**Faculty Senate Minutes**

Oct. 26, 2022

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

***Present***: Anthony Ciccone, Alex Yuan, Armen Ilikchyan, Ashley Nadeau, Ben Moulton, Brandon Ro, Bryan Sansom, Christ Witt, Christopher Goslin, David Frame, David Scott, Dianne McAdams-Jones, Diego Alvarado Karste, Donna Fairbanks, Doug Czajka, Dustin Shipp, Eric J. Russell, Erika Johnson, Gareth Fry, Hilary Hungerford, Jennifer Shubert, Jessi Hill, Jim Price, Jim Sutton, John Hunt, John Jarvis, Jon Anderson, Jonathan Allred, Kathleen Young, Kyle Kamaiopili, Laura Ricaldi, Laurie Sharp, Merilee Larsen, Michaela Giesenkirchen Sawyer, Mike Smidt, Ming Yu, Natalie Monson, Nate Jeppson, Nicole Gearing, Nizhone Meza, Paul Morrey, Peter Sproul, Raiden Gaul, Rich Paustenbaugh, Sandie Waters, Sayeed Sajal, Scott Lewis, Skyler Simmons, Tammy Parker, Waseem Sheikh, Wayne Vaught, Wioleta Fedeczko

***Excused or Absent***:

***Guests:*** President Tuminez, Daniel Degadillo

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

Approval of Minutes: Minutes stand approved.

**SENATE PRESIDENT**

* Nominations are officially open for Senate President. Nominations will close Nov. 8th and a sitting senator has to provide the nomination. They must have served as a senator after the constitution changed.
  + Question: Can we nominate a sitting president/former president?
    - Hilary Hungerford: No, as of right now it’s a one and done.
* Question: What is the hardest thing about being president?
  + Hilary: If you’re not a meeting person, this would not be the position for you. The hardest part too is balancing this with teaching, research, and personal commitments. It’s also really rewarding.
* Cupcake fundraiser: You can buy cupcakes for your class and it helps the student emergency fund and food pantry.
* Sculpt Nomination/Dianne McAdams-Jones: There is a new graduation distinction. Historically, faculty have done research with students and both get very little credit. This has been approved as a designation to go on the transcript.
* Pace President Daniel Delgadillo: December 14th is our Pace Holiday Social. We would like the faculty to give shout outs to our staff. We have a Qualtrix form so if you see someone do something great, you can put it right here and we will read some out at our event. It won’t take more than a minute or two to fill out.

**PRESIDENT TUMINEZ**

* Thank you for your teaching and the outstanding work you do with students.
* There are fewer students today than in 2012. One of my jobs is to keep championing higher education. Our competition is not just the other universities, but also the tech companies as they use this medium to deliver education. It’s important for us to think about our positioning as a university. What makes UVU different is open admission (non-prejudice approach for human potential).
* One of the things we do well is provide a quality flexible experience. We are also doing very well on retention. The 8-year graduation outcome measure is now at 41%. The national average is 37%. The 6-year isn’t doing as well, but it isn’t reflective of the entire student body. The goals are important because our funding from the legislature is dependent on this. When we say we want to include, engage and achieve, this is where the numbers are critical. We need to figure out where and how our efforts help these groups.
* We need to celebrate the graduates, the faculty tenured and the sabbaticals approved since 2018. We are building this university long after I am gone. Our students are flourishing and dominating in many competitions. UVU received the Hispanic Association of College and Universities (HACU) Award. We are the leader in Hispanic initiative.
* The President’s scholarship ball raised $500,000!
* We just received the biggest donation in history from UCCU: $28.5 million, a good chunk of which will go to the new soccer stadium. The rest we have the ability to use for academic programs.
* Leadership and Exceptional Care: The president and the provost are on the same team with different roles. The shared goal is student and faculty success. A large portion of my time goes to fundraising. We are evolving and our reputation is growing.
* Our leadership is a diverse group that listens and has opinions. We meet a lot and try to look at all of the constraints and opportunities of the university.
* I receive letters from faculty and reach out to Wayne about this. Please remember first to communicate with your department (chair, dean) and then go to the provost.
* UVU benefits: one of the major perks is the campus closure between Christmas and the New Year. We also did really well last year with the 5% from the legislature and we topped it off with almost 7% to keep up with the cost of living.
* “Faculty Footnotes” and “Office Hours” lets you to see what your peer groups are doing and receive help among each other.
* Thank-You Thursday is a great way to share with campus the good things that are going on. If you have ideas for this, please share it with us.
* Higher Education: Be aware of this because the headline is saying that 6 of 8 higher education institutions are basically failing because of completion. We aren’t in this vacuum. Please let anyone you know in legislation what completion really is. Any cuts in the legislature can be drastic.
* UVU graduates are Utah’s workforce. We have jumped above all other universities in the state expect for U of U.
* We will have the Prosperity and Growth Summit October 27th right here on campus. This will be the premier conference for people to know what is going on in Utah County.
* We have just revised our Vision 2030 document.
* Evergreen: The goal is to raise $350 million dollars. The quiet face of this started in 2018 and is closing in 2026. We are now at $144 million. When we are done with this campaign, the whole university will have changed. The department chairs and deans will be deeply involved in this.
* Questions/Comments

Concern: The dual notion of exceptional care and student success. I’m concerned that the culture of grade inflations and the students that don’t have skills that are for a university. They are failing afterwards because we aren’t giving them tough love and making sure they are self-actualized and learn from their mistakes and aren’t just passed along. We need to have vigorous standards to better serve our students. This is said out of pure concern for our students so they will succeed when they go out into the real world.

* + President: I hope we aren’t grade-inflating for student completion. Students come to college not only to take classes but also get to know themselves and set them up for life. We are a teaching institution. Because of this, we get a more complex group of students here. We have exceptional care that comes with great exceptional accountability. If this is a problem, you need to escalate it through your department chair, dean and then Provost Vaught. Sometimes we need to offer certificates to students with a shorter credential that they can finish and that is where we use stackability.
  + Hilary: Right now we are working with Advancement of Teaching and Academic Affairs and talking about demonstrating our teaching effectiveness.
  + President: Not all of our students go to graduate school. We have to remember that every student that comes to UVU gets the right story. We also have to take into account the diversity of our student body and meet them where they are. That is the definition of a teaching university. We need to do our advising and teaching better. We have to balance exceptional care with exceptional accountability and focus on the things that are within our control.
* Comment: We need different positioning for incoming students and everyone else. How can we attract these people as an open institution that wants everyone? It’s in positioning not that we are open, but we are actually closed. It’s a place for those that have courage and are brave. This mindset will help students succeed in the classroom.
* President: This would mean closing the doors on people of color, 1st generation students and other adult non-traditional students. This is to me the true purpose of an education. What is of more interest is to give me these students and if there is something we can do with them over the next six years, we’ll take it.
* Comment: In Learning Circle this past week, most of the faculty was concerned about grade inflation. Would a town hall be good to get faculty’s input?
* Comment: If the students are struggling, it’s on the faculty’s shoulders to offset whatever things are preventing them from graduating. Most of these are the middle-class white students. How do we offset this expectation? For some people, a college education isn’t what is best for them. There is nothing wrong with working in other professions without a college degree. Graduation rates are a false measure.
* President: Retention and completion will not go away; this is what funding is based on. UVU is the #1 credential giver in career and technical education in this state. We are an embedded community college. I’m not persuaded that the majority of our students here come from privileged families.
* Hilary: There are a lot of worries about grade inflation and having to reach students in different ways. It’s a lot of work that is hard to demonstrate. How can we bridge the gap so we can celebrate faculty more? We are doing our best to support this mission of student success.
* President: It’s a great idea to celebrate and learn what is working. If you have to fail someone, you know you have done everything. That is what a good teacher does.
* Comment/Bryan Sansom: I tell my students that the degree that I have on my wall is the degree that you are working for. The value I put into this is what I expect from you. We need to push the bar of what you are capable of learning. If you feel like this is too hard, there may be other degrees in the university that are more applicable to you.
* Question: How do you understand faculty’s role in shared governance?
* President: The work of all the cabinets. In policy making, the faculty have a lot of say. This is a good version of shared governance.
* Question: What about those of us who don’t resonate with higher ed being an industry?
* President: It’s a matter of vocabulary. What I mean is that there are trends. How do students prefer to do their higher education? There is return on investment for what students put in to pay their tuition. We are in an industry. We need to think about input and output. The input here is money. 50% of our budget is from the legislature. If we are going to remove bias from language, we need to ask what is expected of us. We need to jettison the bias we have behind some of these terms.
* Question: Are there meeting notes that can be passed out to faculty? We feel there is a lack of transparency.
  + President: The Board of Trustee and the Utah Board of Higher Education meetings are public. President’s Council is not public, but I am happy to give updates. What I want you to have are choices; we don’t want to have decisions imposed on us.

**POLICY**

* Policy 332
  + Skyler Simmons: We have the option of postponing this vote until November 8th.
  + David Frame moves to postpone the voting by 2 weeks.
  + Sayeed Sajal seconds the motion.
  + Jim Price: I would like to hear the rational for postponing. We ought to work the list of comments.
    - Skyler: One reason was we were only able to discuss the first few comments in our discussion two weeks ago. We can continue to read through the comments that have been made.
  + Jon Anderson: We can spend the rest of this meeting discussing this one and spend the next meeting discussing more and then vote.
  + Jim Price offers an amendment to the motion that the Senate also continue to talk about comments that have not yet been discussed or substantially modified.
  + Comment: This is a structurally problematic policy and we need to calculate a response to it.
  + Skyler Simmons calls the question.
    - 25 yes and 1 no-the motion carries.
* Skyler: A lot of what we do that qualifies as remote work can’t really be regulated outside of working hours. This doesn’t seem to be represented in this policy.
* Concern: This policy was taken from the staff policy and was just slapped with some faculty things into it. This needs to be completely revised. There should maybe a separate section for faculty.
* Jon Andersen: We may have reached a consensus in the last meeting, but we need to go through all of the comments. We need to have something on record if this doesn’t go back to stage 1.
* Comment: What is the best possible response to this to make sure that this policy gets the best feedback from us? This a policy that drastically reshapes the way that we work. We can’t simply trust that it won’t actually be enforced.
* Skyler: As far as policy process is concerned, this is the one that we have that is mandated for us to go and compile.
* Comment: We need to address all the comments here to decide which ones are important to us.
* Skyler: The yellow highlighting on the comments document is as far as we got. I will make a note what needs to happen next time so we will be prepared for it.

**GOOD OF THE ORDER:**

* Laura Ricaldi: Our financial planning students won first place in the national competition.
* Hilary: It’s almost Halloween and half-off Halloween candy (the day after Halloween).

Meeting Adjourned: 5:02 pm