy or not, the problem is this policy specifically outlines that termination is a potential outcome of a bad annual review. Feels that faculty should not have to justify their retention every year as weakens academic freedom.
* Tolman noted that termination is not the outcome of “a” annual review, but of several annual reviews. Parry rebutted that two new criteria that are cause for termination professional incompetence and failure to meet the standards of the university . This policy is now allowing annual reviews to be used as “cause.”
* Bezzant shared that his department’s discussion centered around does this become too onerous. Determined that the hiring and tenure process need to be the gatekeeper to prove those things and make annual review simple and a token that a faculty member is meeting what they were hired to do.
* Schlosnagle reiterated that one bad annual review does not signal incompetence.
* Parry agrees with the majority of the policy such as mediation. He strongly encouraged administration to not use post-tenure review as cause for termination.
* **MOTION** – Sean Tolman moved to extend the discussion until 4:45 p.m. Robert Robbins seconded. All in favor? 0 Opposed. 3 Abstained. Motion passed.
* Peterson concerned about annual reviews not being used to determine if someone is incompetent. Rysdam responded that the evidence of incompetence is what would be used. Peterson asked what the evidence would be. Parry noted that individuals are not going to be reviewing annual reviews. Peers would bring forward evidence from personal witness. Do not need an annual review to identify someone being incompetent or not meeting the expectations. You are telling the faculty member they have to justify why they should not be charged and that is not tenure. Peterson responded that an annual review could capture someone’s incompetence as an employee and should capture that incompetence.
* Tolman proposed changing the term “termination” to “sanctions” or “discipline.” Halling stated that he reviewed several USHE institution policies and none of them refers to termination. Olson proposed that maybe we do not include it in this policy, but do a limited scope when we do the discipline policy and refer to this policy.
* Clay Brown asked what a proposal other than annual reviews that is measurable and consistent across campus to trigger discipline.
* Richards’s supported the removal of “termination”, but shared that annual reviews should be evidence-based to show meeting expectations of competency, but also showing the lack of evidence for being competent.

**STANDING COMMITTEE REPORTS**

* Special Assignments & Investigations
	+ Teaching Evaluation Taskforce is up and running with 10 members. Conducting interviews and gathering data on what teaching evaluation methods are currently in use across campus.
* Service & Elections
	+ Need two representatives, one from CHSS and one from SOA. Send Lindsey Gerber suggested names to serve on the policy revision committee for Policy 635 – Faculty Rights & Responsibilities.

**OTHER COMMITTEE REPORTS**

* Faculty Development
	+ Trying to pull together all protocols for the increase in the Faculty Excellence Awards for larger schools/colleges. Thulin recapped the process for the PBA request last year and awards. Language of resolution was to count each additional faculty member
	+ **MOTION** – Jeff Peterson moved to base awards on full-time eligible faculty within each school/college. Ken Crook seconded. Use the faculty apportionment as set by SVPAA in January of each year. All in favor? 35. 0 Opposed. 0 Abstained. Motion passed.
* ANNOUNCEMENTS
	+ Sustainability Day (see handout) – 10/25/17 – Please publicize in departments.
	+ Reminder of Banner/Canvas Outage from 5:00 p.m. on 10/20/17 thru 10/21/17
	+ NWCCU Accreditation Visit – 10/25/17 – Faculty Forum at 3:00 p.m. in FL 120. Jeff Johnson sent email to senators for distribution to departments.
	+ Campus-wide Inclusion and Diversity Discussion – 11/8/17 – 2:00-4:00 p.m. in Center Stage
	+ Connelly noted that six years ago when Policy 638 fell apart, turned to the Utah State model. Recommended senators read their policies 405 and 407. Thulin noted that he would send out information on this issue and the accrediting body and their stance, Board of Regents policy, and AAUP.

Meeting adjourned at 5:00 p.m.