**Faculty Senate Executive Council Minutes**

April 4, 2023

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

***Present:*** Hilary Hungerford, Ben Moulton, David Frame, John Hunt, Jon Anderson, Jonathan Allred, Kathren Brown, Laura Ricaldi, Nizhone Meza, Sandie Waters, Skyler Simmons, Wayne Vaught, Wioleta Fedeczko

***Excused or Absent:***

***Guests:*** Matt Serrao

Call to order: Hilary Hungerford called at 3:02 pm

**PROVOST**

* We’ve gone through RTP and the trustees have issued their final decision. We had 28 tenure cases and there was 1 denial. One person withdrew years towards. Rank Advancements: 6 denied out of 18. The vast majority of those were failure to include proper documentation so they were invited to re-submit and include the documentation. One came up early and one didn’t meet the departmental criteria. Many will be ready to re-apply by this fall. I’m happy to create as much transparency as I can around those.
* There was a shared governance symposium that was last week. I thought it was a good and interesting conversation.
* We don’t have any more town halls scheduled for this semester. There has been talk that we should and I’m more than happy to schedule one.
  + Hilary Hungerford: It doesn’t seem like in the chat that people think we need another town hall.
* We are trying to finalize PBA. It’s been awkward because of the way the state decided to award have originally been slated to receive. Whether that allocation becomes ongoing depends on if we meet the new performance matrix. We have made where we think are the most critical hiring needs. The President will be reviewing this in her next Talk with Tuminez.
* Hilary: Have they decided on compensation st uff yet?
  + Kat Brown: They just know generally that it 7.75%, but nobody count on that because it hasn’t been decided yet.
* Wayne Vaught: It will probably be one of the larger increases that we’ve seen in a while. The state is covering all but 15% of the compensation. That creates some budget challenges.
* Sandie Waters: I’m rolling off of Senate this year and there is a final soapbox I would like to bring up. In my class this year of 25 students, there were about 15 students in that class that had work that was due during spring break from faculty across campus. My children at UVU also had the same thing happen to them. Is there any way we can actually have students have a break during spring break?
  + Kat: I want to point out that since this curriculum, Wayne isn’t the one to solve this. This is something that faculty needs to solve and something Faculty Senate can work on. It’s chairs who can also do those things.
  + Hilary: I do include it in my email around this time, but it’s not policy.
  + Wayne: I think it’s something we can bring it up in Faculty Senate. The same thing has come up for Thanksgiving Break and reading days. The breaks are to provide a refresh during the semester and it kind of defeats the purpose of having it. I’m happy to support it and I agree with you completely, though in the spirit of shared governance, it need to go to Faculty Senate.
  + Hilary: We tried to keep a culture of not having assignments over breaks, but there is only so much you can do.
* Kat: Wayne and I have been through all of the tenure guidelines that have been given to us. If your department doesn’t have those back, please check with your dean because that means they are in their office.
* Hilary: The Utah Republican Party is hosting at the UCCU Center and the key speaker is Governor DeSantis. Right now there is a group of faculty that want some action around this. There are lots of ideas of appropriate action. Ann and I talked about it and put together a letter to our students. In it, we are welcoming anyone who would like to join us. It doesn’t mention anyone particular and will be put in the UVU Review. We want the students to know the faculty supports them and value inclusion. Others want to say DeSantis’ name. What does it say about our future that he’s coming here?
  + Wayne: As a private citizen you are protected to have all of that speech. I think it is a politically sensitive issue. As far as DeSantis speaking on campus, that is an issue of freedom of speech. I would embrace anyone coming to campus in that regard. I don’t know what to say in terms of letter writing and drafting other things. I can bring up in cabinet the fact that we are having these concerns and are looking for guidance. I think it provides an opportunity for these dialogues between both parties.
* Hilary: You can tell cabinet that many faculty are very concerned.
* Wayne: You will be speaking on your own behalf, not for the University. I don’t want people to think they will be punished for doing this as private citizens.
* Hilary: I will share everything as it’s evolving with faculty. It’s a tricky thing because we don’t want to be in the business of telling people what to think.

**FACULTY SENATE PRESIDENT**

* Policy 112: Social Media Policy
  + Matt Serrao: A concern with Faculty Senate is that the policy would go back to square one. I talked to the Policy Office and we need ExCo to review the revisions and then faulty will have the chance to weigh in as the policy goes into stage three. Another concern was at least one faculty member be included in the drafting committee. We added Emily Hedrick. We also held some meetings with faculty who have taught social media in their classes. We also had concerns regarding clubs. We consulted with Andrea who helps clubs. Another concern is that individual programs, departments, or clubs should not be restricted for using social media. We added some sections to define the scope of the policy and what social accounts we are talking about. The last concern is that certain departments rely heavily on social media for teaching and recruiting. We added clauses on how departments may use social media in their classrooms. We aren’t trying to touch content but rather standardize the way things are managed. There are two areas we don’t touch: We don’t tolerate hate speech and also things relating to privacy. We also want to make sure that prospective students aren’t getting old information on accounts that haven’t been active in years.
  + If it’s not tied to coursework, then the students working on it should be an employee and should be paid accordingly. Also, students shouldn’t be coerced to create an account.
  + Question: Is Linkedin considered one of the social media accounts? Some classes require students to create an account.
    - Matt: It is but let me go back through the policy and look through the language.
  + Laura Ricaldi: So many employers are on Linkedin and that is a great way to connect students to employees, so we have our students create account. We do give them exceptions, and I also don’t coerce them.
    - Matt: We can change the wording of “coerced.”
  + Laura: What about Handshake? We also have it required for some of our classes.
    - Matt: The policy is we aren’t trying to dive into all the platforms because there are new ones created all the time. When the policy gets finalized, we would come up with the best practices and procedures.
  + Sandie: My class is learning about digital tools and have to sign up for some of these platforms. They can choose which ones. Is anybody feeling like there’s an academic freedom kind of stunt here? What is the application going to be?
    - Matt: I sat down with many faculty to talk about how they use social in their classes. It is all over the place. We aren’t going to tackle all of them but tell people to go to the platform and follow our structure and the policy within the platform itself.
  + Sandie: I worry that if I’m helping my students get ready to hit the ground running and doing something in a platform you aren’t aware of because it’s new, then I will be going against policy.
    - Matt: We are developing best practices as we go with these and learn more. If it’s not in policy, then operating outside of a policy is okay and at some point we will have to address it.
* Hilary: That is where we rely on our professional ethnics that we all have as teachers.
  + Matt: It says in the policy that I’m not going to approve every single piece of content.
  + Hilary: Right now is the policy pretty much done?
    - Matt: We have the proposed stage three that will move to stage three. We are trying to stay away from content as much as possible.
  + Hilary: I really like how you highlighted the changes on the policy document.

**STANDING COMMITTEES**

* Retention, Tenure, Promotions & Appeals:
  + John Hunt: Policy 646 has been approved by the President’s Council. We are still working on 632. If you know anyone who was denied tenure or rank, have them reach out to both Hilary and me.
  + Hilary: One thing we are proposing in 632 is that you demonstrate excellence in teaching, service, or research and the third one is competence.
* Service and Elections:
  + Sandie Waters: All of the service and the election chairs have the positions they need to fill and our goal is to have them elected in two weeks.

**Senate Agenda**

* Hilary: We aren’t sure if the President will be here next week, but maybe she will be here for the last meeting.
* We are voting on the course-based fees but we aren’t voting on merit pay yet.
  + Skyler Simmons: On course fees we are up against a deadline and if it doesn’t get voted on by next Tuesday, it won’t get passed.
  + Jon Anderson: As far as the merit goes, I’m going to leave that up to Senate to see if they feel ready to vote it on next meeting. At this point, we will get to it whenever it gets to us. The committee may need to meet over the summer.
* Hilary: Is it next week we open up nominations?
  + Jon: You open up nominations next week and the elections take place in the last meeting.
* Sandie: Remind Senators to bring their new senators with them to the last meeting.
* Hilary: I think the last meeting will be a good time to introduce Kenzie. The other things I have are bylaw changes.
* Sandie: We talked about changes in the term limits and terms. I think some of these could use some cleaning up, but I think we are starting a little late in the semester for this.
  + Hilary: If you have concrete examples, we can do it.

**NON-POLICY**

* Hilary: We’ve done a lot of good, but there are still issues coming. It’s a good time to make a list of things that will be on top for the next Senate.

**Good of the Order:**

* Hilary Hungerford: I received my Albright. Next January to June I will be in Mongolia teaching at the National University of Mongolia.
* Sandie Waters: It has been such a pleasure working with this team. I’ve enjoyed our time together.

Meeting adjourned at 4:27 pm