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FACULTY SENATE MINUTES

December 4, 2017

3:00 – 5:00 pm

Merrill-Cazier Library, Room 154

Call to Order - Kimberly Lott

Approval of November 6, 2017 Minutes

Minutes approved as distributed.

University Business - Noelle Cockett, President | Larry Smith, Interim Provost

Provost Smith - Due to the legislative R401 process the Board of Trustees has created an Academic Approval Committee. This committee will review and approve the R401 proposals before they go to the full Board of Trustees. The first meeting of this committee will be held December 5. The Provost met with the Faculty Evaluation Committee regarding the Teaching Performance Evaluation. It was a great meeting.

President Cockett – The University has hired a Vice President for Advancement, Matt White, from Kansas State and he will start on January 8. This was a very successful search process with a great pool of candidates. Matt has the right attitude about getting things done. He is definitely ready to become part of the USU family. Finalize a decision on the Provost sometime this week.

One item brought up in FSEC - Many have found fliers around campus that have some disturbing statistics regarding false reports about sexual assault. The fliers have been placed by the Young Americans for Freedom. The question was asked if the university is going to do anything. The answer is no, this is part of the first amendment rights by a club on the university. It was suggested that the university post fliers so they can see the actual statistics and what the university is doing. Leaving fliers in restrooms is not a restricted point for student. Announcing events and putting fliers on billboards need to have approval for posting. May need to look at the policy/process of posting things around campus. The president complimented the philosophy program as they held a debate on campus. The two faculty members involved were Erica Holdberg and Harrison Kleiner. The question asked, was do you think we coddle our students? There was great participation by the students and Charlie Huenemann did a great job as the facilitator.

There is a mandate by Board of Regents in the area of student mental health. They have a working group that has been meeting for about 8 months and they have come up with recommendations. This is a five-year program and involves student treatment, prevention and what faculty and staff are doing in aiding students in mental health and well-being. USU will establish another working group that will focus on mental health, well-being and this group will be formed by the first of the year, they will start looking into different ways to bring forward a climate survey, provide prevention education, and how are we doing with available resources. This same model was used with the sexual assault working group. If any faculty is interested in working on or supporting this issue, please contact President Cockett. The Department of Justice is currently doing a review of the Title IX office. Typically, the ORC office for civil rights does the investigation. The Department of Justice review is a compliance review, not a case specific review and this is how the process works. It can take up to five to seven years to complete the review. They have been working with the university for about six months and they are interested in some of the new things we are doing. So far, we have received no information if they have found anything or what the scope of the review is.

Information Items

1. Academic Calendar Change - John Mortensen

It has come to the calendar committee's attention that anomalies on the academic calendar occur on Monday and Friday holidays when the students are required to shift classes from Monday to Tuesday or Friday to Thursday. This is becoming extremely problematic for students because many have jobs and this change causes issues with employers and/or day care providers. A few years ago a random sampling was conducted and it was determined that most classes were being cancelled and a minimal number of faculty were in their classroom with no students. The committee is proposing that next year we do not shift the days. Monday and Friday classes will be missed. The calendar committee has voted on and approved this change. It was noted that there might be a problem with missing two Friday classes for individuals who have labs on those days. The concern is about having only 13 classes, thus cutting down on a substantial amount of instruction. It could result in two fewer weeks of class. Spring is more problematic with this change; however, on-line classes may make up the difference. The faculty do have some concerns. The information may need to be conveyed to faculty and students in minutes of instruction vs. days.

2. Policy 345 Annual Leave - Marla Boyer | Doug Bullock

Some of this is making the policy more in line with what we have been practicing. Going to clarify annual leave accrual in hours instead of days. Fiscal year faculty and employees have to use at least half of their leave. Annual leave for coaches is not paid out when they leave the university. The reporting is being changed from 1 hour to 15 minutes.

Policy 349 Early Retirement Incentive Program

Policy 365 Sabbatical Leave

Policy 368 Phased Retirement

Motion to agree with changes made by Matt Omasta. Seconded by Donna Gilbertson.

Reports

1. EPC November Report – Edward Reeve

Reviewed 121 course requests

Reviewed five R401 program proposals

The question has arisen as to who can attend USU courses? Is it family members, children, babies, dogs, etc.? The committee will work on answering and clarifying this question.

Reviewed five General Education designations

Motion to approve the November EPC report made by Vince Wickwar. Seconded by Becki Lawver. Report approved.

2. USUSA Annual Report - Michael Peters

Things are going well with the student body. This year the theme is "Everyone Belongs." This theme will help encourage the idea of inclusion and will help bring students into the USU family. The Aggie Heroes videos are similar to the TEDx presentations. This was a chance for eight students to talk about challenges and how they were able to overcome them. Students spoke about mental illness, sexual assault and cultural differences. Videos are available at <https://thrive.usu.edu/>. There will be a mental health video coming out in March. USUSA elections will begin this February and there will be changes in the election process. Students can begin their campaign right now. It was determined that only allowing two weeks

for campaigning is an infringement on free speech. The students can work with faculty and ask if they can take a couple of minutes at the beginning or end of class to campaign.
Motion to approve the USUSA annual report made by Vince Wickwar. Seconded by Travis Dorsch. Report approved.

3. Retention and Student Success Annual Report- Heidi Kesler

The Thrive website is something new that was launched in October. Worked with Academics, Student Affairs and Students to set up the website. Additions to the website will be Financial Persistence along with Academic, Social and Personal Persistence. The Empowering Teaching Excellence event is scheduled for January 31 at 3:30 pm and will focus on faculty mentors. Working with AIS for these events. On January 31 at 2:30 pm, there will be a meeting to discuss teaching Connections (USU 1010).

Motion to approve the Retention and Student Success annual report made by Donna Gilbertson. Seconded by Ronda Callister. Report approved.

Old Business

1. Policy 405.6.2 | 405.8.2 Promotion Advisory Committee (PAC) - Ronda Callister
(Second reading)

USU does a great job getting faculty through promotion and tenure.

405.6.2

First sentence moved to second paragraph. Still hearing faculty say that no one is talking to them. Make it more prominent.

Comments/Amendments

It is concerning that, current code requires faculty consultation but this new code does not. Committee forms with mutual agreement sounds like a one-way sentence. Strike that sentence.

Motion for amendments made by John Stevens. Seconded by Patrick Belmont.

Move second to last sentence insert / mutual agreement –removal of a member information not needed, however, replacement does require mutual agreement. Safeguard against administrators being able to remove and/or replace.

Motion to move back to PRPC for updates made by John Stevens. Seconded by Patrick Belmont.

Notification of faculty regarding pulling together a committee. Need better education of department heads. Department heads must follow faculty code and they need to read and Code 405. Provost's office needs to help department heads become more aware of what their job entails in this regard. At the FSEC meeting, Larry Smith stated that he has no problem going into the database, finding associate professors with three years or more, and working with the deans to get those committees pulled together. Faculty also needs to become familiar with code and take an active role, with a department head, to form a committee if it is not being done.

Senates to do list is what process should be followed for substitution of committee members. Need new language regarding substitution on TACs and PACs and it is important to get someone for a full two-year period.

Motion to move to PRPC made by Becki Lawver. Seconded by Juan Villalba.

405.8.2

Soften language. Any time is considered during the academic year. Participate interactively - remove interactively.

Motion to move to PRPC made by Matt Omasta. Seconded by Pamela Martin.

New Business

N/A

Adjourn 4:30 pm