**Faculty Senate Minutes**

Nov. 8, 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, Gareth Fry, Hilary Hungerford, Jaden Muir, Jennifer Shubert, Jessi Hill, Jim Price, Jim Sutton, John Hunt, John Jarvis, Jon Anderson, Jonathan Allred, Justin Schellenburg, Kathleen Young, Kathren Brown, Kyle Kamaiopili, Laura Ricaldi, Laurie Sharp, Leo Schlosnagle, 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, Scott Lewis, Skyler Simmons, Wayne Vaught, Wioleta Fedeczko, Zachary Taylor

***Excused or Absent***:

***Guests:*** Christina Baum, Jon Barclay, Nathan Gerber

Call to order by President Hilary Hungerford: 3:02 p.m.

Approval of Minutes: Minutes stand approved.

**PROVOST**

* Time yielded to Christina Baum and Nathan Gerber for urgent updates on student emails and dual duo authentication.
* Nathan Gerber: We are moving students to MFA as soon as we can. We have seen unprecedented cyber-attacks on higher education since the beginning of the semester. We are trying to push this through before the holidays when the attacks will rise. The technical system is ready and already available for students via opt in
* There will be a mass communication blitz starting tomorrow (Nov. 9). We will have an opt in promotion time until Nov. 16th for the chance to win a free iPad. The switchover for remaining students will be Nov. 17th.
* Question: What about concur enrollment students who don’t have smart phones?
* Nathan: We have keys for them. We will also white list the high schools if they are logging in from there. We can add them to the exception list as well, though we have limited spots there.
* Question: Can we explain more about MFA when students ask what it is?
* Jon Barclay: Most students are familiar with the second step (texting). Various vendors all call it something different, but one message will tell them about the texting code and MFA. We are actively making it so faculty, staff and students don’t need to log in as frequently. They also won’t have to login on campus while they are on campus Wi-Fi.

Updates from Provost

* Provost Vaught: We had two town halls today with over 300 people between the two. One thing that came up out of the staff meeting is the issue of faculty not using Canvas as a way of entering their grades. This creates a challenge for our advisors and the use of early alert systems. We would like to do whatever we can to encourage faculty to take advantage of it. If a student hasn’t received any feedback halfway through the semester, that student is about done.
* One more important point is next Wednesday there is another town hall focusing on general education. The GE Task Force has been meeting and having a lot of good conversations. We have made some suggestions and responded to concerns, but largely that discussion is happening among faculty. They will have some preliminary recommendations that they will be discussing next Wednesday.
* Question: If assignments are given early and a student hasn’t turned it in yet, should the instructor be putting in zeros right away?
* Provost Vaught: I believe so. I will check with the advisors so I won’t be giving out any misinformation.
* Question: With early alerts, what is going to be done to mitigate problems with being able to reach students?
* Provost Vaught: You can reach out to the class to get more information, but we need to be careful with FERPA as well.
* Comment: Some faculty may not use Canvas because they don’t feel like their classroom is private enough. Things like the SEGO survey reinforces these fears.
* Hilary Hungerford: In a lot of other schools there isn’t such a respect around canvas space as there is classroom space. It’s like a classroom space where we interact with students.
* Provost Vaught: This can be an effective means of telling us how to identify students in distress however you do give up some privacy. We want to learn how to better use the technology to help you have a better experience and provide more success.
* Sandie Waters: I talked to President Tuminez and she would like to invite Faculty Senators to join her for basketball games this season. There will be a sign-up sheet for you and a plus one. Once the senators have a chance, I will send it out to the rest of the faculty.

**SENATE PRESIDENT**

* Senate President/Vice President Nominations:
* President: Wioleta Fedeczko, Jon Anderson
* Vice President: Evelynn Porter, John Hunt, Sandie Waters
* We can still accept nominees. The election will be in December. We can think about a video or a paragraph nominee. Next semester we will have overlap to help people get into their new positions.
* Hilary Hungerford: What are some issues that senators should take up this semester? What are you hearing from your colleagues?
  + Bryan Sansom: We were informed that we were voted out of receiving the Carl Perkins grant by a consortium of schools around Utah. Culinary and automotive were also voted out. Is this something that they can do? They feel like we already get the lion’s share of funding.
    - Hilary: I will look into this. If we are a dual mission institution, we need to put our money where our mouth is.
  + John Hunt: I think we should have frank conversation about grade inflation. I think it’s happening a lot at our school. The school is over relying on SRIs. Maybe this is something we can discuss with the SRI committee. We want our degrees to mean something. Some in the community don’t think highly of our school or the degrees that come from it. The over reliance on grades gets rid of engagement.
    - Hilary: The GE task force took up a lot of energy, so the SRI taskforce has been slow but we are moving forward. I talked to the deans today and we have a book we are going to read and we invited a speaker in January from Penn State to talk about bias and the SRIs. It won’t be a complete rewrite.
  + Leo: We need to look at the fact that we can vote if we agree with a policy or support it if comments are addressed. However, we can’t verify if the comments are actually addressed. This seems like a problem in the process.
    - Hilary: We do get a sheet with responses to the comments. I can do better about giving them a reminder.
  + Leo: Is it the way the vote is worded, is it the process or is it both?
  + Jim Price: I think we should have a comment on every ballot that says, “I don’t support this policy if these comments are not addressed.”
  + Jon Anderson: Hilary is the only one who gets to see the document with the feedback. This is why we started putting the policy past stage 2 going into stage 3 so we can respond to things. The problem is a lot of this is in policy 101 and I don’t think we will get that changed the way we want.
  + Hilary: There is a lot of give and take in policy. There are compromises and we don’t always get what we want, but we have never been completely shut down. Senate isn’t the final approval body for any policy.
  + Jim: Will letters from the departments that represent the departments amplify our voice?
    - Jon: If is rejected by the steward, bring it here and let’s throw more weight behind it.
  + Michaela Giesenkirchen Sawyer: I just attended the workshop on getting up to speed with online teaching technologies. There is some major streamlining coming our way and software to extract data from our online courses. There is going to be a lot more reaching into our canvas. Another item is with general education the issue is whether or not we should keep the same number of GE classes and what are the kinds of classes that students should be taking to fulfill their degree requirements. The overarching argument should be integral to a dual vision.
    - Hilary: The GE discussions have been interesting. I’m a product of GE. I went to college not knowing what I wanted to study and then I took a geography class and loved it. It’s been a robust discussion and interesting seeing how different programs and fields look at GE. Nothing has been decided yet.
    - David Frame: We struggle to get enough credits into our program so our students will have the skills that employers want. The more GE credits, the less time we can spend on those skills. There has to be a balance.
* Hilary: There’s course-based fee committee and we need folks from each school or college. We don’t meet too often. I will find people to nominate if you don’t nominate yourself (there were enough volunteers).
  + - Laurie Sharp: We are out of compliance on the committee structure. USHE changed their policy in September so now the universities have to change their policies. Fee information has to be communicated to students prior to registration. We have until 2025 to complete this.

**POLICY**

* 332 Remote Work
* Skyler Simmons: 4.4.4 is where we got to last time, which is amount of time you have to be told that your policy will be terminated. We felt like that wasn’t enough time.
* Many of the comments in section 5 had to do with the workplace environment. A quiet, distraction-free workplace is not even something we have at the workplace. Employee performance is what seems to be the thing that we should be most concerned about.
* Comment: The policy would be better if it stated what the aims must be instead of micromanaging how they are met. There are two needs: Protecting the privacy of FERPA information and ensuring that the work gets done in a manner that is comparable to the quality that would be achieved on campus.
* Hilary: Are we in the exempt category since we don’t have to clock in and out? There is flexibility, such as if your kid is sick and you have to work from home for a few days.
* Comment: Most industries are moving away from overlooking the process and instead are going towards the objectives. In academia, we have clear objectives. I don’t see why we would have to go into so much detail on this. We need to look rather at fulfilling the objectives.
* Comment: If a separate policy is drafted, it shouldn’t just be for faculty but for all exempt employees. There should be two categories that are treated independently. Teaching lab managers need the same accommodations.
* Skyler: The summary of our comments is the policy seems to focus more on procedures rather than objectives. Goals of the policy need to be outlined and determine if those objectives are appropriately met.
* Motion to vote on comments: John Jarvis
* Jim Price seconds the motion
* Hilary calls the question
* Wioleta Fedeczko: You can disagree with the policy as a whole and after that the individual comments.
* Voting Results: 37 responses, 19 agree with implementations of comments**,** 16 disagree, 2 abstained. Every other comment has majority support for the comments that were provided.

**GOOD OF THE ORDER:**

* + Hilary Hungerford: Black Panther is opening up this weekend and I’m really excited about this. Also, go vote!

Meeting Adjourned: 4:45 pm