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## Faculty Senate Minutes, September 12, 2016

Utah State University

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### Recommended Citation

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## FACULTY SENATE MINUTES

September 12, 2016

3:00 – 4:30 p.m.

Merrill-Cazier Library, Room 154

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### Minutes

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**3:00 Call to Order** ..... Vince Wickwar

Approval of Minutes April 25, 2016

<https://usu.box.com/s/43sbs6fk7sdjhqmt1dx7sbhmaagw2acz>

*Minutes approved.*

**3:05 University Business**

1. Sexual Assault ..... Mica McKinney

*USU is continuing to review its processes and procedures for responding to instances of sexual violence in the campus community as well as the programs aimed at preventing these events and making necessary changes. As a result of this review, USU will be there are eight recommendations that USU will implement to improve its response to and its efforts to prevent sexual violence. Some recommendations include: revising policies and procedures for responding to complaints of sexual violence, better coordination between offices responsible for addressing sexual violence, implementation of an online reporting system and centralized data system, improving prevention programs, training for students and faculty and staff, and working with faculty, staff and community. These issues require the involvement of the entire campus community. The university is also reaching out to the larger community to strengthen relationships with key community partners including local law enforcement, CAPSA, etc. More information about these recommendations can be found here: <https://www.usu.edu/today/?id=56061>.*

*There are two pathways for victims of sexual violence to seek assistance from the University: 1) confidential resources, Counseling and Psychological Services (CAPS) and the Sexual Assault Anti-Violence Information Office. Everything shared privately between individuals and those they are speaking with is completely confidential. 2) non-confidential "resources", which include student affairs, faculty, staff, housing staff, etc. Any information shared with these non-confidential offices, including Faculty, must be reported to the Title IX office. More information about these options can be found at <https://www.usu.edu/today/?id=56005> and [http://aaeo.usu.edu/files/uploads/Reporting\\_OptionsA.pdf](http://aaeo.usu.edu/files/uploads/Reporting_OptionsA.pdf).*

*Students (including victims and bystanders) may also choose to report incidents of sexual violence anonymously. These reports should be made using the online reporting system that was recently purchased by student affairs and implemented at the beginning of the semester. It is important to note that while these reports are helpful for tracking trends and identifying patterns, these reports are not considered notice to the University and the University is limited in the action it may take in response to an anonymous report.*

*The online reporting system can also be used by faculty, to file full reports of sexual violence. The online reporting form can be found at [aaeo.usu.edu](http://aaeo.usu.edu) and [reportingsa.usu.edu](http://reportingsa.usu.edu).*

*Information from reports is saved in a centralized data system (with privacy protections in place). This new centralized data system will greatly aid the University with identifying trends and patterns of sexual violence within the USU Community. On the myusu.edu student portal there are two buttons where students, staff, or faculty can go for reporting.*

*Questions can be forwarded to Mica McKinney, USU General Counsel.*

2. Fair Labor Standards Act ..... Mica McKinney & Dave Cowley  
<https://usu.box.com/s/up5j64uuw32wvt50tqm12oz1dr044x79>

*A recent change to the DOL Overtime Rule will affect 500 USU employees. Beginning December 1, 2016, these employees, who were previously exempt from overtime regulations, will be eligible for overtime pay at time and a half. Department of Labor (DOL) will review the salary threshold for overtime exemption every three years. Two town hall meetings have been presented to communication information about this change to overtime eligibility will be implemented. A separate session for department heads and deans focused on supervisory issues and concerns. Compensatory time is typically used at this institution, rather than pay. Permitting overtime hours and determining how soon compensatory time must be used left up to the departments. They need to communicate with their employees as to how they will receive time and a half. Be sensitive to those employees who are going from exempt to non-exempt. USU policy is 120 hours of comp time, but be sensitive to those individuals who are losing some of their vacation time and permit overtime accrual when justified by needed work. Forty hours must be worked before comp time can be accrued. Service Now is being used to report time, track overtime and use of comp time. All business services employees are being trained so that they can work with supervisors and set up work schedules. Non-exempt receive fewer leave hours than exempt. Individuals converting will go back to whatever the leave accrual is for non-exempt individuals. They will however, be able to acquire and use compensatory time. Supervisors are encouraged to be sensitive with these employees. Rules will be applied for what is work time, not what is career progression time for Grad Students and Post Docs. RGS is building a role statement for Post Docs so they know what the job requirements are. Personal career progression is not included in this. Jodi Morgan can be contacted with any questions that arise.*

### **3:25 Information Items**

1. Faculty Forum – November 14, 2016 ..... Vince Wickwar  
<https://usu.box.com/s/q03716p6r7ouyhh6d4cwqn8rnkpgy6ws>

*Faculty Forum Executive Committee will meet on October 17 to review and vet questions/issues for the agenda.*

2. Presidential Search..... Ronda Callister

*The committee has screened applications. Eight to ten candidates will be brought to airport interviews. Three to five will then come on campus for interviews. Campus meetings will not include an open forum. Pros and cons of each application will be sent to the Board of Regents. USHE will then make the final decision. No timeline has been given as to when this process will be completed.*

3. 369.2.3 Special Leave..... Chris Nelson  
<https://usu.box.com/s/0gyy3z88qjb3z9fyfyg44hi0547863mh>

*There is a gap in leave policy for non-tenured faculty. The proposed wording has been changed so that all campus members can have this leave. The new wording also removed the section regarding GINA. Robert Schmidt moved to support this policy change. The motion was seconded by Becky Blais. FS is in support of this change.*

4. 402.12.1 – 402.12.8 Senate Standing Committees ..... Ronda Callister  
<https://usu.box.com/s/iww5kymwh3rpid3dphq13sz4dpaihfrp>

*This has already been sent to PRPC. This is to let the faculty senate, particularly the new members, know what is happening. The goal is to reduce the number of faculty involved in committees. For instance, PRPC will go from 15 members to 7 faculty members, all of whom are senators. In total, twenty-two fewer faculty members will be required to serve on committees. It is important to have fewer members (easier to get a quorum and to make a decision), but it is also important to have members with the appropriate background and knowledge.*

5. Honors Call for Courses ..... Julie Gast  
<https://usu.box.com/s/uzh1lj14hgpp7rhd4v5cawqr5nh9snx6>  
*First year course applications are being accepted. Looking for a cap of 25 students. Faculty should think outside the box for these courses. Contact Kris Miller with any questions.*

### 3:40 Reports

1. Research and Graduate Studies ..... Mark McLellan  
<https://usu.box.com/s/q5n2vegtjup6rhxxi4io10en5zevio5e>

*Reviewed Research and Graduate Studies' values.*

*Covered the following:*

- *High performance computing – combining resources for a new partnership with the University of Utah, expanding storage space and cores. This is occurring because of EPSCoR.*
- *Safety policy – Emphasizing personal responsibility for a stronger safety culture. Personal accountability is critical in safety: identifying hazards, training, recording information.*
- *TEDxUSU – USU's flagship venue for public engagement. Assistant Attorney General Sean Reyes will speak regarding human trafficking.*
- *Research expenditures — increasing.*
- *Carnegie classification went from R1 to R2.*
- *Percent graduate student enrollment. USU is not doing well here.*
- *Setting records in sponsored awards.*
- *Initiating a new program for young faculty who are receiving tenure.*

*Chris Winstead made a motion to accept the report with changes/corrections to the computation/totals on the financial pages. Ronda Callister seconded. Report approved pending those corrections.*

### 4:00 Unfinished Business

1. 406.1 – 406.6 Financial Integrity (to be sent to PRPC) - ..... Vince Wickwar  
<https://usu.box.com/s/jkhjf1z79queema2imv5bcسدqql8np20>

*A Task force was set up to review and suggest updates to this policy. Fifteen extensive meetings in 2012 with a lot of preparation to go through this. Going to bring to FS but post-tenure review took precedence. Was brought back around in 2015, but other policy changes were moved forward. However, it did go to AFT and BFW. The amount of red ink makes it look as though there were extensive changes. However, much of the red ink arose from moving text around within 406 to help make it more understandable. This has been through FSEC. It is suggested that we schedule a joint meeting with the Task Force and PRPC to talk about the changes. The AFT and BFW comments would be brought up. After the meeting this will be given to PRPC. When they are done they will bring it back to FS.*

*Motion to have a joint meeting and move on to PRPC made by Steve Daniels. Seconded by Becky Blais. The motion was approved.*

### 4:10 New Business N/A

### 4:15 Adjournment at 4:31 pm