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4-29-2019

## Faculty Senate Agenda, April 29, 2019

Utah State University

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## FACULTY SENATE AGENDA

April 29, 2019

3:00 – 4:30 p.m.

Merrill Cazier Library Room -154

### Agenda

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- 3:00 Call to Order** ..... Becki Lawver  
[Approval of Minutes](#) – April 1, 2019
- 3:05 University Business** ..... Noelle Cockett, President | Frank Galey, Provost
- 3:20 Information**  
[EPC Monthly Report](#) – April 4, 2019 ..... Edward Reeve  
University Policy on Dissent | Free Speech on Campus ..... Mica McKinney  
Koch Resolution ..... Becki Lawver  
Update on Greenhouse Gas Emissions ..... Patrick Belmont
- 3:40 Reports**  
[Calendar Committee](#) Annual Report ..... Renee Galliher  
[Faculty Diversity, Development & Equity Committee](#) Annual Report ..... Pamela Martin  
[Committee on Committees](#) Annual Report ..... Victor Lee  
[Honorary Degrees and Awards](#) Annual Report ..... Sydney Peterson
- 3:55 Old Business** ..... Becki Lawver
- 4:00 New Business**  
Close nominations for President-Elect ..... Becki Lawver  
Faculty Senate President & President-Elect Coverage for 2019-2020
- 4:15 Concluding Remarks, Passing of the Gavel** ..... Becki Lawver
- 4:20 College Caucus to Elect FSEC members** – Two-year terms are standard. Senators must have served one year in the Senate to be eligible. Colleges needing an FSEC member are:  
  
Caine College of the Arts  
Jon M. Huntsman School of Business  
College of Engineering  
S.J. & Jessie E. Quinney College of Natural Resources  
College of Science  
Extension  
Presidential Appointment
- 4:30 Adjourn**



## **FACULTY SENATE MINUTES**

April 1, 2019

3:00 – 4:30 pm

Merrill-Cazier Library, Room 154

**Call to Order** - Becki Lawver

[Approval of Minutes](#) – March 4, 2019

*Minutes approved as distributed.*

**University Business** - Noelle Cockett, President | Frank Galey, Provost

President Cockett briefed the committee on the legislative outcomes. USU focused and other state institutions were focused on the following: 1) growth; 2) student success; 3) access and affordability and 4) workforce. The state legislature did not focus on those four initiatives this year. Rather than getting funding that would come in and be allocated, USU was given dollars for specific items. \$2M ongoing funds was given for program development of CTE in Southeastern Utah in Carbon, Emery, Grand and San Juan counties. We are dropping the price of continuing CTE students enrolled in these programs. 4-H received \$1.2M to expand and hire 18 additional county and campus faculty. Also received funding through Utah Talent ready grants. Received \$500K ongoing and \$290K one time for GEO ITLS and programs at the Moab Regional Campus. Salary compensation awarded was 2.5% for all public employees. Higher Ed needs to collect 25% of what the state approved and this will be received through tuition. \$6.25M for all USU employees. Required to obtain another \$1.8M through tuition. Tuition will increase by 2.6% and will come from Logan and Regional Campus students. The students have agreed to and increase for the Logan and Regional Campus mathematics and statistics tutoring center. Currently USU is addressing General Education bottlenecks. One more position is being added to the AAEO office. This individual will work in the area of accommodations. Budget and Faculty Welfare committee, Staff Employee Associate, and the deans and department heads met to make recommendations on how to distribute the salary compensation. Recommendations were equal. Financial Officers and Budget Officers will receive the information soon. President Cockett announce the honorary degree recipients as well as the commencement speaker. Due to commencement being earlier and during the work week, parking and transportation will be working on the parking issue and information will be forthcoming.

Just wrapped up Central Committee - 74 cases reviewed. 68 case recommended to the Board of Trustees. Decisions will be coming out shortly. Bringing two Caine College of the Arts dean candidates back to campus this week. Lynne Aspnes will be here this week and Rachel Nardo will return next week.

A task force has been set up to look at the Center for Women and Gender studies. The President asked that group to reach out to focus groups. If individuals have an interest in meeting with the task force please contact Sue Grayzel or Christy Glass. Report should be to the President and Provost by June.

### **Information**

[EPC Monthly Report](#) – March 7, 2019 - Edward Reeve

Two General Education designations were approved. APEC 1400 (BSS); ELED 4041 (CI) Academic Standards – no meeting/report.

Curriculum – 55 semester course approval requests approved.

Seven R401 proposals submitted. 5 approved – 1 withdrawn – 1 rejected.

### [2019-2020 Faculty Senate Calendar](#) - Becki Lawver

The Faculty Senate would like to look at moving next year's Faculty Senate meetings to Huntsman Hall. Will check on availability and let the Senate know. The FSEC meetings will continue to be held at 3:30 pm, with the Senate meetings being held at 3:00 pm. Senate leadership will look at possibly moving the Faculty Forum to earlier in the semester.

### **Reports**

#### [Budget and Faculty Welfare Annual Report](#) - Jennifer Duncan

The main committee discussions took place in December after USU Eastern faculty voiced concerns about their teaching loads and compensation. That same afternoon President Cockett and Provost Galey met with Price faculty and let them know they are aware of the situation and are working on a solution. Also met with President Cockett to discuss compensation and legislative outcomes.

*Motion to approved the Budget and Faculty Welfare Annual Report made by Ronda Callister. Seconded by Patrick Belmont. Report approved.*

#### [Research and Graduate Studies Annual Report](#) - Larry Smith

This report is structured and outlined with specific strategic goals and also discusses the accomplishments of each of those units. Lisa Berreau and Alexa Sand are the two new Research Office Vice Presidents. This report shows a positive trend in sponsored awards and a positive trend in USU funding. Since the Office of Research has split from the Office of Graduate Studies will the Senate need a separate report from the graduate school? The answer is yes and Richard Inouye will submit it. The IRB office has been fully staffed as of the last two weeks.

*Motion to approve the Research and Graduate Studies Annual Report made by Bryce Fifield. Seconded by Kimberly Lott. Report approved.*

### **Old Business**

#### [405.11.2 Term Appointment Promotions \(second reading\)](#) - Marilyn Cuch

Need to match policy to be consistent with 405.8.2. The one part that was different was how to deal with term faculty. It is important to have two tenured faculty involved on the committee. Deans and Department Heads do not get to decide if a committee can be formed. Faculty code needs to be rewritten to look at term appointments. If there is an issue someone using improper power that issue needs to be looked at and resolved. Some groups may have a problem filling a committee like this. Make sure that the role statement and the policy match.

*Motion to change "majority" to "at least 2 who are tenured" made by Patrick Belmont. Seconded by Ronda Callister. After further discussion, Patrick Belmont withdrew the motion.*

Strike majority from the code and state that they can be filled by any higher rank positions. Address the feel of inequality of term and tenured faculty. May be a recommendation rather than a requirement of having tenured track.

*Motion to strike "majority of who are tenured" made by Bryce Fifield. Seconded by Carol Kochan. Moved to President Cockett and Executive Committee.*

#### 405 – Community Engagement Policy Change

*Motion to approve code made by Timothy Taylor. Seconded by David Farrelly. Moved to President Cockett and Executive Committee.*

### **New Business**

#### [Library Discussion \(Subscription Costs\)](#) - Jeanne Davidson | Todd Welch

Provide background on where the Library budget is currently and what needs to be looked at in the future. Also need to decide how/where to move forward. Publishers accounts for 59% of the subscription budget and a number of contracts end in 2021. How do we proceed before we get to that point? USU would have to put in \$1.1M to keep up with the cost of subscription inflation. Options for cost savings are: 1) unbundle big deals; 2) open access and 3) firm negotiation tactics. The library would like to use the following guidelines to make informed decisions on how to move forward: 1) 1SCIENCE usage analysis; 2) Ithaca S&R Faculty Survey; 3) Library Roadshows (fall 2019) and 4) Possible follow-up interviews.

Call for Nominations – Faculty Senate President Elect - Becki Lawver  
Patrick Belmont nominated Timothy Taylor. Tim accepted the nomination.

The Koch Resolution is still tabled.

**Adjourn 4:40 pm**

## **Report from the Educational Policies Committee**

### **April 4, 2019**

The Educational Policies Committee (EPC) met on April 4, 2019. The agenda and minutes of the meeting are posted on the Educational Policies Committee web page ([www.usu.edu/epc](http://www.usu.edu/epc)).

During the April 4, 2019 meeting of the EPC, the following actions were taken:

1. **General Education Subcommittee**

- Designation Approvals: PRP 1500 (BSS) and FCSE 1350 (BSS).

2. **Academic Standards Subcommittee**

- Temporary grade proposal approved and a temporary grade of 'T' was added to grading options at Utah State University. The primary application is for courses that are continued into a subsequent semester, such as thesis, dissertation, literature review, or study abroad courses.

3. **Curriculum Subcommittee**

- Approval of 190-course requests.
- Approval of the request from the department of Instructional Technology and Learning Sciences in the Emma Eccles Jones College of Education and Human Services to offer a **Bachelor of Science in Human Experience Design and Interaction**.
- Approval of the request from the School of Teacher Education and Leadership in the Emma Eccles Jones College of Education and Human Services to discontinue all **K-6 degree programs leading to licensure**.
- Approval of the request from the Department of English in the College of Humanities and Social Sciences to change the specialization name in Literature and Writing to **Creative Writing**.
- Approval of the request from the Department of Geology in the College of Science to restructure **Climate Adaptation Science**.
- Approval of the request from the Department of Geology in the College of Science to change the department name from Geology to **Geosciences**.

**CALENDAR COMMITTEE ANNUAL REPORT  
to Faculty Senate  
April 2019**



**Calendar Committee Members 2018-2019**

Renee Galliher, Office of the Provost – Chair  
Andi McCabe, Office of the Provost  
Brittan Barker, Faculty Senate  
Mykel Beorchia, University Advising  
LuAnn Bladen, Registrar's Office  
Christine Ballard, Staff Employee's Association  
Molly Cannon, Faculty Senate  
Konrad Lee, Faculty Senate  
Kristin Hall, Graduate Studies Senator – USUSA  
John Mortensen, Academic and Instructional Services  
Erik Olson, Engineering Senator – USUSA  
Sydney Peterson, Office of the President  
Susan Tibbitts, Faculty Senate  
Megan Coster, Office of the Provost – Secretary

**Charge**

The Calendar Committee is charged with the responsibility of reviewing, evaluating, and recommending the University's academic calendar and employee holidays. The committee represents faculty, staff, students (undergraduate and graduate), Student Affairs, Academic and Instructional Services, the Provost's Office, and the President's Office. The actions of this committee are ratified by the Executive Committee after review by the Faculty Senate.

**2018-2019 Actions**

- 1) The committee recommends a revised academic calendar for 2019-2020 to reflect changes made as a result of this year's deliberations. Changes include:
  - a. Moving Spring Break forward one week to coincide with the Mountain West Conference basketball championship tournament. Spring Break dates are changed from March 9 – 13 to March 2 – 6.
  - b. Due to last year's reduction in the number of instruction days in the spring semester, Commencement ceremonies have been changed to Thursday April 30 and Friday May 1.  
(See *Supporting Materials #1a and #1b*)
- 2) The committee recommends a 2020-2021 academic calendar proposal for Summer session 2020, Fall Semester 2020, and Spring Semester 2021 (See *Supporting Materials #2a and #2b*)
- 3) The committee recommends a 2021-2022 academic calendar proposal for Summer session 2021, Fall Semester 2021, and Spring Semester 2022 (See *Supporting Materials #3a and #3b*)

*Academic Calendar schedules can be found at <http://www.usu.edu/calendar/academic/>.*

- 4) The committee recommends a proposal for employee holidays in the 2021 and 2022 calendar years. (See *Supporting Materials #4a, #4b, #5a and #5b*)

## **Status**

This report resulted from deliberations at one meeting of the Calendar Committee held on February 4, 2019. It will be considered by the Faculty Senate Executive Committee on April 15, 2019, and by the Faculty Senate on April 29, 2019.

## **Supporting Materials – See Following Pages**

- 1a. Proposed Revised 2019-2020 Academic Calendar Chart
- 1b. Proposed Revised 2019-2020 Academic Calendar
- 2a. Proposed 2020-2021 Academic Calendar Chart
- 2b. Proposed 2020-2021 Academic Calendar
- 3a. Proposed 2021-2022 Academic Calendar Chart
- 3b. Proposed 2021-2022 Academic Calendar
- 4a. Proposed 2021 Employee Holidays Chart
- 4b. Proposed 2021 Employee Holiday Calendar
- 5a. Proposed 2022 Employee Holidays Chart
- 5b. Proposed 2022 Employee Holiday Calendar

**Proposed Revised Academic Calendar 2019-2020 (Summer, Fall, Spring)**

<b>Summer Semester 2019</b>	
7-week Session #1	May 6 - June 21 (M-F; 33 instr. days, 1 test day)
7-week Session #2	June 24 - August 9 (M-F; 32 instr. days, 1 test day)
14-week Session	May 6 - August 9 (M-F; 66 instr. days, 1 test day)
Summer Session Holidays	May 27 Memorial Day (M); July 4 Independence Day (R); July 24 Pioneer Day (W)
<b>Fall Semester 2019 (70 instruction days, 5 test days)</b>	
First Day of Classes	August 26 (M)
First 7-Week Session	August 26 - October 14 (34 instruction days, 1 test day)
Labor Day	September 2 (M)
Second 7-Week Session	October 15 - December 6 (34 instruction days, 1 test day)
Fall Break	October 18 (F)
Thanksgiving Holiday	November 27 - 29 (W - F)
No-Test Week	December 2 - 6 (M - F)
Last Day of Classes	December 6 (F)
Final Examinations	December 9 - 13 (M - F)
<b>Spring Semester 2020 (70 instruction days, 5 test days)</b>	
First Day of Classes	January 6 (M)
First 7-Week Session	January 6 - February 25 (34 instruction days, 1 test day)
Martin Luther King, Jr. Day	January 20 (M)
Presidents' Day	February 17 (M)
Second 7-Week Session	February 26 - April 21 (34 instruction days, 1 test day)
Spring Break	March 2 - 6 (M - F)
No-Test Week	April 15 - 21 (W - T)
Last Day of Classes	April 21 (T)
Interim Day	April 22 (W)
Final Examinations	April 23 - 29 (R - W)
Commencement	April 30 - May 1 (R - F)

# Utah State University

## 2019-2020

### Proposed Revised Academic Calendar

Supporting Materials 1b

#### Notes

May 19						
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July 19						
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August 19						
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September 19						
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October 19						
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November 19						
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December 19						
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January 20						
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March 20						
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April 20						
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May 20						
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#### Proposed changes to previously approved calendar.

a) Due to Mountain West Conference moving the basketball tournament up from March 8-14 to March 1-7, we propose to move Spring Break from March 9-13 to March 2-6 to align with the MW Conference.

b) Commencement is also changed to Thursday and Friday, adjusting the end of Spring semester.

\*\*CALENDAR SUBJECT TO CHANGE\*\*

Approved by Calendar Committee 2/4/19

Informed Executive Committee 2/27/19

Informed Faculty Senate 3/4/19

#### Summer 2019

14-Week Session (66 instr. days, 1 test day)

May 6, First Day of Classes

August 9, Last Day of Classes

1st 7-Week Session (33 instr. days, 1 test day)

May 6, First Day of Classes

June 21, Last Day of Classes

2nd 7-Week Session (32 instr. days, 1 test day)

June 24, First Day of Classes

August 9, Last Day of Classes

Summer Holidays

May 27, Memorial Day

July 4, Independence Day

July 24, Pioneer Day

#### Fall 2019 (70 instruction days, 5 test days)

August 26, First Day of Classes (Full Semester & 1st 7-Week Session)

September 2, Labor Day

October 14, Last Day of 1st 7-Week Session

October 15, First Day of 2nd 7-Week Session

October 18, Fall Break

November 27-29, Thanksgiving Break

December 2-6, No-Test Week

December 6, Last Day of Classes (Full Semester & 2nd 7-Week Session)

December 9-13, Final Examinations

#### Spring 2020 (70 instruction days, 5 test days)

January 6, First Day of Classes (Full Semester & 1st 7-Week Session)

January 20, Martin Luther King Jr. Holiday

February 17, Presidents' Day

February 25, Last Day of 1st 7-Week Session

February 26, First Day of 2nd 7-Week Session

March 2-6, Spring Break

April 15-21, No-Test Week

April 21, Last Day of Classes (Full Semester & 2nd 7-Week Session)

April 22, Interim Day

April 23-29, Final Examinations

April 30-May 1, Commencement

2/4/2019

## Proposed Academic Calendar 2020-2021 (Summer, Fall, Spring)

Summer Semester 2020	
7-week Session #1	May 4 - June 19 (M-F; 33 instr. days, 1 test day)
7-week Session #2	June 22 - August 7 (M-F; 32 instr. days, 1 test day)
14-week Session	May 4 - August 7 (M-F; 66 instr. days, 1 test day)
Summer Session Holidays	May 25 Memorial Day (M); July 3 Independence Day observed (F); July 24 Pioneer Day (F)
Fall Semester 2020 (70 instruction days, 5 test days)	
First Day of Classes	August 31 (M)
First 7-Week Session	August 31 - October 20 (34 instruction days, 1 test day)
Labor Day	September 7 (M)
Fall Break	October 16 (F)
Second 7-Week Session	October 21 - December 11 (34 instruction days, 1 test day)
Thanksgiving Holiday	November 25 - 27 (W - F)
No-Test Week	December 7 - 11 (M - F)
Last Day of Classes	December 11 (F)
Final Examinations	December 14 - 18 (M - F)
Spring Semester 2021 (70 instruction days, 5 test days)	
First Day of Classes	January 11 (M)
First 7-Week Session	January 11 - March 2 (34 instruction days, 1 test day)
Martin Luther King, Jr. Day	January 18 (M)
Presidents' Day	February 15 (M)
Second 7-Week Session	March 3 - April 27 (34 instruction days, 1 test day)
Spring Break	March 8 - 12 (M - F)
No-Test Week	April 21 - 27 (W - T)
Last Day of Classes	April 27 (T)
Interim Day	April 28 (W)
Final Examinations	April 29 - May 5 (R - W)
Commencement	May 6 - 7 (R - F)

# 2020-2021

## Proposed Academic Calendar

### Notes

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June 20						
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July 20						
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August 20						
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September 20						
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October 20						
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November 20						
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December 20						
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January 21						
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February 21						
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March 21						
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April 21						
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May 21						
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This is an unusual calendar year with an extra week in the summer.

Extra week will take place in August (10-14), after summer sessions end and before fall session begins.

Approved by Calendar Committee 2/4/19

<b>Summer 2020</b>
14-Week Session (66 instr. days, 1 test day)
May 4, First Day of Classes
August 7, Last Day of Classes
1st 7-Week Session (33 instr. days, 1 test day)
May 4, First Day of Classes
June 19, Last Day of Classes
2nd 7-Week Session (32 instr. days, 1 test day)
June 22, First Day of Classes
August 7, Last Day of Classes
Summer Holidays
May 25 - Memorial Day
July 3 - Independence Day (Observed)
July 24 - Pioneer Day
<b>Fall 2020 (70 instruction days, 5 test days)</b>
August 31, First Day of Classes (Full Semester & 1st 7-Week Session)
September 7, Labor Day
October 16, Fall Break
October 20, Last Day of 1st 7-Week Session
October 21, First Day of 2nd 7-Week Session
November 25-27, Thanksgiving Break
December 7-11, No-Test Week
December 11, Last Day of Classes (Full Semester & 2nd 7-Week Session)
December 14-18, Final Examinations
<b>Spring 2021 (70 instruction days, 5 test days)</b>
January 11, First Day of Classes (Full Semester & 1st 7-Week Session)
January 18, Martin Luther King, Jr. Day
February 15, Presidents' Day
March 2, Last Day of 1st 7-Week Session
March 3, First Day of 2nd 7-Week Session
March 8-12, Spring Break
April 21-27, No-Test Week
April 27, Last Day of Classes (Full Semester & 2nd 7-Week Session)
April 28, Interim Day
April 29 - May 5, Final Examinations
May 6-7, Commencement

## Proposed Academic Calendar 2021-2022 (Summer, Fall, Spring)

Summer Semester 2021	
7-week Session #1	May 10 - June 25 (M-F; 33 instr. days, 1 test day)
7-week Session #2	June 28 - August 13 (M-F; 32 instr. days, 1 test day)
14-week Session	May 10 - August 13 (M-F; 66 instr. days, 1 test day)
Summer Session Holidays	May 31 Memorial Day (M); July 5 Independence Day observed (M); July 23 Pioneer Day observed (F)
Fall Semester 2021 (70 instruction days, 5 test days)	
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Fall Break	October 15 (F)
Second 7-Week Session	October 20 - December 10 (34 instruction days, 1 test day)
Thanksgiving Holiday	November 24 - 26 (W - F)
No-Test Week	December 6 - 10 (M - F)
Last Day of Classes	December 10 (F)
Final Examinations	December 13 - 17 (M - F)
Spring Semester 2022 (70 instruction days, 5 test days)	
First Day of Classes	January 10 (M)
First 7-Week Session	January 10 - March 1 (34 instruction days, 1 test day)
Martin Luther King, Jr. Day	January 17 (M)
Presidents' Day	February 21 (M)
Second 7-Week Session	March 2 - April 26 (34 instruction days, 1 test day)
Spring Break	March 7 - 11 (M - F)
No-Test Week	April 20 - 26 (W - T)
Last Day of Classes	April 26 (T)
Interim Day	April 27 (W)
Final Examinations	April 28 - May 4 (R - W)
Commencement	May 5 - 6 (R - F)

# 2021-2022

## Proposed Academic Calendar

### Notes

May 21						
Su	M	Tu	W	Th	F	Sa
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November 21						
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December 21						
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February 22						
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March 22						
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May 22						
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Approved by Calendar Committee 2/4/19

### Summer 2021

14-Week Session (66 instr. days, 1 test day)

May 10, First Day of Classes

August 13, Last Day of Classes

1st 7-Week Session (33 instr. days, 1 test day)

May 10, First Day of Classes

June 25, Last Day of Classes

2nd 7-Week Session (32 instr. days, 1 test day)

June 28, First Day of Classes

August 13, Last Day of Classes

Summer Holidays

May 31 - Memorial Day

July 5 - Independence Day (Observed)

July 23 - Pioneer Day (Observed)

### Fall 2021 (70 instruction days, 5 test days)

August 30, First Day of Classes (Full Semester & 1st 7-Week Session)

September 6, Labor Day

October 15, Fall Break

October 19, Last Day of 1st 7-Week Session

October 20, First Day of 2nd 7-Week Session

November 24-26, Thanksgiving Break

December 6-10, No-Test Week

December 10, Last Day of Classes (Full Semester & 2nd 7-Week Session)

December 13-17, Final Examinations

### Spring 2022 (70 instruction days, 5 test days)

January 10, First Day of Classes (Full Semester & 1st 7-Week Session)

January 17, Martin Luther King, Jr. Day

February 21, Presidents' Day

March 1, Last Day of 1st 7-Week Session

March 2, First Day of 2nd 7-Week Session

March 7-11, Spring Break

April 20-26, No-Test Week

April 26, Last Day of Classes (Full Semester & 2nd 7-Week Session)

April 27, Interim Day

April 28 - May 4, Final Examinations

May 5-6, Commencement

## **2021 Proposed Employee Holidays**

New Year's Day	Friday, January 1
Martin Luther King, Jr. Day	Monday, January 18
Presidents' Day	Monday, February 15
Memorial Day	Monday, May 31
Independence Day	Monday, July 5 (Observed)
Pioneer Day	Friday, July 23 (Observed)
Labor Day	Monday, September 6
Thanksgiving Day	Thursday, November 25
Friday Following Thanksgiving	Friday, November 26
Christmas Day	Friday, December 24 (Observed)
Holiday Break	Monday, December 27
Holiday Break	Friday, December 31

Approved by Calendar Committee 2/4/19

2/4/2019

# 2021

## Proposed Employee Holidays

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## Notes

### 2021 Employee Holidays (12 days)

January 1, New Year's Day  
 January 18, Martin Luther King, Jr. Day  
 February 15, Presidents' Day  
 May 31, Memorial Day  
 July 5, Independence Day (Observed)  
 July 23, Pioneer Day (Observed)  
 September 6, Labor Day  
 November 25, Thanksgiving Day  
 November 26, Friday Following Thanksgiving  
 December 24, Christmas Day (Observed)  
 December 27, Holiday Break  
 December 31, Holiday Break

## **2022 Proposed Employee Holidays**

New Year's Day	Monday, January 3 (Observed)
Martin Luther King, Jr. Day	Monday, January 17
Presidents' Day	Monday, February 21
Memorial Day	Monday, May 30
Independence Day	Monday, July 4
Pioneer Day	Monday, July 25 (Observed)
Labor Day	Monday, September 5
Thanksgiving Day	Thursday, November 24
Friday Following Thanksgiving	Friday, November 25
Holiday Break	Friday, December 23
Christmas Day	Monday, December 26 (Observed)
Holiday Break	Friday, December 30

Approved by Calendar Committee 2/4/19

2/4/2019

# 2022

## Proposed Employee Holidays

January						
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December						
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## Notes

### 2022 Employee Holidays (12 days)

January 3, New Year's Day (Observed)  
 January 17, Martin Luther King, Jr. Day  
 February 21, Presidents' Day  
 May 30, Memorial Day  
 July 4, Independence Day  
 July 25, Pioneer Day (Observed)  
 September 5, Labor Day  
 November 24, Thanksgiving Day  
 November 25, Friday Following Thanksgiving  
 December 23, Holiday Break  
 December 26, Christmas Day (Observed)  
 December 30, Holiday Break

**Utah State University**  
**Faculty Diversity, Development and Equity Committee**  
**Annual Report**  
April 15, 2019

**FDDE Charge:**

The duties of the Faculty Diversity, Development, and Equity Committee are to: (1) collect data and identify and promote best practices for faculty development, mentoring, and work environment to facilitate the success of diverse faculty at all career levels; (2) provide feedback and advocate processes for faculty recruitment, promotion, and retention that promote diversity, fair pay standards and work/life balance for the faculty; (3) report on the status of faculty development, mentoring, diversity, and equity; and (4) make recommendations for implementation of proposals related to faculty diversity, development, and equity.

**2018-2019 Membership:**

- *Agriculture and Applied Sciences* – Stacy Bevan/Rebecca Charlton
- *Arts* – Nancy Hills
- *Business* – Kathy Chudoba
- *Education and Human Services* – Melanie M. Domenech Rodríguez
- *Engineering* – Vladimir Kulyukin
- *Humanities and Social Sciences* - Marcus Brasileiro
- *Natural Resources* – Beth Burritt
- *Science* – Nancy Huntly
- *Libraries* – Pamela Martin (Chair)
- *Extension* – Zuri Garcia
- *Regional Campuses* – Carolyn Ball
- *USU Eastern* – Jennifer Truschka
- *Senate* – Nancy Hills
- *Senate* – Marcus Brasileiro
- *Provost Liaison* – Janis Boettinger

**2018-2019 Meetings:**

- October 25, 2018
- November 26, 2018
- January 24, 2019
- March 28, 2019
- April 18, 2019

**Overview:**

After an inactive year in 2017-2018, the FDDE met 5 times in 2018-2019. Our goal was to reestablish the committee and raise awareness of Diversity and Equity needs at USU. FDDE discussed progress being made throughout USU including:

- Establishment of the LatinX Center
- Creation of Diversity and Equity Taskforces
  - Women and Gender Research and Studies
  - Diversity and Inclusion
  - Gender Discrimination Committee
- Affirmative Action and Equity Office
  - Increased staffing; new hires
  - Toolkit for search committee chairs and education on implicit bias in preparation

Moving forward, the committee will be following the Diversity and Inclusion Task Force's work, offering any help we can to translate recommendations into direction, purpose, and results throughout the university and faculty body. We will promote efforts to implement diverse faculty hiring practices. We will investigate strategies, such as mentoring and salary parity studies, to better support retention from historically marginalized groups. As a committee we support the development of a Strategic Plan for Diversity and Inclusion, which will hopefully be an outcome of the Diversity and Inclusion Taskforce.

FDDE is normally tasked to report annually on statistics for ethnic minority and women faculty hires. However, the 2018 numbers are not yet available from AAEO. Alison Adams-Perlac, Head of AAEO, stated:

Unfortunately, the AAEO Office is currently awaiting updated technical assistance from the OFCCP [Office of Federal Contract Compliance Programs] regarding data collection practices and reporting for higher education. As such, the most recent data the Office has is from last year. The Office will provide updated data as soon as it has it.

Due to this delay, FDDE includes the 2017 numbers in this report.

# Data: Goals & Origins

- Goals:
  - document trends in hiring and promotion related to gender and diversity
  - compare USU faculty demographics with degree availability demographics
- Demographic data from Office of Analysis, Assessment and Accreditation
- Availability data from AA/EO based on the Survey of Earned Doctorates and Census data, purchased by the AA/EO office

## Number & % of USU Faculty - Women & Minorities Compared to Availability (Terminal Degree Graduation Rates by Discipline)

College	Total #		2017	2017	Availability	Expected	# Expected
	Fac		Fac #	Fac %	%	#	Below Actual
Ag	94	Female:	30	31.9	38.4	36.1	-6.1
		Minority:	16	17.0	22.7	21.4	-5.4
Bus	60	Female:	15	25.0	35.0	21.0	-6.0
		Minority:	5	8.3	25.1	15.1	-10.1
CART	51	Female:	10	19.6	58.5	29.8	-19.8
		Minority	4	7.8	15.2	7.8	-3.8
Educ	112	Female:	62	55.4	67.9	76.1	-14.1
		Minority:	14	12.5	19.8	22.2	-8.2
Eng	75	Female:	11	14.7	20.5	15.4	-4.4
		Minority:	28	37.3	28.8	21.6	6.4

**Number & % of USU Faculty Women & Minorities Compared to Availability (Terminal Degree Graduation Rates by Discipline)**

College	Total Faculty		2017 #	2017%	Availability	Expected	# Fac Expected
					%	#	Less Actual
CHaSS	134	Female:	63	47	58.1	77.9	-14.9
		Minority:	14	10.4	22.6	30.3	-16.3
Nat. Res	49	Female:	13	26.5	37.4	18.3	-5.3
		Minority:	4	8.2	17.8	8.7	-4.7
Science	100	Female:	24	22.9	39.5	41.4	-17.4
		Minority:	13	12.4	23.3	24.4	-11.4
Library	19	Female:	12	63.2	63.1	12.0	0.0
		Minority:	0	0	26.2	5.0	-5.0

Availability data (Ph.D. graduation rate by discipline) is not available for Extension

## USU Faculty Standard Dev from Availability

Availability is Terminal Degree Graduation Rate by  
Discipline

		<b>Women</b>	<b>SD</b>			<b>Minorities</b>	<b>SD</b>
	1	Lib	0		1	Ag	-1.3
	2	Ag	-1.3		2	NR	-1.5
	2	Eng	-1.3		2	CART	-1.5
	4	Bus	-1.6		4	Eng	-1.6
	5	NR	-1.6		5	Ed	-1.9
	6	CHASS	-2.6		6	Lib	-2.6
	7	Ed	-2.9		6	Sci	-2.6
	8	Sci	-3.5		8	Bus	-2.9
	9	CART	-5.6		9	CHASS	-3.4

	CHANGES FROM 2015-2017									
Total Women Faculty by College & Year										
				Tenured/Tenure Track						
	CART	Ag	Bus	CHaSS	Edu	Eng	NR	Sci	Lib	Ext
2015	14	33	11	55	68	11	14	22	13	26
2016	13	34	15	67	65	11	15	24	14	26
2017	14	35	11	68	68	10	15	28	19	28
	NC	+2	-4	+13	NC	-1	+1	+6	+6	2

**Committee on Committees – 2018-2019 Annual Report**  
**Faculty Senate**  
**Utah State University**

Members: Victor Lee (chair), Jan Thornton (chair-elect), Rebecca Blais

**12.2 Committee on Committees (CoC)**

The responsibility of the Committee on Committees is to:

- (1) apportion Senate elective positions annually;
- (2) coordinate and supervise the election of members to the Senate;
- (3) prepare eligibility slates and supervise nominations and elections within the Senate;
- (4) recommend to the Senate the appointed members of all Senate committees and the members of university committees that include Senate representatives.

The committee conducted business primarily through email with an occasional in-person meeting. No formal meeting minutes were maintained.

The primary duties of the CoC included filling vacant committee assignments as necessary at the end of the school year.

Reapportionment of senators for the 2019/20 academic year was computed in spring 2019. Apportionments remained constant. Total senators = 60.

Senate elections have been completed. A total of 17 senators needed to be renewed/re-elected/replaced due to expired terms or unplanned faculty vacancies (e.g., retirement, campus relocation). Eight alternates needed to be renewed/re-elected/replaced. New senators have been included in the updated roster.

The Senate committee service interest survey will be distributed in April. The CoC chair, chair-elect, and the Faculty Senate Executive Secretary will confirm appointments and fill vacancies that reflect the newly revised committee membership numbers. Faculty Senate Executive Committee vacancies will be filled during the April 29<sup>th</sup> meeting.

Jan Thornton will be the 2019/20 Chair of the CoC. A new chair-elect will be designated internally in the newly comprised committee.

**REPORT OF THE  
HONORARY DEGREE AND AWARDS COMMITTEE**  
to the  
Faculty Senate  
April 29, 2019

**COMMITTEE MEMBERS**

Jody Burnett, Chair (Board of Trustees)  
David Butterfield (Board of Trustees)  
Crystal Maggelet (Board of Trustees)  
Mark Holland (Board of Trustees, ex officio)  
Julie Gast (Faculty)  
Briedi Gillespie (Faculty)  
Travis Dorsch (Faculty)  
John Worley (Alumni Council)  
Jaren Hunsaker (USUSA President)  
Frank Galey (Provost's Office, ex officio)  
Sydney Peterson (President's Office/Trustees, ex officio)

**PURPOSE**

The Honorary Degrees and Awards Screening Committee's major responsibilities are to implement procedures to solicit and encourage an adequate number of qualified nominations; to review all nominations for Honorary Degrees and Commencement Speaker Awards; and to forward nominations and recommendations to the Board of Trustees for their final selection and approval.

**COMMITTEE ACTIONS**

**Commencement Speaker and Honorary Degree Recipient 2019**

The Honorary Degree and Awards Screening Committee recommended one candidate for commencement speaker and honorary degree to be presented at Spring Commencement 2019. The Board of Trustees has approved the following candidate:

**Eric E. Hipple**

Eric E. Hipple is a former NFL quarterback who has dedicated his life to educating people around the world about the dangers of depression and the potential for empowerment and mental wellness.

Born in Texas and raised in Southern California, Mr. Hipple came to Utah State University to earn a degree in business administration and play for the USU football team. He starred at quarterback for the Aggies from 1976-79, and he is still among the most prolific passers of all-time. Inducted into the Utah State University Athletics Hall of Fame in 2012 and named to USU's All-Century Team in 1993, Mr. Hipple currently ranks sixth in career completions (459) and total offense (6,121 yards), seventh in passing yards (6,073) and passing attempts (850) and eighth in touchdown passes (34).

Drafted by Detroit in the 1980 NFL Draft, Mr. Hipple had a successful 10-year run with the Lions that included two playoff bids, a divisional championship and the Detroit Lions Most Valuable Player Award for the '81 season. He finished his professional career with 55 touchdown passes and 10,711 passing yards. After retiring from the NFL, Mr. Hipple worked as a color analyst for the Fox NFL pregame show in Detroit from 1995-2000.

Since his 15-year-old son Jeff's suicide in 2000, Mr. Hipple has devoted his life to building awareness and breaking down the stigma surrounding depressive illnesses. He has spent extensive time traveling globally to give speeches to high school students, their teachers, healthcare programs, U.S. military personnel and corporations, both large and small, discussing the topics of suicide prevention, mental illness, mindfulness and the importance of being mentally fit.

Mr. Hipple's straightforward approach to discussing mental health has garnered him much recognition. He received the University of Michigan 2015 Neubacher Award for work with stigma associated with disabilities, the Detroit Lions 2010 Courage House Award and the 2008 Life Saver Achievement Award given by the American Foundation for Suicide Prevention. In addition, Mr. Hipple was awarded a presidential citation at the American Psychological Association 2006 Annual Convention for his six years of national community-based work combating adolescent depression and suicide prevention. His book *Real Men Do Cry*, which chronicles his life of football, tragedy and return to triumph, received a Publisher Presidential Award.

After retiring from the University of Michigan Comprehensive Depression Center, where he spent 11 years in outreach, Mr. Hipple helped establish the After the Impact Program, a neuro-behavioral residential treatment program serving military veterans and former NFL players. He currently serves in professional relations for Transformations, a mental health/addiction treatment facility in Delray Beach, Florida, and also works with Living Life on the Offense, a Michigan school-based education program sponsored by the Mental Illness Research Association.

### **Honorary Degree Recipients 2019**

The Honorary Degree and Awards Screening Committee recommended three candidates for honorary degrees to be presented at Spring Commencement 2019. The Board of Trustees has approved the following two candidates:

#### **Mehdi Heravi**

From a young age, Iranian born Mehdi Heravi was not one to back away from a challenge or a dream. The scholar, author, philanthropist and Utah State University graduate believes that humanity is a priority and one should always strive to make the world a better place.

Mr. Heravi is a visionary, who despite his fears, left his home in Tehran as a teenager to pursue his dream of receiving an education in America. He came to Logan and finished his senior year of high school thanks to the help of an international student advisor at USU. Extending his roots in the area, he enrolled at USU where he studied political science, eventually graduating with both a bachelor's (1963) and master's (1964). While at USU, Mr. Heravi became the first international student in the university's history to become a campus-wide independent senator. His education at Utah State, Mr. Heravi feels, was exceptional and he fondly recalls that behind all of the academic rigors were the people who inspired him, nurtured him and whom he came to respect and admire.

His love for USU solidified, Mr. Heravi served as a teaching assistant in political science before going on to the American University School of International Service in Washington, D.C., to earn his doctorate. He began his professional career at Tennessee Technological University at

the height of the Vietnam War when jobs for academics were few and far between, and then, in 1973, returned to Iran to serve as vice president at the National University of Iran. Six years later with the rise of the Islamic republic, the higher education system in Iran changed drastically and Mr. Heravi's life changed direction.

Following the Iranian Revolution, Mr. Heravi devoted himself to philanthropy and humanitarian work. He sees the act of connecting to others as one of the most important parts of being human. He has helped support an orphanage in northern Iran along the Caspian Sea and helps support several organizations related to cerebral palsy, a disease that afflicts his son.

When it comes to remembering his alma mater, Mr. Heravi is no less generous. He has established several scholarships at USU, including an agricultural scholarship in his father's name and another for education students intending to help those with special needs. Although his travels take him around the world, Mr. Heravi never forgot his roots and feels it is his duty to give back and help anyone in need.

### **Ronald W. Jibson**

Ronald W. Jibson is a visionary who is able to look to the needs of the current generation without compromising the outlook of future generations. During his 36-year career at Questar Corporation, Mr. Jibson worked his way up from an entry-level engineer to become the corporation's president and CEO before retiring in 2016. His mutual respect for colleagues allowed him to serve with excellence and distinction.

An instrumental player in building Questar Corporation into one of the nation's premier energy firms and a driving force for economic development in Utah, Mr. Jibson held various positions during his years of employ. His ability to treat others with respect and kindness allowed him to serve in a unique and successful capacity, no matter the position. Over the years, he served as chairman, director, executive vice president, vice president of operations, general manager of operations and director of engineering. He also served as president and CEO of Questar subsidiaries Wexpro Company and Questar Gas Company and as chairman of Questar Pipeline Company.

Mr. Jibson's self-discipline, education and strong ethical commitment provided him the foundation to succeed not only in business, but also in life. He continuously steps up to become a deeply engaged community leader in the Intermountain West with service on many boards over the years including USU's Board of Trustees, where he served as chair; Utah Symphony; Utah Opera; Women's Leadership Institute; Salt Lake Chamber; EDCUtah Corporation; Junior Achievement of Utah; Davis County Chamber of Commerce and the USU Engineering Advisory Board.

His expertise and innovative ideas in the energy industry, combined with his humility and genuine demeanor, have provided Mr. Jibson many accolades including A Giant in our City from the Salt Lake Chamber of Commerce, USU Alumnus of the Year, USU College of Engineering Distinguished Alumnus, Father of the Year—Utah Diabetes Association, Utah Business Hall of Fame—Junior Achievement of Utah and the Titan Award from the Sandy Chamber of Commerce. After graduating from Utah State University with a degree in civil engineering, Mr. Jibson went on to earn a master's of business administration from Westminster College. He gives generously of his time and gives back through endowed scholarships at USU, where he also has served on the College of Engineering Advisory Board.

