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## Faculty Senate Executive Committee Agenda, January 22, 2019

Utah State University

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**FACULTY SENATE EXECUTIVE COMMITTEE**

January 22, 2019  
3:30 – 5:00 p.m.  
Old Main-Champ Hall

**Agenda**

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- 3:30 Call to Order** ..... Rebecca Lawver  
[Approval of Minutes](#) – December 10, 2018
  
- 3:35 University Business** ..... Noelle Cockett, President | Frank Galey, Provost
  
- 3:50 Information**  
[EPC Monthly Report](#) – January 10, 2019 ..... Edward Reeve
  
- 3:55 Reports**  
[Academic Freedom and Tenure](#) Annual Report ..... Michael Lyons
  
- 4:00 Old Business**  
(Second Reading)  
[405.7.2](#) – External Reviewers ..... Britt Fagerheim
  
- 4:05 New Business**  
[Greenhouse Gas Resolution](#) ..... Patrick Belmont  
  
(First Reading)  
[403.3.1](#) – Standards of Conduct – Faculty Responsibilities to Students ..... Britt Fagerheim  
[403.3.2](#) – Standards of Conduct – Professional Obligations ..... Britt Fagerheim  
[405.2.1 – 405.3.2 – 405.5.1 – 405.10.1](#) Community Engagement Inclusion ..... Britt Fagerheim  
[407.1.1](#) – Non Punitive Measure ..... Britt Fagerheim  
[407.11.2\(2\)](#) - Notification of Faculty Member ..... Britt Fagerheim  
[407.11.3\(2\)](#) – Protection of Complainant and Others ..... Britt Fagerheim
  
- 4:40 Adjourn**



## FACULTY SENATE EXECUTIVE COMMITTEE MINUTES

December 10, 2018

3:30 – 5:00 p.m.

Old Main-Champ Hall

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**Present:** Becki Lawver (President), Kimberly Lott (Past President), Patrick Belmont (President Elect), Provost Frank Galey (Ex-Officio), Michele Hillard (Exec. Sec.), Ben George, Jan Thornton, Robert Wagner, Timothy Taylor, David Brown, Rick Heflebower, Carol Kochan for Erin Davis, Marilyn Cuch, Jessica Lucero, Zsolt Ugray,

**Absent:** President Noelle Cockett (Ex-Officio) Marissa Vigneault for Matt Omasta, Bryce Fifield,

**Guests:** Ed Reeve, Taya Flores, Sierra Wise, Sam Jackson

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### Call to Order - Rebecca Lawver

Approval of Minutes – [November 19, 2018](#)

*Minutes approved as distributed.*

### University Business - Frank Galey, Provost

The new Executive Director of the AAEO Office, Allyson Adams Perlac will be joining USU on January 2. She has extensive policy and victim advocacy experience and she will be an excellent addition to the group. The last position to fill is the accommodations and communications position. Allyson will make that hire once she is on board. Bill Plate will be joining USU as the Vice President of Marketing and Communication. He will also begin on January 2. Rich Etchberger, Dave Woolstenhulme and President Cockett are working on the issues with teaching loads at the Regional Campuses. An announcement will be made tomorrow when they visit the Price campus. They want to build a better understanding about what is normal across campus and create some awareness of these issues. Working on getting all the members for the Central Committee. Information regarding the committee will be posted soon. USU has hired Gary Andersen as the new Head Football Coach and there will be a press conference tomorrow with President Cockett and Athletic Director John Hartwell. The Caine College of the Arts Dean search committee will meet this week to begin to narrow the candidate pool.

### Information

[EPC Monthly Report](#) – December 6, 2018 - Edward Reeve

General Education - approved four designations. Simplified the depth course categorizations from five to three.

Academic Standards – no report

Curriculum Subcommittee – approved 107 semester course approval forms. Also approved five R401 proposals.

### Reports

[USUSA Annual Report](#) - Jaren Hunsaker

Very busy with activities and initiatives for the students.

*Motion to move the USUSA Annual Report to Faculty Senate agenda made by Patrick Belmont.*

*Seconded by Kimberly Lott. Moved to Faculty Senate agenda.*

[Professional Responsibilities and Procedures Committee Annual Report](#) - Britt Fagerheim

Membership is for Faculty Senators only. Britt will be stepping down after the first of the year so that she can go on sabbatical. There are quite a few code changes in the system right now.

*Motion to move the PRPC Annual Report to Faculty Senate agenda made by Benjamin George.*

*Seconded by Timothy Taylor. Moved to Faculty Senate agenda.*

[Council on Teacher Education](#) Annual Report - Sylvia Read  
Tabled until next month. No one was present to report.

[Scholarship Advisory Board](#) Annual Report - Taya Flores

There have been approximately \$81M for scholarships awarded through the scholarship office. This is a 3.5% increase from previous years. This year they are slated for about \$84M.

*Motion to move the Scholarship Advisory Board Annual Report to Faculty Senate agenda made by Timothy Taylor. Seconded by Kimberly Lott. Move to Faculty Senate agenda.*

### **Old Business**

USUSA Recommendations ([ASR 2018-2019-03](#) | [ECR 2019-02](#)) - Sierra Wise | Sam Jackson  
ECR 2019-02 - Academic Senate and Executive Council have approved and passed this legislation. This has also passed through the Stater's council.

Sam Jackson presented on the Mental Health legislation. This is on the minds of students and they are continuously asking the senators to do something about the issue. This has been a main focus of USUSA leadership. In 2017 a mental health crisis was declared. USUSA would love the support of faculty to include this information. USUSA would like to work with the Faculty Senate so that policy/codes are similar.

*Motion to move the ECR 2019-02 legislation to Faculty Senate agenda made by Patrick Belmont. Seconded by Benjamin George. Move to Faculty Senate agenda.*

ASR 2018 – Sierra Wise

These proposed revisions were written after concerns arose in the Music department during the last 18 months. Counsel the group that any conduct conversation needs to be focused on the annual reviews and sanction section. Stay away from conduct in Promotion and Tenure and /Post Tenure reviews. Promotion and Tenure needs to be focused on productivity, teaching, and research.

*Motion to move the ASR-2018 legislation to Faculty Senate agenda made by Benjamin George. Seconded by Kimberly Lott. Move to Faculty Senate agenda.*

[405.8.2 Code](#) – Faculty with Tenure below the Rank of Professor - Becki Lawver

Code came back from the President. Her concern is with the section about the Department Head letter. President took one piece forward to the trustees the other she sent back because there was a line in the code that suggested the department head would have to write a letter the year before the evaluation. President felt that that his put the department heads in an awkward position. Official letter saying go up or don't go up made the President and Provost nervous. This code will go back to the Faculty Senate so that it can be sent to PRPC for revisions.

*Motion to move code 405.8.2 to Faculty Senate agenda made by Kimberly Lott. Seconded by Patrick Belmont. Move to Faculty Senate agenda.*

### **New Business**

N/A

**Adjourn 3:37pm.**

## Report from the Educational Policies Committee January 10, 2019

The Educational Policies Committee (EPC) met on January 10, 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 January 10, 2019 meeting of the EPC, the following actions were taken:

### 1. General Education Subcommittee

- Designation Approvals: ENGL 2640 (BHU); SOC 2650 (BSS); ANTH 4330 (DSS); ANTH 3225 (DSC).
- **Action Item: Depth Courses and Categorization of Majors.** *A motion to “list the categorization by majors in the catalog alphabetically by college” was approved.*

### 2. Academic Standards Subcommittee

- Approval of a “**USU Global Engagement Scholar Transcript Designation.**”

### 3. Curriculum Subcommittee

- Approval of 75-course requests.
- Approval of the request from the Department of Applied Economics in the College of Agriculture and Applied Sciences to change the name MS in International Food and Agribusiness to MS Agribusiness.
- Approval of the request from the Department of Plants, Soils, and Climate in the College of Agriculture and Applied Sciences to change the name of the BS from Land, Plant, and Climate Systems to Soils and Sustainable Land Systems.
- Approval of the request from the Department of Electrical and Computer Engineering in the College of Engineering to offer a minor in Electrical Engineering.
- Approval on new policy language for the EPC Curriculum Subcommittee handbook related to **multiple-list, cross-list, and dual-listed courses.**

Academic Freedom and Tenure (AFT) Committee, Utah State University  
Report to the Faculty Senate for Calendar Year 2018

Membership

*Agriculture and Applied Sciences – Nikki Kendrick*  
*Arts – Bruce Duerden*  
*Business – Zsolt Ugray*  
*Education and Human Services – Stephanie Borrie*  
*Engineering – Kurt Becker*  
*Humanities and Social Sciences - Michael Lyons (Chair)*  
*Natural Resources – Chuck Hawkins*  
*Science – David Farrelly*  
*Libraries – Sandra Weingart*  
*Extension – JayDee Gunnell*  
*Regional Campuses – Susan Talley*  
*USU Eastern – Larry Martin*  
*Senate – Nikki Kendrick*  
*Senate – Stephanie Borrie*  
*Senate – Zsolt Ugray*

Mission as Defined in USU Policies and Procedures

The AFT Committee meets during the academic year to discuss “matters related to academic freedom, tenure, promotion, dismissals, and other sanctions; and actions alleged not to be in accordance with the adopted standards, policies, and procedures of the University” [Policy 402.12.3(1)(a)].

Committee Business Calendar Year 2018

Three matters potentially requiring committee action arose during 2018. In July, 2018 a faculty member who had been denied tenure, and promotion to Associate Professor, contacted the committee to request a Grievance Hearing. The pertinent language in USU Faculty Policies and Procedures, Section 407.5, stipulates that a “faculty member must file written notice of intent to grieve with the chair of the Academic Freedom and Tenure Committee within 20 days of receipt of notice of termination, non-renewal, or reduction in status.” In this case, more than 60 days had elapsed since the faculty had been notified of the tenure and promotion decision. So the Committee Chair denied the request, as granting the request would have undeniably violated USU Policies and Procedures..

A second issue brought to the attention of the committee involved a faculty member found potentially to be in violation of 407.9 of Faculty Policies and Procedures, which deals with “consensual relationships” between faculty and students. Following Section 407.11 of Policies and Procedures, the AFT Committee Chair appointed two members of the Faculty Senate who together with one member selected by the Provost, formed an “Inquiry Panel.” The panel investigated the alleged Code violation, and reported its findings to the Provost.

The third situation possibly requiring AFT Committee action has not yet been resolved. A faculty member who had been informed that her faculty appointment would not be renewed at the end of Fall Semester 2019, notified the committee of her Intent to File a Grievance over the decision in December, 2018. She then filed a Grievance in January, 2019. This filing complied with Section 407.5 of Faculty Policies and Procedures, and the AFT Committee Chair is now in the process of forming a Grievance Panel to hear the Grievance at some point in the next 60 days or so.

The committee received other inquiries from faculty members during year, all involving the interpretation of USU Policies and Procedures. The committee responded to the faculty members by citing the appropriate language in USU Policies and Procedures, and referring the faculty members to Acting Provost Larry Smith for further clarification. None of these questions resulted in a request for action by the committee.

Michael Lyons  
Associate Professor, Political Science  
AFT Committee Chair

**Original Faculty Senate Notes Regarding 405.7.2 code change request:**

Faculty Senate  
January 8, 2018

New Business

Policy 405.11.4 External Peer Reviews (first reading)

- Kimberly Lott

Central committee reviewers were concerned with external letters that were being submitted by faculty. Some external review letters were more letters of recommendation than evaluations for tenure and are not proving promotion/tenure qualifications.

One concern is that some areas are very small and it may be hard to find some people that have enough distance from the faculty member. Those situations can be dealt with on a case-by-case basis. For at least a decade those faculty have been concerned about the closeness of an external reviewer and the feeling has been that the current language in the code does not provide clarity for conflict of interest.

Motion to move this policy back to PRPC made by Rebecca Blais. Seconded by Brad Cole. Policy returned to PRPC

**Current code:**

405.7.2 Additional Events During the Year in which a Tenure Decision is to be Made

(1) External peer reviews.

Prior to September 15, the department head or supervisor will make a solicitation of letters from at least four peers of rank equivalent to or higher than that sought by the candidate. If fewer than four letters arrive, additional letters will be solicited only to attain the minimum of four letters.

The reviewers must be external to the university and must be held with respect in academe. The candidate will be asked to submit the names of potential reviewers and to state the nature of his or her acquaintance with each of them. The number of names should be at least equal to the number of letters to be solicited. At least one-half of the reviewers must be selected from the candidate's list. The candidate may also submit names of potential reviewers that he or she does not want contacted, although this list is not binding on the department head or supervisor.

The department head or supervisor and the tenure advisory committee shall mutually agree to the peer reviewers from whom letters will be solicited. A summary of the pertinent information in his or her file initially prepared by the candidate and a cover letter initially drafted by the department head or supervisor with final drafts mutually agreed upon by the candidate, the tenure advisory committee, and the department head or supervisor shall be sent to each reviewer by the department head or supervisor. Each external reviewer should be asked to state, the nature of his or her acquaintance with the candidate and to evaluate the



performance, record, accomplishments, recognition and standing of the candidate in the major area of emphasis of his or her role statement. If the candidate, department head, and tenure advisory committee all agree, external reviewers may be asked to evaluate the secondary area of emphasis in the role statement as well. Copies of these letters will become supplementary material to the candidate's file (see Code 405.6.3).

Under exceptional circumstances, a waiver of the external review process may be granted by the president when such a process is operationally not feasible for a particular set of academic titles and ranks.

### **Proposed code changes**

#### 405.7.2 Additional Events During the Year in which a Tenure Decision is to be Made

##### (1) External peer reviews.

The purpose of external peer review is to provide an objective evaluation and an independent assessment of the quality and impact of the candidate's record. Prior to September 15, the department head or supervisor will make a solicitation of letters from at least four peers of rank equivalent to or higher than that sought by the candidate. If fewer than four letters arrive, additional letters will be solicited only to attain the minimum of four letters.

~~The candidate will be asked to submit the names of potential reviewers and to state the nature of his or her acquaintance with each of them.~~ The reviewers must be external to the university and must be held with respect in academe-respected in their field. ~~The candidate will be asked to submit the names of potential reviewers and to state the nature of his or her acquaintance with each of them.~~ External reviewers should be persons who are not invested in the career of the candidate but, rather, who have sufficient distance to serve as an objective external reviewer. These persons should be familiar with the candidate's field of study and in some cases may know the candidate, but must be able to make an unbiased appraisal of the candidate's file, as determined by the Tenure Advisory Committee and Department Head. If a candidate believes that their discipline is not large enough to enable the creation of a list of potential peer reviewers who do not have close professional relationships with the candidate, the candidate must provide an explanation of why the proposed peer reviewer's participation is essential and why the candidate anticipates the peer reviewer will be able to provide an objective assessment. A candidate may be asked to submit additional names if it is decided that the nature of the candidate's acquaintance with the potential reviewers might prevent the reviewer from making an objective evaluation. The number of names should be at least equal to the number of letters to be solicited. At least one-half of the reviewers must be selected from the candidate's list. The candidate may also submit names of potential reviewers that he or she does not want contacted, although this list is not binding on the department head or supervisor.

The department head or supervisor and the tenure advisory committee shall mutually agree to the peer reviewers from whom letters will be solicited to ensure an objective appraisal of the

[candidate's file](#). A summary of the pertinent information in his or her file initially prepared by the candidate and a cover letter initially drafted by the department head or supervisor with final drafts mutually agreed upon by the candidate, the tenure advisory committee, and the department head or supervisor shall be sent to each reviewer by the department head or supervisor. Each external reviewer should be asked to state, the nature of his or her acquaintance with the candidate and to evaluate the performance, record, accomplishments, recognition and standing of the candidate in the major area of emphasis of his or her role statement. If the candidate, department head, and tenure advisory committee all agree, external reviewers may be asked to evaluate the secondary area of emphasis in the role statement as well. Copies of these letters will become supplementary material to the candidate's file (see Code 405.6.3).

Under exceptional circumstances, a waiver of the external review process may be granted by the president when such a process is operationally not feasible for a particular set of academic titles and ranks.

## FSR 2019-01

FSEC Reading: 1/22/2019

FS Reading:

### Faculty Senate Resolution to Reduce Utah State University's Greenhouse Gas Pollution

Sponsors: Patrick Belmont, Peter Adler, Michelle Baker, Shannon Belmont, Roslynn Brain McCann, David Brown, Molly Cannon, Alison Cook, Rob Davies, Britt Fagerheim, Lisa Gabbert, Benjamin George, Rob Gillies, Luis Gordillo, Peter Howe, Karin Kettenring, Sarah Klain, Mark Larese-Casanova, Christopher Monz, Michaelann Nelson, Amy Odum, David Rosenberg, Kim Sullivan, Edwin Stafford, David Tarboton

**WHEREAS** there exists an overwhelming scientific consensus that climate change is occurring and is primarily driven by human-caused emissions of greenhouse gas pollution (Cook et al., 2013; Cook et al., 2016; Anderegg et al., 2010; RS and USNAS, 2014; IPCC, 2018; USGCRP, 2017),

**WHEREAS** climate change poses myriad threats to humanity as it has already increased, and will continue to intensify, heatwaves and extreme storm events, flood coastal areas, increase flood and drought hazards in many regions, escalate transmission of infectious diseases, and will substantially alter climate and environmental conditions that we have relied upon to structure the vast majority of economic activities, (IPCC, 2014; USGCRP, 2018; Parham et al., 2015; Medlock and Leach, 2015)

**WHEREAS** climate change will exacerbate the ongoing mass extinction of species and cause near-complete loss of coral reefs, which support a quarter of marine species (Barnosky et al., 2012; Urban, 2015; Cheung et al., 2013; Cheung et al., 2016; Pandolfi et al., 2011; Cheng et al., 2019),

**WHEREAS** climate change presents additional unpredictable and potentially catastrophic risks, including massive and uncontrollable release of greenhouse gases from methane hydrates and expansive peat bogs at high latitudes (Lenton et al., 2008; Mann, 2009; Xu and Ramanathan 2017; Hansen et al., 2016),

**WHEREAS** climate change will be increasingly detrimental for Utah as detailed in the most recent (Fourth) National Climate Assessment, as it will increase heat stress for people, livestock, wildlife and crops, reduce the snowpack that provides the vast majority of Utah's water supply and supports winter recreational activities that contribute billions of dollars and tens of thousands of jobs to Utah's economy, and continue to exacerbate wildfire risk, which threatens the quality of Utah's air, water, forests, and built infrastructure (USGCRP, 2018; Julander and Clayton, 2018),

**WHEREAS** the Intergovernmental Panel on Climate Change (IPCC) recently released a report calling for emissions to be cut by half by 2030 and emphasized the importance of non-governmental organizations and individuals taking action (IPCC, 2018),

**WHEREAS** the Utah Legislature and Governor Herbert have formally encouraged entities throughout the State to reduce greenhouse gas emissions and support innovation and environmental stewardship in order to develop positive solutions to the climate change crisis as outlined in the 50 year water plan (Utah HCR 7, 2018; SWSAT, 2017),

**WHEREAS** the City of Logan has acknowledged that greenhouse gas emissions must be reduced by government entities, corporations and individuals in order to prevent transition to a climate that is perilous to humans and the global biosphere (City of Logan, 2016),

**WHEREAS** Universities should be leaders in the search for truth, social justice, and innovation, and should operate in a manner that is in the best interests of their students, faculty, staff, administration and broader community,

**WHEREAS** President Stan Albrecht signed, on behalf of Utah State University (USU), a commitment in 2007 for our institution to be carbon neutral by 2050,

**WHEREAS** USU has taken some steps to reduce per capita emissions, including establishing a Sustainability Council involving faculty, staff and students, initiating the Blue Goes Green program, converting the bus fleet to natural gas, requiring that all new buildings meet LEED Silver standard, re-commissioning existing buildings for efficiency, and establishing a mechanism for the University to track greenhouse gas emissions on an annual basis,

**WHEREAS** despite efforts over the last decade, USU has failed to reduce institutional carbon emissions, which have remained approximately 100,000 tonnes per year since 2007. Per capita emissions from directly produced and purchased sources decreased nearly 20% between 2007 to 2011, but have increased by 2% since 2011.

**WHEREAS** USU obtains over 30% of its electricity from power plants that burn coal, which is exceedingly detrimental in terms of greenhouse gas emissions and other pollutants that affect human health, and USU further obtains 55% of its electricity from natural gas (Sunderland et al., 2016; Perera, 2016),

**WHEREAS** USU is Utah's Land Grant institution with an obligation to serve the people and lands of Utah using the best available science to assure health, sustainability and economic stability,

**WHEREAS** the Utah State University Faculty Senate represents the interests and authority of the faculty in shared governance of the University and is charged with considering and making recommendations regarding opportunities and problems facing the University,

**THEREFORE BE IT RESOLVED** that the Utah State University faculty declare a climate crisis that represents a clear and present danger to the University, the State of Utah, the United States of America, and the wellbeing of humans around the world and we commit to substantially modifying our behavior in order to reduce our contribution to greenhouse gas pollution as much as possible, as quickly as possible.

**AND BE IT FURTHER RESOLVED** that we encourage all who are unfamiliar with the causes and threats posed by climate change to learn about this critical issue.

**THEREFORE BE IT ENACTED** that Utah State University develop a comprehensive plan within the next 12 months and formally commit to a timeline to reduce greenhouse gas emissions by no less than 10% per year for the next 20 years, in order to bring us in line with what IPCC has identified as necessary to keep global warming to no more than 1.5 °C above pre-industrial background levels.

**AND BE IT FURTHER ENACTED** that the University immediately begin to implement the following in order to begin to meet that 10% per year reduction goal:

- a) Eliminate coal from the energy portfolio of the University as quickly as possible and no later than 36 months from ratification of this resolution, as coal has the highest greenhouse gas emissions of any fossil fuel and is linked to myriad human health problems including asthma, cancer, heart and lung ailments, and neurological problems.
- b) Allocate the resources needed to accelerate conversion of lighting throughout the University to low energy Light-Emitting Diode (LED) fixtures, which have been demonstrated to significantly reduce energy demand and costs, with a commitment for full conversion of the Logan and regional campuses no later than May 1, 2021.

- c) Take aggressive steps to increase the percentage of our electricity that comes from renewable sources (solar, wind, hydro, geothermal) to at least 50% by May 1, 2024, ideally sourced from Utah and with storage capabilities.
- d) Develop partnerships with the City of Logan and relevant industry and non-profit groups to identify synergies and mutually beneficial opportunities to develop alternative energy projects.
- e) Increase resources on campus to track greenhouse gas emissions, identify most effective means to reduce emissions, and educate the University community about why these actions are essential. As the current sustainability staff on campus are fully occupied while the scope and urgency of this problem continues to escalate, we recommend hiring at least one new full time staff member to work on education, reporting, and outreach.
- f) Expand the Blue Goes Green grants program to regional campuses and increase the program's budget proportionally to ensure that it addresses the projects of greatest need throughout our University system.

**WHEREAS** travel accounts for 14% of greenhouse gas emissions at USU, and air travel in particular has exceptionally high greenhouse gas emissions, with one round-trip flight from Salt Lake City to Washington D.C. emitting nearly 1000 pounds of carbon dioxide per person (ICAO, N.D),

**WHEREAS** air travel has become strongly ingrained in academic culture, and will therefore be very difficult to modify without some mechanism to account for the actual costs of our greenhouse gas pollution,

**WHEREAS** the current practice of allowing faculty and staff to voluntarily donate their personal funds to pay for carbon offset credits for work-related air travel has been ineffective, with a ~3% participation rate, raising approximately \$3000 per year, which has primarily been used to fund the campus zimride service,

**THEREFORE BE IT RESOLVED** that faculty should consider ways to reduce their air travel when possible,

**THEREFORE BE IT ENACTED** that USU develop and implement a mechanism to account for the cost of greenhouse gas emissions, following guidelines outlined by the Carbon Pricing Leadership Coalition and examples at Yale, UC Berkeley, Weber State University, Swarthmore, Smith, Arizona State and many other colleges and Universities (e.g., ASU, 2018). This mechanism can be initiated July 1, 2019 as a flat \$10 fee per round trip flight. A more comprehensive internal carbon pricing mechanism will be developed by the USU Sustainability Council and voted on by the Faculty Senate no later than March 2020. Funds generated from this fee will be used to support projects deemed by the Sustainability Council to have the greatest impact in reducing USU's greenhouse gas emissions.

**WHEREAS** Faculty Senate has a responsibility to track progress on the outcomes of its resolutions,

**THEREFORE BE IT ENACTED** that USU Sustainability Council report to Faculty Senate at least once per year, in the meeting during the first week of April or as soon thereafter as their annual greenhouse gas evaluation is complete.

**WHEREAS** our understanding of the causes, implications and solutions to climate change is advancing rapidly and further, our understanding of the technical and soft skills needed to successfully communicate about, and ultimately solve the climate change problem, continues to evolve,

**THEREFORE BE IT RESOLVED** that each faculty member should frequently reconsider what more they can do in their classes, in their research program, in their service, extension and outreach activities to

- a) reduce greenhouse gas emissions that result directly from their actions
- b) communicate the scope, urgency, and challenges of the climate change problem
- c) enable our students with the perspective and skillsets needed to mitigate this climate crisis

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### **403.3.1 Standards of Conduct - Faculty Responsibilities to Student**

(8) Faculty members create and maintain environments in which students are provided the opportunity to do original thinking, research, **creative work** and writing.

(10) Faculty members do not engage in the sexual harassment of students (policy 407.8) or any other forms of harassment (303.2). **Harassment is defined as creating an unpleasant or hostile situation for especially by uninvited and unwelcome verbal or physical conduct.**

(11) **Faculty members do not engage in discrimination against students (policy 303.2). Faculty members will not intimidate, humiliate or abuse students. Intimidation is defined as to compel or deter by or as if by threats and humiliation is defined as to reduce (someone) to a lower position in one's own eyes or others' eyes or to make (someone) ashamed or embarrassed. Faculty member do not abuse or exploit international students. Faculty will not mistreat students in ways that include but are not limited to: psychological or mental abuse or vindictiveness. Discrimination is defined as prejudiced or prejudicial outlook, action, or treatment, or to make a difference in treatment or favor on a basis other than individual merit.**

### **403.3.2 Standards of Conduct - Professional Obligations**

(1) Faculty members do not plagiarize nor do they permit the appearance that they are the author of work done by others.

(2) Faculty members do not falsify data either by deliberate fabrication or selective reporting with the intent to deceive.

(3) Faculty members do not misappropriate other's ideas.

(4) Faculty members do not misuse privileged or otherwise confidential information.

(5) Faculty members exercise "reasonable care" (policy 403.3.5) in meeting their obligations to their associates when they are engaged in joint research or other professional effort.

(6) Faculty members do not exploit their positions for personal or pecuniary gain when supervising the professional work of others. Research for pecuniary return should be conditional upon disclosure to and consent of the vice president for research and dean of the school of graduate studies.

(7) Faculty members exercise "reasonable care" (policy 403.3.5) in meeting their commitments to the institution and to funding agencies where appropriate in research, publication, or other professional endeavors.

(8) Faculty members keep informed and knowledgeable about developments in their fields.

(9) Faculty members do not engage in the sexual harassment of other faculty members or any employee of the university (policy 407.9) or any other form of harassment (303.2).

**(10) Faculty members do not engage in discrimination against other faculty members or any other employee of the university (policy 303.2).**



## 405.2 TENURE AND PROMOTION: CRITERIA FOR CORE FACULTY RANKS

### 2.1 Criteria for the Award of Tenure and for Promotion from Assistant to Associate Professor

The foregoing criteria are to be applied to the following areas:

#### (1) Teaching.

Teaching includes but is not limited to all forms of instructional activities: classroom performance, broadcast and online instruction, mentoring students inside and outside the classroom, student advising and supervision, thesis and dissertation direction, and curriculum development. Documentation supporting teaching performance must include student and peer evaluations, and may include, but is not restricted to: proficiency in curriculum development as demonstrated through imaginative or creative use of instructional materials such as syllabi, instructional manuals, edited readings, case studies, media packages and computer programs; authorship of textbooks; teaching and/or advising awards; authorship of refereed articles on teaching; success of students in post-graduate endeavors; evidence of mentoring inside and outside the classroom, including work with graduate or undergraduate researchers, graduate instructors or undergraduate teaching fellows, applicants for major scholarships or grants, implementation of high impact practices such as community-engaged teaching, first-year seminars, or strategies that promote student retention-efforts, and Honors or other independent study work; recognition by peers of substantive contributions on graduate committees; service on professional committees, panels, and task forces; and invited lectures or panel participation.

#### (2) Research or Creative Endeavors.

Research or creative endeavors encompass a wide variety of scholarly activities that lead to the advancement of knowledge and/or to original contributions in the arts and humanities. Documentation supporting such activities must include peer recognition of their value and may include, but is not restricted to: publication of books, or monographs, or articles in peer reviewed media; intellectual contributions represented by patents, inventions and other intellectual property; effective community engagement as part of the effort; participation in symposia and authorship of chapters in review volumes; creative work in the arts and humanities that receives regional and national recognition; success in competition for extramural funding.

#### (3) Extension.

Extension provides the public, primarily within the state, with research-based information and other university resources. Documentation supporting extension performance must include peer evaluation and may include, but is not restricted to: active programs with various extension constituents; recognition by extension clients for an effective effort; effective community engagement; innovative techniques; effective use of the media; publications appropriate to the assignment; responses to requests from private and government entities for advisory help and consulting; publications in peer-reviewed and/or professional media; service

on professional committees, panels and task forces; and peer recognition of the value of the extension effort.

### **405.3 TENURE AND PROMOTION: CRITERIA FOR LIBRARIANS**

#### **(2) Research or Creative Endeavors.**

Research or creative endeavors encompass a wide variety of scholarly activities that lead to the advancement of knowledge. Documentation supporting such activities must include peer recognition of their value and may include, but is not restricted to: publication of books, or monographs, or articles in peer reviewed media; intellectual contributions represented by patents, inventions and other intellectual property; effective community engagement as part of the effort community engaged scholarship; participation in symposia and authorship of chapters in state-of-the-art review volumes; creative work using computer/telecommunication technology which receives regional and national recognition; success in competition for extramural funding.

#### **(3) Extension.**

Extension provides the public, primarily within the state, with research-based information and other university resources. Documentation supporting extension performance may include, but is not restricted to: active library/information support with various extension constituents; recognition by extension clients for an effective effort; effective community engagement; innovative techniques; community engagement; effective use of the media; publications appropriate to the assignment; responses to requests from private and government entities for advisory help and consulting; publications in peer-reviewed and/or professional media; service on professional committees, panels and task forces; and peer recognition of the value of the extension effort.

### **405.5 TENURE AND PROMOTION: CRITERIA FOR PROFESSIONAL CAREER AND TECHNICAL EDUCATION FACULTY RANKS**

#### **5.1 Criteria for the Award of Tenure and for Promotion from Professional Career and Technical Education Assistant Professor to Professional Career and Technical Education Associate Professor**

The foregoing criteria are to be applied to the following areas:

##### **(1) Teaching.**

Teaching includes, but is not limited to, all forms of career and technical education instructional activities: classroom performance, student advising and supervision, oversight of independent learning, mentoring students inside and outside the classroom, and curriculum development.

Documentation supporting teaching performance must include student and peer evaluations, and may include, but is not restricted to: proficiency in identifying the needs of the identified audience; curriculum development as demonstrated through imaginative or creative use of up-to-date instructional methods materials such as workshops, conferences, classes, lectures, newsletters, syllabi, instructional manuals, assigned readings, case studies, media presentations, packages and computer-assisted instruction, programs; authorship of extension bulletins, self-instruction textbooks or other instructional materials; program development teaching and/or advising awards; authorship of refereed articles on teaching; evidence of mentoring inside and outside the classroom, including work with graduate or undergraduate researchers, graduate instructors or undergraduate teaching fellows, applicants for major scholarships or grants, implementation of high impact practices such as community-engaged teaching, first-year seminars, or strategies that promote student retention efforts, and Honors or other independent study work; success of students in post-instructional licensing procedures or employment placements; service on professional committees, panels and task forces; and invited presentations or panel participation and professional lectures or consultations.

## **405.9 TERM APPOINTMENTS AND PROMOTION: CRITERIA**

### **10.1 Criteria for Promotion to the Penultimate Ranks:**

#### **(1) Teaching.**

Teaching includes all forms of instructional activities: classroom performance, mentoring students inside and outside the classroom, student advising, clinical supervision, thesis and dissertation direction, and curriculum development. Evidence supporting teaching performance must include student and peer evaluations where appropriate, and may include, but is not restricted to: proficiency in curriculum development as demonstrated through imaginative or creative use of up-to-date instructional materials such as syllabi, instructional manuals, edited readings, case studies, media packages, and computer programs; authorship of textbooks; teaching and/or advising awards; authorship of refereed articles on teaching; success of students in post-graduate endeavors; evidence of mentoring inside or outside the classroom, including work with graduate or undergraduate researchers, graduate instructors or undergraduate teaching fellows, applicants for major scholarships or grants, implementation of high impact practices such as community-engaged teaching, first-year seminars, or strategies that promote student retention efforts retention, and Honors or other independent study work; recognition by peers of substantive contributions on graduate committees; service on professional committees, panels, and task forces; invited lectures or panel participation.

#### **(2) Research or Creative Endeavors.**

Research encompasses a wide variety of scholarly activities that lead to the advancement of knowledge. Evidence supporting such activities must include peer recognition of their value and may include, but is not restricted to: publication of books, monographs, or articles in peer-reviewed media; invitations to participate in symposia and to write chapters in state-of-

the-art review volumes; ~~effective community engagement as part of the effort~~community engaged scholarship; and success in competition for extramural funding.

### Code 407.1.1 Non-punitive Measure

Non-punitive measures such as guidance, **professional counseling**, leave of absence, voluntary resignation, or early retirement should be considered and taken in lieu of a sanction when: (1) it is available; (2) it will provide reasonable assurance that the faculty member will not repeat his/her violation of professional responsibility; (3) substantial institutional interests are not undermined; and (4) the faculty member consents thereto. The faculty member should consult with the Americans with Disabilities Act (ADA) Coordinator within the Office of Human Resources (HR) if performance issues are medically related.

### 407.8 SEXUAL HARASSMENT

407.8.5 (3) Temporary suspension with full pay pending final disposition.

**As an interim measure, after consulting the Provost and the chair of the Academic Freedom and Tenure Committee, the president may suspend a faculty member with full pay pending completion of the procedures described below, if it is determined that serious and immediate harm will ensue if the person continues to work. Harm is defined as damage or injury, either physical or emotional.**

**Commented [BF1]:** This was not included in code request changes from Faculty Senate, but refers to sexual harassment, as does 407.11.2, which Faculty Senate requested be changed. Code should be uniform

### Code 407.11.2

(2) Notification of faculty member

Within 10 days of the decision to hold an inquiry, the provost shall notify the faculty member in writing, return receipt requested, of the specific allegations filed against him/her and the procedures described in this policy regarding the inquiry. **As an interim measure, after consulting the Provost and the chair of the Academic Freedom and Tenure Committee, the president may suspend a faculty member with full pay pending completion of the procedures described below, if it is determined that serious and immediate harm will ensue if the person continues to work. Harm is defined as damage or injury, either physical or emotional.**

### 407.11.3 Protection of Complainant and Others

(2) Protection of Witnesses

All reasonable measures will be taken to assure that the complainant and all others testifying before the hearing panel will suffer no retaliation as the result of their activities in regard to the process. Steps to avoid retaliation might include: (a) lateral transfers of one or more of the parties in an employment setting and a comparable move if a classroom setting is involved, and (b) arrangements that academic and/or employment evaluations concerning the complainant or others be made by an appropriate individual other than the accused, and/or (c) temporary suspension with full pay pending final disposition.

~~In extraordinary circumstances, after consulting the chair of the Academic Freedom and Tenure Committee, the provost may, at any time during or after an inquiry into a sexual harassment complaint, recommend to the president the suspension with pay of any faculty member or teaching assistant accused of sexual harassment if, after reviewing the allegations and interviewing the accused, the complainant, and, if it seems appropriate, others, the provost finds that it is reasonably certain that the alleged sexual harassment has occurred and serious and immediate harm will ensue if the person continues to work.~~