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Faculty Senate Minutes, April 28, 2008

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Doug Ramsey called the meeting to order at 3:00 p.m. He announced that this would be the last Faculty Senate meeting of the year and the Senate would adjourn until September.

Doug welcomed the new senators who will begin their term next year.

Approval of Minutes

John Kras motioned that the minutes of April 7, 2008 be approved as submitted. Byron Burnham seconded the motion. The motion carried unanimously.

Announcements

1. Doug Ramsey reminded everyone to sign the roster.
2. Doug reminded the group that the past president position was instituted last year as a means of carrying forward history of the Senate. Doug will be on sabbatical next year and announced that John Kras will serve a second term as past president.
3. President Albrecht and Provost Coward have decided to change the model of the position of Faculty Senate Executive Secretary. They proposed to have Dr. Joan Kleinke serve in this capacity, assisted by Marilyn Bloxham. Having two people work in this position should bring some added stability to the position and provide another way to improve the way we maintain the history. This new model will also help the executive secretary relate to the faculty code and interact with faculty as a peer.

Doug presented Andi McCabe with a recognition gift and thanked her for her service the last two years.

University Business

President Albrecht announced the awards that will be presented at the commencement ceremony on Saturday. Dr. Timothy Taylor received the Eldon J. Gardner Teaching Award. The department of Communicative Disorders and Deaf Education received the Department Teaching Excellence Award.

The president stated that last week we celebrated an event announcing the Emma Eccles Jones Foundation's \$25 million gift to USU. The College of Education and Human Services was renamed the Emma Eccles Jones College of Education and Human Services. To have two named colleges this year in the last four months is a compliment to the entire faculty. This summer we will likely announce an extension of our campaign and a new dollar goal.

Provost Coward stated that on Wednesday we will announce the appointment of the new dean of the College of Humanities, Arts, and Social Sciences.

President Albrecht closed by thanking all of the senators for the good work done this last year.

One of the senators asked the president if the university is capable of developing a plan to address inflation or is there something at the legislative level being designed to deal with this. President Albrecht answered that it is going to be a challenging time. As far as energy savings, Nat Frazer and his sustainability group will continue to look at is a part of this issue. He welcomed ideas from the Senate.

1. **Pedestrian Crosswalks** - Chief of Police, Steve Mecham, responding to a question by a senator about the status of crosswalk markings since an unfortunate accident last year on 700 North, updated the Senate on this issue of pedestrian crosswalks. He stated that there have been five pedestrian/auto accidents in the last ten years, which is relatively few. Two resulted in no injuries, two in minor injuries, and 1 with major injuries. This last victim, a female student, is recovering but did have to leave school. He agreed that the area between 1200 East and 800 East on 700 North is not ideal for crosswalks. These six crosswalks were put in because students were crossing anyway. The city of Logan owns that street and will start painting crosswalks on May 12th, putting this on their priority list. The city agreed to repaint those crosswalks in August before school starts. The chief stated that they see on a regular basis is that the students are just not paying attention. Their plan is to do a pedestrian campaign in conjunction with a grant-related statewide campaign and try to educate the students on the importance of obeying the laws. Chief Mecham agreed that the addition of appropriate signage would also help the awareness for drivers.

Information Items

1. **Update on Emergency Preparedness** – The Faculty Senate Executive Committee asked Provost Coward to share with the Senate the activities that have been ongoing this year and some things that are planned for next year related to the university's status on being prepared for major emergencies, specifically regarding shootings on campus. What often happens with these sorts of issues is that the more you get into the planning, the more complicated it gets. One thing we became aware of is that we had no centralized committee or process for bringing information together about abhorrent behavior among students. That committee has since been established to share information and alert us that we should pay special attention or intervening on behalf of a particular student. They are creating a mechanism of gathering information and taking action. The second issue is training staff on how to act in these instances. Chief Mecham has put together training, which has already been given to vice presidents, deans, and is scheduled for August to present to the department heads. In September, they will be ready to send a team of trainers out as they are invited by each department. Gary Chambers added that there is another committee, BIT (Behavior Intervention Team), consisting of four people who meet monthly to review student profiles that bring concern to us and to identify student behavior that would warrant attention. Chief Mecham has also started workplace violence training in departments and a new training, "Shots Fired", which dramatizes how individuals in an office setting should respond.

Steve Burr asked what the implications are to carry concealed weapons. Chief Mecham replied that the law allows firearms on campus if those individuals have a concealed weapons permit. The issue in the legislature this year was whether or not the firearm had to be concealed. The proposed bill would read, 'may or may not be required to carry it concealed'. This bill passed through the House with the amendment that colleges and public education campuses are exempt from this. However, it did not pass through the Senate, so the law remains ambiguous as to whether or not the firearm has to be concealed. We anticipate that at some point soon, the legislature will be pushed to make a decision.

Chief Mecham concluded by saying that the emergency preparedness committee is looking at all types of disasters and have put out a booklet that has been published for distribution. Anyone can obtain a copy by e-mailing the chief.

2. **ADVANCE Annual Report** – Ronda Callister
Ronda Callister presented the ADVANCE Annual Report and highlighted ongoing projects: a web-based training for search committees; developing a DVD for our ombudsperson program, which will be distributed to other universities; and faculty programs that include

transitional support through grants. At the next BFW committee meeting, Ronda will propose a caregiving leave to take the place of the transitional support program. They are also working on SEED grants, a SERT task force, and faculty development workshops. ADVANCE received a PAID grant for research associate to full professor, adaptation of programs to facilitate promotions from associate to full, and dissemination. ADVANCE has also worked hard to update and clean the faculty database. This is the first year that the university promoted more women than men from associate to full.

3. **Minority Faculty Representation on Committees** – Maria Cordero explained that she recently experienced a situation where her constituents learned in the 12th hour of the review and redesign of the faculty course evaluation form. Given such short notice, she did not have time to respond because she was leaving the country for a student trip. Situations like this have Maria concerned that minority faculty members will not have the opportunity to be a part of decision-making process. She would like to ensure that minority faculty are heard and represented on key university committees by asking major Senate committees to encourage and invite their participation. The first step is to recognize that it is a problem and determining how we can resolve it would come next.

Tom Schroeder motioned that the Senate understand and agree that this is going on and that there be consideration for the representation on the committee to include a member of the linguistic ethnic minority family. Maria seconded the motion. Doug Ramsey charged the Committee on Committees to consider this representation when new committees are formed and that whoever is asked to serve on these committees must agree to do so.

Consent Agenda

The following reports were presented in the Consent Agenda: Calendar Committee Annual Report; Academic Freedom and Tenure Committee Annual Report, the Committee on Committees Annual Report; and the EPC Report. Dallas Holmes motioned that the reports be accepted as written. Tom Schroeder seconded the motion; motion passed unanimously.

New Business

1. **Senator Interest Form** – Will Pependorf distributed the form to senators to mark their interest to serve on a particular committee that will have vacancies in the fall. All forms should be returned to Will when completed.
2. **Limitations on Faculty Participation and Cataloguing Senate Minutes** – Will Pependorf stated that as he was reading code on faculty issues (401.5.3), he discovered that the non-tenured group are eligible to vote on all matters except those related to appointment, retention, tenure, or promotion of tenured and/or tenure-eligible faculty (see (4)b). He feels it is not clear on how we adhere to this. The question is: When we are discussing tenure-related issues, changes in code dealing with process of tenure, are non-tenured faculty eligible to vote? Renee Galliher motioned to charge PRPC to draft the code to state that only tenured or tenure track faculty in the Senate be allowed to vote on matters related to promotion and tenure within the faculty code. The motion was seconded. Doug Ramsey noted that this may fall under the ad hoc committee chaired by John Kras to review the entire code to see how it affects the flow of the code. John stated that they have already discussed this section, although they have not reviewed the code in its entirety. James Barnhill motioned to make a friendly amendment to Renee Galliher's motion to charge this to the faculty code review ad hoc committee to review and note inconsistencies, and bring it back to the Senate through their recommendations. Vince Lafferty seconded the motion; motion passed unanimously. Mike Parent summarized that this will be referred to the code review committee to review for inconsistencies, include this in the report to the senate next year, and

place it on the Senate floor for discussion. The vote was called and the motion passed unanimously.

Will Pependorf motioned that the Faculty Senate executive secretary be charged to scan the available past minutes and to maintain a complete electronic ally accessible history of motions in a format that a person could use for a topic search and to place this on the website. Pat Lambert seconded the motion; motion passed unanimously.

3. **Suggested GLBTA Inclusive Policy Change** – Renee Galliher proposed draft language with regard to protection of gay, lesbian, bisexual, and transgender faculty members. There is relevancy in the 400 (403 and 407) code as well as some associated sections of the 300 code. Doug Ramsey stated that there are two separate issues: 1) to change the language in 403.3 and in 407.6.2; and 2) to adopt one of the proposed changes for 407.9.5.

Renee Galliher motioned to charge PRPC to draft the language as proposed in 403.3. Pat Lambert seconded the motion; motion passed unanimously. Tom Schroeder motioned to accept the second option (B) of the proposed change to 407.9.5., and to forward this to PRPC. A vote was called and the motion passed unanimously.

4. **Policy 407: Scheduling Grievances and Sanctions** – Diane Calloway-Graham, chair of the Academic Freedom and Tenure Committee, presented the need for modification of grievance and sanction timelines. Diane stated that the committee is involved with four different areas of hearings: grievance, sanction, harassment, and research fraud. Right now, grievance and sanction timelines are scheduled on a 9-month calendar, whereas harassment and research fraud follow a 12-month calendar and panels work through the summer. Diane suggests that these four be more aligned. Her recommendation is to modify the code in reference to timeline to reflect calendar days and not work week days. BFW has recommended that both calendar days and no summer recess be applied to sanctions; AFT recommends this be applied to grievance hearings as well. This will benefit the individual faculty member in that they will know the status of their position at USU in a timely manner and can enter the job market in sync with national recruiting cycles. At the same time, the department involved will know sooner the status of the colleague and can recruit new faculty in a timely manner if needed. The benefit to the university is that this change would provide a unified calendar for all four hearing panels. It is the faculty member who initiates the grievance and has an interest in coming to a conclusion as soon as possible in order to move on with his or her career.

Diane Calloway-Graham motioned that the Faculty Senate consider sending this proposal to PRPC, along with BFW's, to make these modification to the timelines in the code. Sylvia Read seconded the motion. Jenny Norton, chair for BFW, stated that their committee recommends that as far as grievances are concerned, if the panel and the grievant agree, then they could move forward through the summer. The motion was passed unanimously.

New Business

Mike Parent asked those members of the Senate who were completing their terms of service and would not be back next year to rise and be recognized by their colleagues for their service. He then thanked Doug Ramsey for his service as Senate President and presented him with a plaque and gift certificate.

Adjournment

Mike Parent called for adjournment 4:55 p.m.