**Faculty Senate Minutes**

December 10, 2019

CB 511, 3:00-5:00 pm

***Present***: Pauli Alin, Jonathan Allred, Maureen Andrade, Anne Arendt, Wendy Athens (OTL), Lyn Bennett, Mark Bracken, Laurel Bradshaw, Roxanne Brinkerhoff, Lauren Brooks, Susan Cox, Seth Christensen, Karen Cushing, Shane Draper, Max Eskelson, Nathan Gale, Paige Gardiner, Phil Gordon, Barry Hallsted, Young Wan Ham, Matt Hasara, Melissa Heath, Rick Henage, Jessica Hill, Joshua Hilst, Jamie Johnson, Janine Knighton, Stephen Ley, Diana Lundahl, Jeff Maxfield, Dianne McAdams-Jones, Rick McDonald, David McArthur (for Ronald Miller), Elijah Nielson, Matthew North, Alan Parry, Jim Pettersson, Evelyn Porter, Kelli Potter, Denise Richards, Leo Schlosnagle, Dustin Shipp, Annie Smith (Library), Mike Stearns, Sean Tolman, Wayne Vaught, Ryan Vogel, Bob Walsh, Sandie Waters, Lyn Wells, Geoffrey Zahn

***Excused or Absent***: Mark Abramson, Kat Brown, Leo Chan, Reid Elem, Matt Hasara, Greg Jackson, Mohammad Masoum, Alex Yuan

***Guests:***  President Tuminez, Jessica Gilmore, Elena Garcia

Call to order – 3:01 p.m.

Approval of Minutes from December 3, 2019. Minutes approved.

PRESIDENT TUMINEZ

* Successes
  + Enrollment – UVU continues to grow. Official number is 41,728. 12,000 are concurrent enrollment students.
  + Raised over $900K from the Scholarship Ball
  + Scott C. Keller Groundbreaking
  + Fundraised a total of $48M over the last year
  + Noorda Performing Arts Center opened in January 2019
  + Leadership should be celebrated
* Completion
  + Higher Education enrollments have decreased and potentially could cause future problems. Completion is key for future success of students. IPEDS completion for last measuring period was 33%. New measurement shows completion at 36%.
  + Recent PBA discussions stressed focusing resources on completion. As faculty, staff, and students we are tethered together to create success. Reviewed several game changers such as advising, scheduling, GE, curriculum, etc.
* Opportunities
  + Shared Governance allows individuals to be heard and participate in student success.
  + Shared the artist rendition of the proposed College of Engineering & Technology building.
  + Budget Priorities
    - Compensation & Benefit Increases – 2.5% performance-based; 5% health premium increase
    - Growth Funding – USHE ask is $3.9M with @$2.3M to UVU
    - Performance-funding – Reviewed potential funding by legislature noting that UVU will hopefully receive @5.4M. Highlighted flexible educational offerings for timely completion and stressed the importance of UVU increasing online education.
* Q&A
  + Are there specific areas where non-completions are higher or is it pretty uniform across campus? One problem in identifying completions by school or college is when a student changes majors, whose registers the completion or non-completion. The other problem is when a student registers to complete a bachelors, but then receives an associates. Need to be sure the declaration is more accurate from the beginning or get students to level up. Arendt will send out the dashboard link after senate. A 45% completion goal is a good comparable number among UVU’s comparable peers.
  + UVU does not count concurrent enrollment in completion rates. As an open admission institution, we have a wide variety of offerings for all.
  + With a large LDS population of admissions, how does it count towards completions? It does not count against UVU if these students declare an exclusion. Connelly shared that UVU does run multiple campaigns as it preserves scholarships and other benefits.
  + IPEDS originally just measured four-year first-time, full-time students while UVU used a six-year completion model to allow for religious stop-outs. However, for UVU with the new IPEDS alignment, we use the eight-year completion rate because it better reflects our culture.
  + Where do we find a balance for student-debt as they claim financial problems to be one of the biggest reasons for not completing? Tuminez shared that the overall view is relative. Increased scholarships will help more students. Need to show exceptional care to help students complete.
  + Future of Concurrent Enrollment. Does UVU recoup this discount anywhere? We do Concurrent Enrollment because we believe that there are students in high school that are ready for college-level learning and can reduce expenses. We do not necessarily use it for recruitment. We also need to help make the senior year more meaningful for these students and one way is providing concurrent enrollment opportunities. To help Utah achieve their educational attainment, we need concurrent enrollment to help achieve this.
  + Part of the problem with concurrent enrollment is many students come in needing remedial assistance which seems to contradict the K-16 Alliance who say students should come in college-math ready.
  + How does the President see Shared Governance and what initiatives does she plan to take? Tuminez recounted her experience with revising the mission statement and the shared governance of many groups involved in that process. Shared Governance means we love UVU and are passionate about it. Shared values noting that there will be disagreements and conflicts which is normal. Begin by listening to one another. Need to keep the goal in sight. Address from values, structure or process, or where do we compromise.
  + NCHEMS and Environment across State. UVU’s has many stakeholders, fans, and dissenters. Reviewed the three structural recommendations. Would like to have seen the consultants meet with individuals from UVU to aid in forming their recommendation and why they wanted to end the UVU model. Important for individuals to talk with lawmakers and express the strengths of UVU.

**LIBRARY**

* Encourage faculty to return library books or renew them.

**OTL**

* Cabinet endorsed the Flexible Delivery Taskforce to innovate the delivery methods by forming the Flexible Learning Council consisting of individuals at the university and school/college levels. Town hall breakfast on 12/13, 9:00 am in CB 511 (See Announcement C)
* New Adjunct Orientation on 1/4/2020 at 9:00 am in CB 510 (See Announcement D)

**FACULTY SENATE PRESIDENT**

* Will send out PPT and link to graduation rates.

**STANDING COMMITTEE REPORTS**

* Special Assignments & Investigations
  + Get grades input on time as does affect a student in various ways.
* RTP & Appeals
  + RTP criteria review has begun. Department RTP Chair’s are receiving an email with the most current criteria on file with Academic Affairs. Please be sure the document is the most current.
  + If a department is operating under different criteria than what Academic Affairs has on file, send a copy to Matt North and copy Kat Brown.
* Advancement of Teaching
  + Committee met for the first time on 12/10. Discovered that there is an overwhelming number of issues for the committee to address. Will build some strategic priorities in the New Year.

**OTHER COMMITTEE REPORTS**

* RUEC
  + Address in spring 2020
    - Pathways – work with departments to define common 9 credits within majors groups and suggest 2+2 options; define pathways working group
    - High Impact Practices (HIPs)
      * Develop HIPS tracking at section level; develop detailed proposal for a CP2 or CP3 cert for research and scholarly creative work
    - Enhancing General Education (GE)
      * Include the purpose of GE in the current UVU marketing campaign
    - First Year Seminar (FYS)
      * Develop content requirements and training plans for 16 courses for fall 2020
    - Faculty and Course Development
      * Plans for GE, HIPs, and FYS training

PRESENTATIONS

General Education Certificate

* Goal is for all students to have an educational plan after high school. Need to construct a pathway. Research show that if have some sort of first-year advising center, graduation rates increase. Picking a path or cluster area it narrows the choices.
* Core content such as completing entry level English in first year and entry level math in first year increase graduation rates. 12 or more credits in first year and three or more classes within their area of study increases graduation rates.
* UVU’s goal is that every credit counts. When building every credit counts map, need to consider credits that don’t count. Reviewed types of awards and certificates and their definitions.
* GE should be the foundational course work that sets students up for success for their pathway.
* GE Certificate (Interstate Passport) is an institutional certificate that would be auto awarded to transcript and will take it with them when they transfer to any WICHE institution.
* Helps Concurrent Enrollment students be more focused and have a plan when transfer to UVU. Helps students engaged in General Education to have courses auto-transcripted and is the foundation building blocks for pathways.
* GE Certificate does count towards completion rates.
* UVU’s Concurrent Enrollment now has five advisors that will work closely with high schools to assist students better. Advisors are broadly trained as professional advisors and participate in NACADA.
* Want each department to work closely with FYC in order to direct them appropriately. Important to have course maps from each department so advisors can advise them from the very beginning.

Policy 647 – *Faculty Grievances*

* If faculty have any concern or grievance, there are several bodies that a faculty member can go to such as HR, Legal, Academic Affairs, or the Faculty Senate president. However, there are some parameters if using this policy such as the faculty member needs to be the grievant and must be something not addressed in another policy as the other policy would take precedence.
* In addition to this policy, anyone can submit a concern through Ethics Point.

Policy 648 – *Faculty Separation due to Institutional Reasons*

* Since the last Faculty Senate meeting, there have been a series of conversations. Arendt proposed a reboot of Policies 647, 648, 649, 650, and 651 co-sponsored with Arendt and Vaught. Consider drafting a new executive summary including all these policies. Policy 647 already has a taskforce in place and could stay in place to address all the policies that address remediation, sanction, and separation.

**SENATE RESOLUTIONS AND SPECIAL TOPICS**

* Request for Faculty Senate to investigate the investigation of Mike Shively. Arendt expressed that Faculty Senate is not the place for discussion of innocence or guilt. This body is to discuss process, protocol, practice, or culture. Making sure someone has due process is important.
* There is consensus with Academic Affairs to combine and open policies 647, 648, 649, 650, and 651.
* Hill reported that the Policy 648 Task Force met and shared that the group focused on due process. Want to be proactive and not reactionary. The taskforce will also discuss if the policies should be broken up into even more policies. Meetings will be held on 12/12 from 11:00 am to Noon in CB 210a and 12/16 from 9:30-10:30 am in CB 210.

**MOTION** – Sandie Waters moved to convert from Policy 648 Task Force to the Remediation, Sanction, and Separation Task Force. Alan Parry seconded. Arendt shared how the decision was made to bundle these policies together as it was noted that the bundle already existed in the pipeline. The thinking is these were all related to faculty sanctions, removals, or rectifications. All in favor? 27; Opposed - 3; Abstained – 1. Motion passed.

* If there is a legal action/complaint that comes on the part of the family, there will not be any discussion on the specific case, but due process can still be addressed generally.  Alex Simon noted that the Shively family has filed a complaint. This means there will not be discussion of the specific case in Faculty Senate.

**GOOD OF THE ORDER**

* Walsh expressed thanks to various faculty members be behalf of students for the GE courses they had to take in preparing them for the real world.