**Faculty Senate Minutes**

October 29, 2019

CB 511, 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, Lauren Brooks, Kat Brown Leo Chan, Susan Cox, Seth Christensen, Karen Cushing, Shane Draper, Reid Elem, Nathan Gale, Paige Gardiner, Phil Gordon, Young Wan Ham, Matt Hasara, Jessica Hill, Joshua Hilst, Greg Jackson, Jamie Johnson, Janine Knighton, Stephen Ley, Diana Lundahl, Mohammad Masoum, Maddie Mishko (UVUSA), Jeff Maxfield, Dianne McAdams-Jones, Rick McDonald, Ronald Miller (David McArthur attended part), Elijah Nielson, Matthew North, Alan Parry, Evelyn Porter, Kelli Potter, Denise Richards, Leo Schlosnagle, Dustin Shipp, Annie Smith (Library), Mike Stearns, Wayne Vaught, Ryan Vogel, Bob Walsh, Sandie Waters, Lyn Wells, Alex Yuan, Geoffrey Zahn

***Excused or Absent***: Roxanne Brinkerhoff, Max Eskelson, Barry Hallsted, Melissa Heath, Rick Henage, Jim Pettersson, Sean Tolman

***Guests:***  Danny Horns, Jason Slack, Tom Sturtevant, Jeremy Knee

Call to order – 3:00 p.m.

Approval of Minutes from October 15, 2019. Minutes approved after changing page 3 last paragraph “noticed” to “notified.”

**PROVOST**

* Legislative Higher Education (HE) Commission held another meeting. Faculty Senate can click the link and listen to the conversations for that session. Commission feedback on NCHEMS noted that comments by UVU’s Faculty Senate was listed for Option 2. Response from Higher Education Commission was that we did not mean to say UVU would not be doing research. Vaught expressed that what he believes they meant was UVU would not try to become an R1 institution. Noted that in the world of HE, UVU has individuals in support of our mission and others in opposition. Governor’s office has taken a positive or neutral position. Will be more discussion about HE generally and responses to the USHE structure going forward. Did note that Option 3 of the structure having dual reports to two Vice Chancellors could be problematic. Encouraged faculty to listen to the reports.
* Lumina is a national organization to promote HE. Vaught provided a brief overview of the Lumina Utah report. The report does not provide specific institutional details, but only direction on how the state is likely to go. Lumina also distributed “A Stronger Nation” report and emphasized states having a meaningful degree by 2025. As a state, we have made progress towards the goal of 66% by 2020 and Utah County is ranked 3rd overall by county with 51.1%.
* Vision 2030 Plan was presented and approved at the 10/24/19 Board of Trustees meeting.

**LIBRARY**

* Library will be downsizing the reference collection based on usage of items in the last 10 years.

**OTL**

* Application deadline for the next Higher Education Academy (HEA) cohort is 11/8. Goal is to reach 100 fellows this year.
* Please check out the OTL newsletter for announcements. If you are not receiving the email, please contact Wendy Athens.

**UVUSA**

* Had about 1000 students participate in the Clothesline Project.
* Student initiative “My Voice Matters” placed 40,000 flags around campus to demonstrate unity and that they have a voice. Mishko confirmed the flags will not be discarded and held for use in other events.
* Wolverine of the Week - Manuel has been attending UVU for 10 years and continues to pursue his education.

**STANDING COMMITTEES**

* Service & Elections
  + All senator positions are now filled.
  + Have seven nominees for the RTP Tenure Board of Review Committee. Will continue to accept nominations in order to meet the needs of the committee.
* Curriculum
  + Finalizing report soon. Will be rewriting policy and developing guidelines over the next session.

**ITEMS POSTPONED, TIMED OUT, OR DELAYED**

* Faculty Development Committee in Bylaws
  + Wanted to reintroduce rebranding of the Faculty Development Committee. Richards agreed that membership of the committee and leadership should be elected/appointed by Senate or faculty.
  + Section 2.3.7.1.2a – OTL should not be a part of the leadership of the Advancement of Teaching Standing Committee. Richards expressed that OTL is a resource and does not have oversight.
  + Waters shared that President Tuminez expressed a desire to have more collaboration among committees across campus.
  + Discussion on Senate comments
    - Need to include some faculty on the committee that are doing research or have a discipline in behavioral science to understand how students are learning today.
    - Concern about limiting the pool of faculty if narrow the desired criteria.
* Bylaws
  + Training of senators, committee chairs, etc.
    - Recommendation was made that faculty who are being asked to serve on general committees have training so they understand their role and expectations of the committee.
    - Waters will follow up with Hill to develop training modules for new senators.
  + Section 2.4.3.1
    - Council on Academic Standards (CAS) does not make policy, but follows it. If there is an issue and the committee has to mitigate, the decision is final.
  + Section 3.6.6
    - Discussion about who should be allowed to vote in the department for the department faculty senator.
* Value of Service in RTP Criteria
  + What needs to improve to make service component better at UVU?
    - Think about mission and how service contributes to the mission. As the number of faculty members grows, need to consider the number of service opportunities and quality over quantity.
    - Each department should be defining how service should count towards RTP and how it is valued.
    - Consider what is actually being done, required, and the overall accountability. Need to ensure service actually entails performance and not just in name only.
    - Reviewed accountability of service within workload. Service can be included as part of ACHE when a reduction in ICHE has been approved per policy.
    - There is a discrepancy across campus as to what constitutes service to a department, school/college, university, or profession. Vaught has confirmed that quality over quantity is important and that service at the department/school/college level can be counted if it is substantive.
* RTP Committees Overview
  + North provided clarity for the various standing committees.
  + RTP&A – Primary responsibility is the forming of appeals hearing committees. Practice has been to form an appeal committee of five members when there is an unfavorable decision in tenure, mid-term, or rank advancement at the faculty member’s appeal request.
  + RTP Advisory Committee – Reviews potentially problematic portfolios and advises the Provost.
  + University Tenure Board of Review – Review all RTP Criteria across the institution every five years. Faculty Senate does not have a role in approving RTP criteria. Reviewed approval chain as per Policy 637 – *Faculty Tenure*.
  + Issues
    - No guidelines for how to handle RTP appeals. If guidelines are created, they are enforceable.
    - Five-year RTP Criteria – Conflict between bylaws and Policy 646 – *Faculty Appeals for Retention, Tenure and Promotion* on who does the criteria review. North will make language consistent with practice.
    - Clarification of language in Policies 637 and 646. Need to determine what the policy states and what practice has been.
    - Send any questions or concerns to Matt north at [mnorth@uvu.edu](mailto:mnorth@uvu.edu) by 11/8.
* Associate Deans (AD) as Faculty Potential Policy
  + At UVU, Associate Deans are staff not faculty. They have no rights of a faculty member. At many institutions across the country, these positions are faculty with an administrative appointment.
  + Areas of concern:

1) What rights should Associate Dean’s have such as voting as a faculty member?;

2) If ADs are faculty, they could submit curriculum;

3) When in AD role, your tenure clock stops. Is there a way for the tenure clock to keep moving forward?

* + Concern expressed about a conflict of interest between the two roles – faculty and AD.
  + How do you value the years as an Associate Dean vs a faculty member?
  + Need to make sure that the AD does not have two votes, one as faculty member and one as executive.
  + Consider an election of deanery from faculty members.
  + Consider what components faculty member’s vs ADs should have.
  + Send any additional comments/suggestions/recommendations directly to Arendt by 11/5.

**PRESENTATIONS**

* UVU Priority: Completion – President Tuminez has expressed that 45% completion by 2025 is a majority priority given the legislative climate and the Vision 2030 Plan. Tuminez will attend the last senate meeting in December to speak about the importance of action at UVU to ensure UVU meets the completion goal. Action 2030 is the implementation of the Vision 2030 Plan and will be presented at that time. Faculty needs to develop a culture of “trying” things. Check out “design thinking” and be willing to try new things.
* Proposed Faculty Ombudsman Updates – Reviewed the changes made to the original PBA request. Changed from a full-time position to a part-time position with a faculty stipend reporting directly to Provost Vaught.
* Reviewed current Manager, Academic Policy and Faculty Relations job description and noted the position reports to the Associate Provost, Kat Brown. Biggest change is this position is not working with Office of General Counsel (OGC) on investigations, simply mediation and informational. This individual is appropriate person to work with on policy changes.

POLICY

* Policy 336 – *Employee Mandatory Training*
  + Comments for discussion
  + 1 – Add language that it “sets dangerous precedent that would allow language to be added to policy without departments reviewing the language.”
  + 4 – In addition to defining who they are to who they are not.
  + 7 – In addition to defining who they are to who they are not.
  + **MOTION** – Leo Scholsnagle moved to add a comment that the official comment of the senate is to add the two sections to the policy or not add the two sections and vote. Leo Chan seconded. All in favor? 37; Opposed - 1; Abstained – 0. Motion passed. Vote 1) Add the two lines for Faculty Rights & Responsibilities (FR&R) or 2) Do not add the two lines. All in favor? 24 for Option 1; 14 for Option 2. Official position of the senate is to add the two lines to FR&R.
  + Vote – 1) Add additional Mandatory Training comments to the previously approved full comments for FR&R. All in favor? 38; Opposed - 0; Abstained – 0. Motion passed.
* Policy 635 – *Faculty Rights & Responsibilities*
  + Vote to support the implementation: 1) Support 2) Oppose – All in favor? 27; Opposed - 13; Abstained – 1. Faculty Senate voted to support the implementation of the policy.
  + Vote to forward comments as official comments of the Faculty Senate for Policy 635. All in favor? 35; Opposed - 2; Abstained – 0. Senate voted to forward all comments as official comments.
* Good of the Order

Meeting adjourned 4:59 pm