**Faculty Senate Minutes**

December 13, 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, Evelyn Porter, Gareth Fry, Hilary Hungerford, Jennifer Shubert, Jim Pettersson, Jim Price, John Hunt, John Jarvis, Jon Anderson, Kathren Brown, Kyle Kamaiopili, Laura Ricaldi, Laurie Sharp, Leo Schlosnagle, Maureen Andrade, Merilee Larsen, Michaela Giesenkirchen Sawyer, Mike Smidt, Natalie Monson, Nate Jeppson, Nicole Gearing, Nizhone Meza, Paul Morrey, Peter Sproul, Raiden Gaul, Rich Paustenbaugh, Sam Gedeborg, Sandie Waters, Sayeed Sajal, Scott Lewis, Skyler Simmons, Trevor Morris, Waseem Sheikh, Wayne Vaught, Wioleta Fedeczko

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

**PROVOST**

* General Education Discussion:
* The GE Taskforce was presented to the cabinet the same way as it was in Senate.
* Ethics and values are a big discussion now. Student choice is the common denominator on campus. There will be sub-committees around these that will bring it back to the Taskforce. No official decision has been made.
  + Question: Was there any question about the global inter-cultural requirement?
    - Hilary: Yes, there was a discussion, but students should already be getting this in the graduation requirements. We didn’t talk about it much.
  + Question/Jim Price: If people assume that the global intercultural requirement is part of the courses, we should be looking at the classes to make sure.
    - Hilary: I’m on the committee and I’ve taught some of those classes. It’s pretty well defined.
* Prescriptive GE Suggestion:
* Evelyn Porter: We took a look at all the programs on campus and things that students wouldn’t be exposed to in their majors. GE should be broad and you should be able to explore with guidelines. We currently aren’t adhering to this and it causes trouble to students who are changing majors, transferring to UVU, concurrent enrollment students and those who still aren’t sure what they want. This is time and money for students. This is how we can support our students by looking at ways we can eliminate prescriptive courses with the distribution areas. It’s a complicated, hard thing we are recommending. We are looking at it from a student perspective though.
  + Comment/Donna Fairbanks: The Music Department received accreditation in 2014 and in the process learned we cannot prescribe the general education courses for those particular degrees.
* Hilary: Next steps: We have smaller groups working on the PLOs. The taskforce will still be engaged in the broader work. We asked for volunteers and asked who wanted to be part of it.
* Evelyn: We shrunk down the taskforce because we have reached the preliminary proposal. We will be addressing each college with their different concerns. A final proposal will come to Senate in March for a vote. The final decision as per policy will be with the Provost’s Chief Academic Officer. Courses will need to apply to be GEs in the new categories. These will come online as the PLOs are better defined, not necessarily in Fall 2024, though everything will be in place.
* Comment: Maybe there isn’t a point in holding a Town Hall until accreditation is fixed?
  + Hilary: We won’t do anything to make you lose accreditation. This is why we need Town Halls to be aware of other accreditations.
* Wayne Vaught: I think the limited scope of the review will move this along quickly. There are some proposals on the state level that may impact gen eds in the future, but we don’t know when or what. We currently aren’t paying too much attention to it.

**FACULTY SENATE PRESIDENT**

* Hilary Hungerford: There are still opportunities for faculty to opt out of recordings. I will send the link and a reminder at the end of this week.
* We have the results of the election. They will start their terms July 1st. Next semester will be transitioning. Our president elect is Wioleta Fedeczko and the vice-president elect is Evelyn Porter. I was confident knowing that we would have good people to take over no matter what. We’ll have some kind of retreat in the summer to “pass the torch”. This will be good for our policy work to have continuity.

**PRESIDENT TUMINEZ**

* Professor Daniel Fairbanks had a book published and was commissioned to paint a portrait of Gregor Mendel.
* We have re-started faculty seminars post-COVID. We had the first one at my home on architecture.
* From 2017-2021 we have moved from number #4 to #2 for the number of graduates for 4 and 5 star jobs in the state.
* Georgetown University ranked us the highest economic value among universities for our business programs.
* We have received another million-dollar donation for our new College of Engineering Building.
* Shared Governance: Any organization has to begin with a shared belief in the mission. We bring to any student that walk through our doors the ability to improve their lives. We should become students’ first choice for relevant and high-quality education. It doesn’t mean we are perfect. As we ascribe to the core values though, we get better at what we do. Shared governance stems from this.
* Our policies take a lot of processes and we should all share ownership for this.
* Grade Inflation: I looked at the data and we don’t have grade inflation. Our distribution of grades has stayed the same from 2017-2021. I’m hoping the quality of students is approving.
* RTP & SRIs: this will be an unending conversation. What is a great RTP process and how do we use SRIs? This begins with the definition of excellence. We give clear, honest, and frequent feedback. As faculty chairs communicate and peers mentor, this gets better and better. With student feedback, we look at patterns over time.
* UVU Retaliation Policy: Any allegations or retaliation is taken very seriously. You should be able to engage in a protected activity without fear. That ownership is with all of us.
* PBA/UVU’s Budget: We have focused a lot more on assessment in my four years here. We just completed the first half. Over 80% of our budget is spent on salaries, wages, and benefits. It was very impressive how data was presented this year. We had the highest participation ever in these meetings.
  + 98 staff and 26 faculty have been requested in PBA.
  + The funds will come from new revenue and internal reallocations. We are counting on tuition revenue from the physicians’ assistance and nursing programs.
  + Tuition and fees: the Governor declared that these should be frozen. This poses a problem for us because the state only funds 75% of compensation.
  + Internal reallocation will play a big role in next year’s budget. We are asking for $40 billion but the new money we are looking at right now is $7 million.
  + We are asking the legislation for a cost-of-living adjustment. Also, compensation funded at 100% (this will be the first time if they do), fund mandatory cost increases to insurance premiums and risk management increase as well.
  + Funding for student success, workforce readiness, flexible educational opportunities, digital transformation/cybersecurity.
  + Release the $80 million approved last year for the Engineering Building.
  + Requests for Appropriations: UVU goes through all the processes and is trying to be smarter. If we have higher priorities, we will bring it straight to the legislators.
  + 3-Year Degree Program with concurrent enrollment
* We beat BYU again two years in a row
* Hilary will share the slides with everyone

Q&A:

* Question/Compensation: The Governor suggested a raise for public educators but nothing for higher ed.
  + President: There are strings attached that this happens only if we use tax funding for private schooling. At the end of the day, it’s the legislature that disburses this money. Some of our full-time staff are fully funded by student fees so they can’t have a raise. I have a meeting where we will talk about this and see if can come up with a unified position.
  + Hilary: We have a compensation committee with ideas that will be coming your way.
* Question: Is there any other state that funds universities 100%?
  + President: I believe there are other states that fund compensation for state universities at 100%.
* Question/Bryan Sansom: We received a notification that we were voted out of the Perkin’s Grant.
  + Provost Vaught: This was reviewed and the consortium re-allocated funds and determined where to make cuts. If you have a specific program, I will be happy to talk to you individually. The consortium/grant still exists.
* President: SUU froze its tuition for two years and that has probably created some of this pressure. Utah has the fourth lowest tuition and fees in the country. There is a perception going around that higher-ed isn’t relevant and doesn’t prepare you for jobs. We can’t do anything to stop it. The entire ecosystem today is so unfriendly to higher education. Arizona State subsidized traditional higher ed and allowed development on a lot of land they own. There are many iterations of how universities raise revenue.
* Question/Justin Schellenberg: Governor Cox is asking state agencies to re-evaluate education requirements in job postings. What does that mean for us?
* President: Sadly, the message is higher ed isn’t important anymore. That’s not the answer to everything; there are all sorts of professions. If higher ed is expensive, look at the opposite. What about engineers or guidance counselors that need training? The reason again is to show relevance. We need to show the education we are providing is relevant. Misperception and people believing in it are part of the voices in the area. We need to keep on telling the other stories. We have to do more to show why we are more relevant. The economy and civic function of the state would function much worse without institutions like ours. There is a strong correlation between credits in college and higher lifetime earnings as well as the lesser probability of being unemployed. The beauty of UVU is the diversity of our offerings match the diversity of our open admission. Also, the good news is that state of Utah is still funding its higher education institutions at 50%.
* Comment: Compensation across campus is uneven. Some don’t make as much as public high school teachers.
  + President: This is driven by market dynamics. We would like to continue to look at this and the data.
  + Hilary: It’s hard to sell faculty positions with our wages.
* Reminder of Politics/Steve Anderson: There are protocols for political engagement while on the clock or using UVU resources. If it’s not related to UVU and is something personal, use your personal email and not on UVU time. If you have any questions, please let me know. UVU Day on the Hill is Feb. 8th from 11-2 in the Capitol Rotunda. We are highlighting student research. Lunch will be provided too.

**GOOD OF THE ORDER:**

* Laura Ricaldi: Financial Planning as won first place
* Bryan Sansom: One of our digital media students has been nominated for a sound editor award.
* Armen Ilikchyan: There is an artificial intelligence tool that is a completely different level. This will affect higher education more than cell phones. Our students will need to have a new set of skills. We need to teach everyone how to embrace it.
* Hilary Hungerford: There is a new literature review resource. It’s amazing. It’s called Elicit. Also, we have our new leadership in place.

Meeting Adjourned: 4:37 pm