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FACULTY SENATE EXECUTIVE COMMITTEE

December 10, 2018

3:30 – 5:00 p.m.

Old Main-Champ Hall

Agenda

- 3:30 Call to Order** Rebecca Lawver
Approval of Minutes – [November 19, 2018](#)
- 3:35 University Business** Frank Galey, Provost
- 3:50 Information**
[EPC Monthly Report](#) – December 6, 2018 Ed Reeve
- 3:55 Reports**
[USUSA Annual Report](#)..... Jaren Hunsaker
[Professional Responsibilities and Procedures Committee Annual Report](#)..... Britt Fagerheim
[Council on Teacher Education Annual Report](#)..... Sylvia Read
[Scholarship Advisory Board Annual Report](#)..... Taya Flores
- 4:15 Old Business**
USUSA Recommendations ([ASR 2018-2019-03](#) | [ECR 2019-02](#))Sierra Wise | Sam Jackson
[405.8.2 Code](#) – Faculty with Tenure below the Rank of Professor Becki Lawver
- 4:20 New Business**
- 4:30 Adjourn**



FACULTY SENATE EXECUTIVE COMMITTEE MINUTES

November 19, 2018

3:30 – 5:00 p.m.

Old Main-Champ Hall

Present: Becki Lawver (President), Kimberly Lott (Past President), Patrick Belmont (President Elect), President Noelle Cockett (Ex-Officio), Provost Frank Galey (Ex-Officio), Michele Hillard (Exec. Sec.), Heidi Wengreen for Ben George, Jan Thornton, Robert Wagner, Timothy Taylor, David Brown, Marissa Vigneault for Matt Omasta, Rick Heflebower, Bryce Fifield, Erin Davis, Marilyn Cuch, Jessica Lucero

Absent: Zsolt Ugray

Guests: Josi Russell, Ed Reeve, Janet Anderson, Ronda Callister, Ed Heath

Call to Order - Rebecca Lawver

Approval of Minutes – [October 15, 2018](#)

Minutes approved as distributed.

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

The President and Provost attended the APLU conference that was recently held in New Orleans. A Council of Presidents meeting was held with 20-minute panels on various issues. Secretary of Education Betsy DeVos has released her recommendations for changes in the Title IX law. She acknowledged that she wants to turn or dial back university responsibilities on sexual assault and put more of an emphasis on due process for the respondent. USU has been following the Obama administration requirements. Under the new Title IX requirements USU would only need to investigate sexual assaults or sexual violence that has occurred on campus. Due process would provide an opportunity for the complainant and the respondent to cross examine one another. Many of the things being proposed are concerning, such as, will victims file a complaint, how do we investigate, the timeline, etc.

The Board of Regents meeting was held in St. George and they are making quite a few policy changes in response to legislative audits. Legislators can request an audit of an institution, if the leadership agrees to it. Once that agreement is in place the people within the state auditor's office are given the task. Items that are being looked at are performance reviews and how they are done at the institutional levels. USU has an antiquated performance review system and changes to the process/system and are currently being looked at. We will be moving to an electronic system and the performance reviews will be centralized housed in Human Resources. Under this oversight it was deduced that the Regents are not providing an involved analysis of institutional request for tuition changes and they are getting very engaged now in tuition requests. They would attend truth in tuition meetings and would also open it up to parents. This may prove difficult in getting more tuition dollars approved. President Cockett will articulate the need for increases to help cover the P&T increases. The President has asked that a meeting be scheduled with the Budget and Faculty Welfare (BFW) Committee shortly after the legislative session ends to discuss allocation of the monies received. She will also reach out to the Staff Employee Association (SEA) and get them scheduled as well.

A Title IX Coordinator has been named. The new coordinator is Hillary Renshaw and she comes to USU with a lot of victim advocacy experience.

Information

EPC Monthly Report – November 1, 2018 - Ed Reeve

General Education two designation requests were approved.

Academic Standards – discussed the charge of the committee. Also discussed updating University terminology and definitions related to course delivery methods.

Curriculum – 109 course requests and 6 R401 requests approved

Reports

Athletic Council Annual Report - Ed Heath

Student athletes are doing extremely well at USU and the graduation rate is at 91%. We are have the highest student athlete graduation rate among Utah's four-year institutions. The composite GPA for the athletes is 3.25. The NCAA provides bonuses for student athlete performance.

Motion to move the Athletic Council Annual Report to the Faculty Senate made by Kimberly Lott.

Seconded by Timothy Taylor. Moved to Faculty Senate.

Faculty Evaluation Committee Annual Report - Josi Russell

Had great discussions and covered a lot important issues last year. The Committee began by reviewing some recommendations from the previous year. Discussions included IDEA teaching evaluation: review and recommendations and Michael Torrens and his office has been helping with some of these discussions. Looking at other evaluation methods as well as Teacher, Mentor and University Service Awards.

Motion to move the Faculty Evaluation Committee Annual Report to the Faculty Senate made by Bryce Fifield. Seconded by David Brown. Moved to Faculty Senate.

Retention and Student Success Annual Report - Heidi Kesler

It is important to empower the faculty – our mission of learning, discovery, and engagement allows all of our students and faculty have a high-quality experience as we all join for this important educational journey. It is important to empower the students – the students appreciate the academic persistence and financial advice. The new Thrive website has been doing really well and students are pleased and feel supported by this.

Last but not least is the fact that we need to assess ourselves. Last year USU was able to help fund and retain 466 students. The average cost, per student, is approximately \$1,000 per student. Faculty was encouraged to become involved with Connections by participating or teaching.

Motion to move the Retention and Student Success Annual Report to the Faculty Senate made by Robert Wagner. Seconded by Jessica Lucero. Moved to Faculty Senate.

USUSA Annual Report - Jaren Hunsaker

Motion to table this report due to absence of presenter made by Patrick Belmont. Seconded by Kimberly Lott. Tabled until January.

Old Business

Faculty Forum Outcome - Rebecca Lawver

This year's Faculty Forum was not very well attended. Faculty members were able to listen to the Carnegie Community Engagement and USU Greenhouse emissions presentations. Some questions were: 1) how does faculty get involved with Carnegie Community Engagement; 2) where does the money go when a faculty member clicks on their TA/TR to donate money to the carbon footprint initiative?

How do we get more faculty involved? Do we do multiple forums or online?

Biggest and most pressing issue as a leadership team is challenges and issues at the Regional Campuses regarding the teaching load and taking on extra responsibilities and activities. The Faculty Senate Presidency will meet with the Provost to discuss this issue.

405.7.2 (1) Code – External Reviewers - Britt Fagerheim

This code will be send to PRPC

Add....."and in some cases may know the candidate". Bring back with old and new, not track changes.

Motion to move code to the Faculty Senate with adjusted language made by Jessica Lucero. Seconded by Bryce Fifield. Motion recalled.

Conflict of interest may be a concern in regards to promotion and tenure. Is there a conflict of interest if you publish with an individual? It is not felt that this happens. May know the candidate is vague phrase. Bring sentences together with "The reviews must be external to the university and.

Motion to return to PRPC with recommendation that PRPC meet with Larry Smith made by Kimberly Lott. Seconded by Bryce Fifield.

New Business

405.11.2 Code – Term Appointment Promotions - Ronda Callister

This change in code is to bring term faculty more in-line with tenure track faculty. Remove anything referring to another supervisor, example Regional Campus Executive Directors.

Motion to move to Faculty Senate made by Jessica Lucero. Seconded by Patrick Belmont. Moved to Faculty Senate.

405.2 Code – Tenure and Promotion: Criteria for Core Faculty Ranks

Looking to add short statements regarding community-engaged teaching. USU is applying for Carnegie Community Engagement and we are already doing a great job and this change will help bring more community engagement to light. This is already included in 405.4 faculty with extension ranks but needs to be included for the Library. Take out AACU and just reference "high impact" practices. Not mandating what needs to be done but opening the door.

Motion to move to Faculty Senate made by David Brown. Seconded by Marissa Vigneault. Moved to Faculty Senate.

Adjourn 4:47 pm

Report from the Educational Policies Committee December 6, 2018

The Educational Policies Committee (EPC) met on December 6, 2018. The agenda and minutes of the meeting are posted on the Educational Policies Committee web page (www.usu.edu/epc).

During the December 6, 2018, meeting of the EPC, the following actions were taken:

1. General Education Subcommittee

- Designation Approvals: MUSC 1050 (BCA); BIOL 3200 (CI); ELED 4031 (CI); SOC 2120 (QI).
- **Action Item: Depth Courses and Categorization of Majors.** In the University Studies requirements section of the catalog, there is a listing of major categorizations to help students determine which depth courses they are required to take. This information was outdated and so at the end of spring 2018 semester, it was decided by the committee that John Mortensen's staff would reach out to the colleges and departments and ask them to provide categorizations for the missing majors. It was suggested that the committee cut the categories down to three to match the three general education depth designations. ***Motion to simplify the categorization from five to three categories passed.***

2. Academic Standards Subcommittee

- No Meeting.

3. Curriculum Subcommittee

- Approval of 107-course requests.
- Approval of a request from the Department of Animal, Dairy and Veterinary Sciences in the College of Agriculture and Applied Sciences to add an **Associate of Science Degree in Veterinary Technology**.
- Approval of a request from the Department of Animal, Dairy and Veterinary Sciences in the College of Agriculture and Applied Sciences to offer a Certificate of Completion in **Ranch Horse Science at the Blanding Regional Campus**.
- Approval of a request from the Department of Management in the Jon M. Huntsman School of Business to offer a **BA/BS Degree in Business Administration with Emphases**.

- Approval of a request from the Department of Management in the Jon M. Huntsman School of Business to rename the **BA/BS Degree in Business Administration** to **Management**.
- Approval of a request from the Department of Journalism and Communication in the College of Humanities and Social Sciences to add a **Social Media Emphasis**.

November 19, 2018

Jaren Hunsaker | (435) 709-1807
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USUSA REPORT TO FACULTY SENATE 2018-2019

Mental Health Week

March 17-24

The 2017-2018 Graduate Studies Senator, Anuj Khasgiwala, and other USUSA officers joined together for a week of mental health advocacy and awareness efforts. The week began with the opening of the 2018 Hope Wall on Monday. It remained open the remainder of the week for students to add Polaroid pictures to. Students gathered outside the TSC Tuesday evening for Light the Night, an event which encouraged students to talk more openly about mental health with others. Former Student Body President Trevor Sean Olsen spoke of his experiences within mental health on the TSC Patio. Graduate students organized other mental health workshops on campus over the course of the week, and Mental Health Week concluded with two events that were open to the community on Saturday.

USUSA Spring Retreat

March 23-24

The incoming USUSA Officers collaborated with USU Auxiliaries at the Bear Lake Training Center to improve communication between students and administrators. Senators, directors, and vice presidents set standards for the next year and bonded. USUSA President Jaren Hunsaker shared a message centered on the student body theme for the next year: *Unity in Diversity*.

CHaSS Week

March 26-30

College of Humanities and Social Sciences (CHaSS) week was a great opportunity for CHaSS Senator Grant Bess and his council to engage with the broader student body about their college. The week included events like Cup of Joe with Joe, Slam Poet Night, CHaSS Awards, and Trivia Night Factory Pizzeria.

President's Scholarship Banquet

March 29

The President's Award is given to students who go above and beyond in the community or on campus. It is a way to thank them for the time and hard work they spend improving USU. USUSA President Michael Scott Peters recognized outstanding student leaders and spoke about the different forms of leadership she saw during her time as a student leader at USU. President Peters presented three scholarships to student leaders who were recognized and nominated by other students for their dedication and hard work.

International Banquet

March 31

November 19, 2018

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The International Student Council (ISC) hosted the annual International Banquet. Performances included a variety of cultural talents from the Access & Diversity Center and ISC.

Robins Awards

April 14

The Robins Awards are the most coveted of all Utah State University honors, and the awards night is the year's most prestigious event. This year marks the 69th year since Bill E. Robins was student body president at Utah State University. It is in his name we continue to celebrate this renowned tradition.

This year more than 100 nominations from students, staff, and administration at Utah State University were received. Those nominated were asked to submit a comprehensive biography by which a selection committee could evaluate their accomplishments. Following the Robins Awards ceremony on April 14th, 2018, the official 2018 Robins Awards recipients are as follows:

Faculty University Service Award — Paul Wolf
Faculty Researcher of the Year — Patrick Belmont
Master Student Researcher of the Year — Susan Washko
Doctoral Student Researcher of the Year — Eric Lee
Graduate Student Teacher of the Year — Sandra Lundell
Undergraduate Researcher of the Year — Jesse Fleri
Professional Advisor of the Year — Tonya Jewell
Undergraduate Faculty Mentor of the Year — Lyle G. Mcneal
Teacher of the Year — Greg Wheeler
Scholar of the Year — Christian Morrill
Legacy of Utah State Award — Tien Thuy Lindsay
Female Athlete of the Year — Alyssa Snyder
Male Athlete of the Year — Dillon Maggard
Gerald R. Sherratt Award — Sophia May
Talent of the Year — Katie Fay Francis
Achievement of the Year — Halston Van Der Sluys
Organization of the Year — Student Events Office
Val R. Christensen Service Award — Carmina Greenstone
Woman of the Year — Emily Turner
Man of the Year — Michael Scott Peters
Bill E. Robins Memorial Award — Christian Hobbs

A-Week

April 16-21

As part of A-Week, the Student Alumni Association hosted a variety of events including Miss USU, a luau, and True Aggie Night.

November 19, 2018

Gripe Night

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April 25

To reach students directly, the Government Relations Council (GRC) has organized an event for the end of the year to collect student concerns and ideas. Sam Jackson, the newly elected Student Advocate Vice President, has invited other USUSA officers to join the GRC for this event. This will help create an open channel of communication between student leaders and the students they represent.

ULA (Utah Leadership Conference)

May 15-18

Utah Leadership Academy was held this year in Cedar City at Southern Utah University. We had USUSA Officers, Regional Campus Officers, and international student leaders collaborate with other student leaders from universities from across the state. The focus was learning about our positions and helping our student bodies and networking with other students with similar roles. There was a lip sync battle as well between all the schools where USU came on top with the first-place finish.

Snake River Rafting Trip

August 6-8

SILC and all student organizations were represented at the annual rafting trip with members of USUSA, Spirit Squad, Student Media, and FSL Community coming together to create bonds with one another and learn more about the other organizations and how they work within the Aggie Family. During the trip we rafted the Snake River outside Jackson Hole.

Aggie BLUE

August 20-21

Aggie BLUE is a leadership conference held before the school year each year put on by the Student Body President. This year the theme was “REACH” encouraging students to push themselves out of their comfort zone, grow through those experiences, and helping others by reaching out and being the best for the university. We had fun activities, a service project at The American West Heritage Center, and heard from our amazing speakers Felicia Gallegos, Gary Wilkinson, Michael Scott Peters, Trevor Sean Olsen, and Clint Pulver.

USUSA Officer Fall Retreat

August 24-25

USUSA Officers held a retreat at the Bear Lake Training Facility where we focused on goals for the upcoming year. As we discussed about goals each officer set their short term goals for the upcoming month and were able to discuss those goals with either the Student Body

Jaren Hunsaker | (435) 709-1807

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President, Executive Vice President, or Student Events Vice President respective of their individual bodies they sit on.

Weeks of Welcome

August 27 – Sep 8

Weeks of Welcome is in its second year of holding it for the first two weeks of school. It is a great way to welcome students back to school and get them excited for the upcoming school year. This year we had activities such as Carnival on the Quad, Light on the Hill, Day on the Quad, Big Agg Show, High Stakes Bingo, Flexible Comedian Johnathan Burns, Neon Dance, and Poetry and a Beverage (PoBev).

USU Watch Party

September 1

Our HURD Committee held a watch party for Utah State's season opener against Michigan State. They were also able to hand out the HURD Premium gear to all the students that signed up for that. There were hot dogs and drinks for students with the game playing on Legacy Field.

CAAS Week

September 17-21

The College of Agriculture and Applied Sciences week was held highlighting the many great parts of the college. Some highlighting events of the week were an Aggie Chocolate Factory Sneak Peek, Lyle McNeal speaker, Swing Dancing, Meet & Greet Miss USU, Tractor Parade, "CAAS-Letics" Campout, and Utah Agricultural Products BBQ.

USU Campout on the Quad

September 21

Our HURD Committee held a campout on the quad for students that wanted early access to the football game the following day September 22 against Air Force. There were many students there with tents and hammocks enjoying activities like volleyball, spikeball, can jam, karaoke, power hour, campfires, and prizes. This was to promote our HURD student section and to help fight for the Taco Bell Liv Mas Student Section Challenge held by ESPN.

Business Week

September 24–28

Our Jon M. Huntsman School of Business held their business week showcasing their college with different events such as: Huntsman on the Quad, Student Empowerment Lunch, Huntsman Gives Back, Aggie Ice Cream for All, Focused Friday Leadership Forum & Bingo Prizes, and the Huntsman Gala.

November 19, 2018

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Voter Registration Day

September 25

National Voter Registration Day was held and our GRC (Government Relations Council) was on the TSC Patio helping students register to vote for the upcoming midterms. This is all part of a statewide competition, The Campus Cup. The competition is with all the other universities in Utah competing to get the most registered voters on their campus, and all registrations coming in during the National Voter Registration Day were counted as double points. USU has won this the two times previous and we are doing all we can to make sure the threepeat happens.

Student Exchange at University of Wyoming

October 18-20

Students from USUSA, Student Media, and Spirit Squad all traveled together to Laramie, Wyoming to visit University of Wyoming campus and meet with each body's counterpart on their campus. The purpose of this trip is to connect, learn, and share ideas of what each campus does well and how each could improve. We then attended the Wyoming vs USU football game that Saturday.

GRC Gerrymandering Event

October 23

The Government Relations Council held an event specifically towards gerrymandering on the midterm ballots this year. The purpose of the event is to help students be educated when voting this year, and to help civil engagement among college students.

The HOWL

October 26

This year's theme for the HOWL was Circus of Souls. We sold out tickets again this year with 5500 tickets sold. Activities included an oxygen bar, reptile room, karaoke, circus performers, and a dance.

Science Week

November 5-10

USU's College of Science held their week showcasing their different departments and students with events and opportunities to engage with students across campus. Some of the events they held through the week was Elemental Bingo giving bingo a science twist, and Fear Factor where they brought different insects and bugs allowing students to learn more about them.

Professional Responsibilities and Procedures Committee (PRPC) Annual Report

January 2018

Membership

The PRPC members for 2018-2019 are:

Marilyn Cuch, Regional Campuses

Britt Fagerheim, University Libraries (Chair September 2018 – February 2019)

David Farrelly, College of Science

Nikki Kendrick, College of Agriculture and Applied Sciences

Jan Thornton, USU Eastern

Susan Turner, Emma Eccles Jones College of Education and Human Services

Andree Walker, Extension

Charge of PRPC

The Professional Responsibilities and Procedures Committee shall advise the Faculty Senate regarding composition, interpretation, and revision of Section 400 in University Policies and Procedures. Recommended revisions shall be submitted to the Senate for its consideration.

This report covers code changes and reviews since the previous PRPC Annual Report approved by Faculty Senate on April 2, 2018.

Code revisions and changes under review

September – November 2018

Additional Events During the Year in which a Tenure Decision is to be Made (Code 405.7.4)

Sept: Second reading, sent back to PRPC with proposed changes

Nov: Second reading, sent back to PRPC with proposed changes

October 2018

Proposed changes to the following code was moved to PRPC:

Code 403.3.1 Standards of Conduct -Faculty Responsibilities to Student

Code 403.3.2 Standards of Conduct -Professional Obligations

Code 407.1.1 Non-punitive Measures

Code 407.11.2 Inquiry into Allegations of Violation Policies 407.8 and/or 407.9

Code 407.11.3 Protection of Complainant and Others

PRPC is writing these code changes and anticipates presenting to Faculty Senate at January 7, 2019 meeting.

September 2018

Nominating Committee Code

Proposal to create a new committee to coordinate nominations for Faculty Senate President-elect moved to PRPC. In October, the proposal was tabled indefinitely.

Annual Report to the Faculty Senate
from the
University Council on Teacher Education

Academic Year
September 1, 2017 - August 31, 2018

Prepared by Sylvia Read, Associate Dean for Teacher Education
Assisted by Shannon Johnson, Lisa Christensen, and Jairo Hernandez



INTRODUCTION

During the past year, September 2017 - August 2018, the University Council on Teacher Education (CTE) has continued to exercise its responsibility for the coordination and regulation of the Teacher Education Program at Utah State University. Operating within the framework of the Utah State University Code of Policies and Procedures, the Council has concerned itself with the:

1. development of teacher education curricula.
2. approval of all teacher education curricula.
3. admission and counseling procedures for students desiring to enter teacher education programs.
4. graduation requirements and the recommendation of graduates for professional licensure.

MEMBERSHIP

The CTE is composed of 27 (28 counting the Dean) voting members consisting of the Dean of the Emma Eccles Jones College of Education and Human Services, who serves as Chairperson, the Vice Provost for Undergraduate Studies and Research, representatives from the departments within the Emma Eccles Jones College of Education and Human Services involved in the preparation of teachers, and representatives of the colleges offering teaching majors and minors. These members are nominated by the respective deans, in consultation with their staffs, and appointed by the Senate. The term of office is for three years with staggered appointments. The faculty member from the Emma Eccles Jones College of Education and Human Services selected to serve on the University Educational Policies Committee (EPC) is appointed by the Dean of the Emma Eccles Jones College of Education and Human Services to serve on the Council. Inasmuch as all curriculum matters relating to any teacher licensure program should receive consideration by the CTE prior to submission to the EPC, this appointment provides the necessary correlation and communication between the two bodies. In addition, the Utah State Board of Education, the Utah Education Association, and the local school district stakeholders are represented on the CTE. Students at the University are represented by the Senator from the Emma Eccles Jones College of Education and Human Services who has the privilege of one vote. An alternate student is designated to attend in the absence of the College's Senator. The membership of the CTE for the 2017-2018 academic year is identified on page 6 of the report.

The CTE meets regularly on the third Monday of each month. Attendance at the meetings is indicative of the involvement of CTE members in the affairs of the CTE. During the past year, approximately 67% of the members were in attendance at the monthly meetings.

ACTIVITIES OF THE COUNCIL ON TEACHER EDUCATION

Action Items—Program Changes

The CTE approved the following program changes:

5. Students are no longer required to have a speech and hearing test prior to admission to teacher education programs.
6. The Council of Teacher Education voted to no longer seek accreditation through CAEP (Council for Accreditation of Educator Preparation). Instead, we joined AAQEP (Association for Advancing Quality Educator Preparation) and are seeking accreditation through them; teacher education, instructional leadership, and school counseling have submitted self-study reports to AAQEP, and the site visit will occur Feb. 12-13, 2018. A decision will be rendered before August 2018.

7. All secondary education teaching majors are now required to complete the Teacher Work Sample. The Teacher Work Sample is a pedagogical performance assessment that is required in order for us to recommend students for licensure with the state of Utah.
8. The English as a second language endorsement sequence of courses has been revised and updated to match the requirements from the state. Two courses will be offered at the 5000 level allowing them to be taken by undergraduates; three courses will continue to be offered at the 6000 level.
9. TEAL 5080, Integrating Arts in to Learning, was approved. This course will be required for all elementary education majors; it has a prerequisite of two arts methods courses, which requires cooperation and collaboration between TEAL and the Caine College of the Arts leadership and faculty in order to ensure that students are able to comply with the requirement. This collaboration is largely coordinated by Aurora Villa, the Beverly Taylor Sorensen Endowed Program Director.
10. Secondary education teaching majors are no longer required to have a teaching minor unless required by their home department. History continues to require students to have a teaching minor along with a history teaching major.
11. Overall entry requirements (admissions standards) for elementary, secondary, and special education programs were established based upon the entry requirements set by the Utah State Board of Education in R277-301-3, which states that programs must:
 - establish entry requirements, approved by the Superintendent, that are designed to ensure that only high-quality individuals enter the licensure program which include measures of: (i) previous academic success; (ii) disposition for employment in an educational setting; and (iii) basic skills in reading, writing, and mathematics
 Specific programs (e.g., special education) can establish more specific admissions requirements. The entry requirements are:
 - GPA of 3.0 with a possibility of a waiver if specific criteria are met (e.g., student seeks admission to a teacher licensure program with a moderate or critical shortage in Utah)
 - a measure of disposition for employment with specific criteria for entry into the program. This measurement must be recorded into the database either by grade or pass/fail
 - basic skills in reading, writing, and mathematics entry requirements be defined by each program with specific minimum grades

Information Items

1. Students must pass a background check clearance through the FBI and CBI in order to be admitted to teacher education programs. Students who have incidents that might compromise their background check clearance must self-disclose to the teacher education program in which they are enrolled. In addition, the Utah State Board of Education will notify the licensing office if incidents have occurred after a student has been admitted and is in the state database.
2. Secondary education students need to be registered for a clinical course in conjunction with methods course. Clinical courses allow students to practice the methods they are learning. If students are not registered for a clinical course (XXXX 3300 or XXXX 4300), then we are unable to ensure that they have obtained the background check clearance required to be placed in schools and to work with students in those placements.
3. The teacher salary supplement program, which is extra money that funds math, physical science, and computer science teachers who have degrees in these subjects, has now added special education to that program. Teachers can receive an additional \$4k if they apply for this program every year. <https://www.schools.utah.gov/curr/licensing/tssp>

STUDENT PROFILE

Students in the Teacher Education Program

Admission into the Teacher Education Program at Utah State University requires formal application to the Office of the Associate Dean for Graduation, Educator Licensing and Accreditation in the Emma Eccles Jones College of Education and Human Services as well as the department where the major work is being offered. Students are not permitted to enroll in professional courses in education until they have been admitted to the Teacher Education Program. The current admission guidelines require that an applicant have a cumulative 3.0 GPA and minimum grades in general education courses that provide evidence of academic success in reading, writing, and mathematics.

A total of 369 undergraduate students were admitted into the Teacher Education Program during the period September 1, 2017 through August 31, 2018. This total represents an increase of 7.2% from the previous year. Table 1 presents a comparison of the students admitted into the Teacher Education Program by teaching major for the two-year period 2016-2017 and 2017-2018. Table 2 provides data related to the mean ACT scores, USU GPA, and cumulative GPA.

A review of these data indicates that ACT scores and GPAs of students admitted into the Teacher Education Program continue to compare favorably with the ACT scores and GPAs of their counterparts at the University. Two hundred ninety-five (395) students admitted into the Teacher Education Program during the 2017-2018 academic year submitted ACT scores. The mean composite ACT score 24.5. During the same period of time, the mean composite ACT scores of entering freshmen at Utah State University was 24.1. The **410** students admitted into the Teacher Education Program had a mean USU GPA of 3.48 and a mean cumulative GPA of 3.53. The Registrar's Office at the university reported a mean GPA for all sophomores at USU for fall 2018 of 3.23.

Graduates Recommended for Licensing

There were 585 students recommended for educator licensing and endorsements. This total is a increase of 17% percent in 2018 as compared to 2017 (see Table 3). Four hundred eighteen (418) students were recommended for initial licensing in 2018. This total is an increase of 8% in the number of initial licenses granted.

Praxis Content Testing

Table 4 shows that there were 1397 tests attempted in the ETS Praxis II Content test in the student's major area, and 1,112 (80%) passed. Pass rates for each content area ranged from 31% (math content) to 100%.

Placement of Program Graduates

The job placement rate of program graduates continues to be of interest to the Council. In 2018 a total of 477 graduates were recommended to the Utah State Board of Education for initial licensing or additional endorsement areas. Three hundred seventy-eight (79%) responded to our placement survey. Of these, 324 (86%) were employed in Utah and 51 (13.5%) accepted teaching contracts out-of-state. These percentages represent a 99 % placement rate for those seeking teaching positions (see Table 5). The 2018 placement rate is higher than the rate achieved in 2017, which was 93 percent

SUMMARY

This report provides the Faculty Senate with an account of the activities of the CTE and the status of the Teacher Education Program for the 2017-2018 academic year. The CTE's primary activities during this period have been directed at maintaining a quality program.

The membership of the CTE is cognizant of the need to provide well-prepared teachers for our public, private, and charter schools. In response to this challenge, the CTE will continue with its efforts to provide leadership, service, and accountability for the teacher education programs at Utah State University. The intent is to use data and stakeholder input to continuously improve our high-quality pre-service teacher education programs that will attract potential teachers from diverse populations. The information in this report provides evidence that the academic performance of students in the pre-service teacher education program compares favorably with and, in some instances, exceeds the performance of their peers in other academic programs.

UTAH STATE UNIVERSITY COUNCIL ON TEACHER EDUCATION (CTE)

MEMBERSHIP 2017-2018 through 2019-2020*

*Terms expire May 30

College and Number	Department or Area	2017-18	2018-19	2019-20
CEHS (1)	Dean			Beth Foley, Chair
CEHS (2)	Associate Dean			Sylvia Read Francine Johnson
Administration (1)	Vice Provost			Ed Reeve
Agriculture (2)	Ag. Education,			Tyson Sorenson
	Family, Consumer Sci			TBD
Education (6)	Teacher Ed and Leadership			Kathy Trundle
	Secondary Education	Eric Mohr*		
	Inst Tech		Sheri Haderlie	
	Comm Disorders & Deaf Ed	Michelle Wilson*		
	Special Education & Rehabilitation			Tim Slocum
	KHS		Peter Mathesius	
	Psychology			Camille Odell
Humanities and Social Sciences (2)	English		Sonia Manuel Dupont	
	History	Tammy Proctor*		
Caine College of Arts (2)	Fine Arts	Dennise Gackstetter*		
	Theater Arts		Cory Evans	
Science (2)	Mathematics			Kady Schneider
	Biology			Richard Mueller
State Department of Public Instruction (1)	Teacher Personnel			Travis Rawlings
University (1)	Educ. Policy Com.			Scott Hunsaker
Public Schools District Representatives (2)	Principal – Box Elder		Bryce Day	
	Teacher – Cache		Kim Panter	
Society of Supts. (1)	Superintendents		Frank Schofield	
USUSA (1)	ASUSU	Deidra Thomas*		
RCDE (1)	Regional Campus		Amy Piotrowski	

Table 1

A Comparison of Students Accepted into the Teacher Education Program, 2016-2017 and 2017-2018, by Programs

	2016-17	2017-18	DIFFERENCE
Early Childhood	21	27	6
Elementary Education (1-8)	124	136	12
Elementary Education (K-6)	31	18	-13
Composite, Elem Educ & Deaf	3	6	3
Composite, Elem Educ & Spec Educ	11	10	-1
Composite, Spec Educ & Early Child	3	1	-2
Special Education	49	52	3
Secondary Education Majors			
Chemistry	1	1	0
English	16	27	11
Geography	1	0	-1
History	10	10	0
Mathematics	13	16	3
P.E.	9	10	1
Physics	0	1	1
Spanish	3	2	-1
Agricultural Education	20	20	0
Art Education	6	6	0
Biological Science	6	4	-2
Business Education	3	6	3
Earth Science	3	1	-2
Family & Consumer Sciences Education	20	14	-6
Mathematics/Statistics	10	16	6
Music	11	10	-1
Physical Science	1	1	0
Social Studies	12	25	13
Technology Engineering Educ (TEE, ETE, TIED)	2	3	1
Theatre Arts	4	1	-3
Teacher Education-Majors TOTAL	344	369	25

Table 2

***Students' Mean Composite ACT Scores, USU GPA,
Cumulative GPA by Program, at the Time of Admission into the Teacher Education Program
September 2017 through August 2018***

Program	No. of Students Admitted	Students with ACT Scores	Mean ACT Score	Mean USU GPA	Mean Cum GPA
Agricultural Education	6	9	24.75	3.38	3.39
Art Education	20	10	21.00	3.47	3.46
Biological Science	9	7	24.75	3.41	3.42
Business Education	1	4	22.25	3.45	3.41
Chemistry	2	4	22.75	3.66	3.67
Composite, EI Ed & Deaf Ed	2	2	25.25	3.46	3.46
Composite, EI Ed & Spec Ed	5	8	28.75	3.61	3.60
Early Childhood Education	40	10	26.25	3.64	3.55
Earth Science	7	13	19.75	3.30	3.26
Elem Education (1-8)	10	9	23.50	3.34	3.55
Elem Education (K-6)	6	7	24.75	3.65	3.66
English	9	4	27.25	3.64	3.65
Family & Consumer Science Ed	5	3	20.75	3.45	3.48
History	9	23	25.25	3.54	3.46
Math	10	8	24.25	3.78	3.75
Math/Stat	7	5	31.25	3.24	3.51
Music	10	15	22.25	3.50	3.50
Physical Education	7	3	20.75	3.30	3.30
Physical Science	1	0		3.7	3.46
Physics	6	9	29.25	3.98	3.98
Social Studies	10	12	28.75	3.51	3.52
Spanish	29	10	26.75	2.86	3.74
Special Education	79	10	20.00	3.14	3.53
Tech Engineering Ed (TEE)	2	1	28.50	3.38	3.38
Theatre Arts	1	4	28.50	3.38	3.38
TOTAL	410	295	24.5	3.48	3.53

Table 3
Teacher Education Program Graduates
Recommended for Teacher Licensing
2011-2018

	2011	2012	2013	2014	2015	2016	2017	2018
Composite	29	8	8	29	38	34	30	17
Early Childhood	4	17	17	19	21	23	23	31
Elementary	123	109	139	138	116	110	109	144
Elementary K-6	7	17	15	11	9	5	3	7
Secondary	167	113	117	127	101	119	99	154
Endorsements	79	85	107	120	110	76	64	61
Art	8	5	7	5	8	5	6	4
ComD	20	13	28	21	26	15	14	16
HPER	17	27	16	17	16	13	10	7
Lib Media	1	4	4	2	3	6	3	7
Music	10	8	9	15	8	10	8	7
School Counseling	19	52	26	47	28	57	34	61
School Psychology	2	3	5	3	3	2	4	4
Special Education	89	75	79	82	97	69	91	65
TOTAL (initial certificates)	558 (416)	536 (407)	577 (470)	636 (457)	584 (418)	544 (410)	498 (387)	585 (418)

Table 4
Praxis Attempts of Teacher Education Program Graduates
Recommended for Licensing
2014-2018

Program	Praxis Test Number and Name	Passing Score	2014		2015		2016		2017		2018	
			Attempt	Pass	Attempt	Pass	Attempt	Pass	Attempt	Pass	Attempt	Pass
Admin/Supervisory Certificate	0411/5411- Educational Leadership & Supervision		54	49 (91%)	63	57 (90%)	59	54 (92%)	57	56 (98%)	49	49 (100%)
Ag Education	0700/5701- Agriculture		14	13 (93%)	4	4 (100%)	11	11 (100%)	19	19 (100%)	11	11 (100%)
Art Education	0134/5134- Art: Content Knowledge		11	10 (91%)	6	6 (100%)	11	7 (64%)	7	5 (71%)	4	4 (100%)
Biology	0235/5235- Biology: Content Knowledge		10	10 (100%)	18	18 (100%)	18	18 (100%)	6	6 (100%)	7	7 (100%)
Business	5101-Business Education: Content Knowledge		2	2 (100%)	1	1 (100%)	3	3 (100%)	3	3 (100%)	1	1 (100%)
Chemistry	0245/5245- Chemistry: Content Knowledge		8	4 (50%)	9	4 (44%)	28	14 (50%)	19	10 (52%)	14	12 (85.7%)
Chinese	5665-Chinese-Mandarin: World Language		1	0	1	0	1	1 (100%)	1	0	0	0
Early Childhood	0022/5022/5025 Early Childhood		4	4 (100%)	1	1 (100%)	6	6 (100%)	3	3 (100%)	1	1 (100%)
Earth Science	0571/5571- Earth Sci: Content Knowledge		3	0	2	2 (100%)	4	4 (100%)	6	6 (100%)	2	2 (100%)

Program	Praxis Test Number and Name	Passing Score	2014		2015		2016		2017		2018	
			Attempt	Pass	Attempt	Pass	Attempt	Pass	Attempt	Pass	Attempt	Pass
Elementary Education	0014/5014– Elementary Ed: Content Knowledge		2	2 (100%)	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Elementary Education	5032/5002- Elementary Ed: Reading/Language		307	247 (80%)	321	242 (75%)	342	233 (68%)	341	230 (67%)	244	191 (78%)
Early Childhood	5033/5003- Elementary Ed		384	234 (61%)	337	267 (79%)	302	252 (83%)	276	232 (84%)	233	191 (82%)
Early Childhood/Deaf Ed	5034/5004- Elementary Ed		340	245 (72%)	350	237 (68%)	377	246 (65%)	352	220 (63%)	274	192 (82%)
Early Childhood/Elem Ed	5035/5005- Elementary Ed		312	249 (80%)	317	259 (82%)	315	238 (76%)	305	225 (74%)	230	194 (84%)
Elem/Deaf Education	Science											
Elem/Special Education												
Special Education												
English	0041/5041-English Lang: Literature & Composition: Content Knowledge		2	1 (50%)	0	0	0	0	n/a	n/a	2	2 (100%)
English	5038/5039- English Language Arts- Content Knowledge		33	32 (97%)	30	25 (83%)	44	37 (84%)	32	30 (94%)	31	25 (81%)
Family & Consumer Science	0121/5121/5122- Family & Consumer Sciences		19	18 (95%)	31	18 (58%)	17	14 (82%)	11	11 (100%)	18	16 (89%)
French	5174-French: Content Knowledge		4	1 (25%)	1	1 (100%)	1	1 (100%)	1	1 (100%)	0	0
Geography	0921/0920/5921-: Geography		1	1 (100%)	6	4 (67%)	1	1 (100%)	3	3 (100%)	3	3 (100%)

Program	Praxis Test Number and Name	Passing Score	2014		2015		2016		2017		2018	
			Attempt	Pass	Attempt	Pass	Attempt	Pass	Attempt	Pass	Attempt	Pass
German	5183-German: Content Knowledge		0	0	0	0	3	2 (67%)	0	0	0	0
Health Education	5551 Health Educ		7	7 (100%)	2	1 (50%)	7	6 (86%)	2	2 (100%)	1	1 (100%)
History	0941/5941- World & US History: Content Knowledge		20	10 (50%)	30	15 (50%)	26	14 (54%)	31	20 (65%)	22	15 (68%)
Integrated Science	0435/5435-General Sci: Content Knowledge		15	11 (73%)	5	4 (80%)	5	5 (100%)	9	7 (78%)	4	3 (75%)
Latin	0600-Latin		0	0	1	1 (100%)	0	0	0	0	0	0
Library Media Endorsement	0311/5311-Library Media Endorsement		3	3 (100%)	5	5 (100%)	4	4 (100%)	9	9 (100%)	7	7 (100%)
Marketing	0561- Marketing Education		1	1 (100%)	0	0	0	0	0	0	0	0
Math Level II Endorsement	0069/5169-Middle School Mathematics		92	48 (52%)	80	41 (51%)	59	36 (61%)	55	28 (51%)	51	34 (67%)
Mathematics/ Math/Stats	0061/5061/5161- Mathematics: Content Knowledge		39	25 (64%)	36	19 (53%)	70	32 (46%)	47	19 (40%)	35	13 (37%)
Music	5113-Music Content Knowledge		6	6 (100%)	6	6 (100%)	11	10 (91%)	13	13 (100%)	7	7 (100%)
Physical Education/ PE/Coaching	0091/5091- Physical Ed: Content Knowledge		12	12 (100%)	10	9 (90%)	9	9 (100%)	8	7 (88%)	6	5 (83%)

Program	Praxis Test Number and Name	Passing Score	2014		2015		2016		2017		2018	
			Attempt	Pass	Attempt	Pass	Attempt	Pass	Attempt	Pass	Attempt	Pass
Physics	0265/5265- Physics: Content Knowledge		8	8 (100%)	6	6 (100%)	9	6 (67%)	6	6 (100%)	7	6 (86%)
Political Science	0930/5931– Government/ Political Sci		2	1 (50%)	4	4 (100%)	6	5 (83%)	4	3 (75%)	2	2 (100%)
Psychology	0390/5391- Psychology		0	0	0	0	3	3 (100%)	3	2 (67%)	3	3 (100%)
Reading Endorsement	0204/5204-Teaching Reading		10	10 (100%)	5	4 (80%)	6	6 (100%)	6	6 (100%)	1	1 (100%)
Sch Counseling	0421/5421-Sch Guidance & Counseling		51	50 (98%)	40	40 (100%)	54	49 (91%)	53	50 (94%)	66	60 (91%)
Sch Psychology	0401/5401/5402- School Psychologist		1	1 (100%)	5	5 (100%)	9	9 (100%)	5	5 (100%)	4	4 (100%)
Social Studies	0081/5081-Social Studies: Content Knowledge		26	22 (85%)	28	17 (61%)	21	15 (71%)	13	9 (69%)	17	15 (88%)
Sociology	0950/5952-Sociology		0	0	0	0	1	1 (100%)	0	0	0	0
Speech	0220/5221-Speech Communication		0	0	0	0	1	1 (100%)	0	0	0	0
Spanish	0191-Spanish: Content Knowledge		n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	1 (100%)
Spanish	5195 Spanish World Language		3	2 (67%)	8	6 (75%)	10	6 (60%)	12	9 (75%)	13	11 (85%)

Program	Praxis Test Number and Name	Passing Score	2014		2015		2016		2017		2018	
			Attempt	Pass	Attempt	Pass	Attempt	Pass	Attempt	Pass	Attempt	Pass
Special Education	0354/5354-Educ of Exceptional Students: Core Content Knowledge		6	6 (100%)	10	9 (90%)	8	8 (100%)	13	13 (100%)	8	8 (100%)
Special Education	0543/5543-Special Education Core Knowledge Mild Moderate		6	5 (83%)	20	17 (85%)	12	12 (100%)	20	18 (90%)	12	9 (75%)
Special Education	5545- Special Education Core Knowledge & Severe to Profound Applic		2	2 (100%)	3	3 (100%)	1	1 (100%)	1	1 (100%)	2	2 (100%)
Special Education	5047-Middle School English/Language Arts		24	7 (29%)	6	2 (33%)	6	5 (83%)	6	4 (67%)	0	0
Technology Engineering Education	0051/5051-Technology Education		6	6 (100%)	7	7 (100%)	7	6 (86%)	4	4 (100%)	3	3 (100%)
Theatre	0640/0641/5641-Theatre		3	3 (100%)	2	2 (100%)	4	2 (50%)	2	2 (100%)	1	1 (100%)
		TOTAL	1860	1373 (74%)	1817	1369 (75%)	1892	1393 (74%)	1764	1297 (74%)	1397	1112 (80%)

- No Utah cut-off score established

Table 5

***Placement of Teacher Education Program Graduates
Recommended for Initial Licensing for the Period
September 1, 2017 Through August 31, 2018***

1	2	3	4	5	6	7	8	9	10	11
Teaching Major	Total No. Certified	Total No. Responded	In State	Outside State	Other Employment	Seeking Teaching Position	Not Seeking Teaching Position	Continuing Formal Education	% Placement in Teaching of Total Responded	% Placement in Teaching of Total Seeking Employment
Ad/Supervisory	48	20	14	6	4				100%	100%
Ag Ed	10	9	7	2					100%	100%
Art Ed	4	4	2	2					100%	100%
Biological Science	6	6	6						100%	100%
Business	1	1	1						100%	100%
Com Dis/SLP	11	9	8	1					100%	100%
ComDDE/Deaf	5	3	1	2		1			100%	100%
Composite Majors	46	41	35	6					100%	100%
Early Childhood	3	2	1	1					100%	100%
Earth Science	1	1		1					100%	100%
Elem Ed (1-8)	108	94	80	14	1	4			100%	100%
Elem Ed (K-6)	6	4	3	1					100%	100%
English	20	17	15	2					100%	100%
FCSE	16	13	10	3					100%	100%
History	10	4	4						100%	100%

1	2	3	4	5	6	7	8	9	10	11
Teaching Major	Total No. Certified	Total No. Responded	In State	Outside State	Other Employment	Seeking Teaching Position	Not Seeking Teaching Position	Continuing Formal Education	% Placement in Teaching of Total Responded	% Placement in Teaching of Total Seeking Employment
Math	5	5	4	1					100%	100%
Music Ed	7	5	3			1		1	60%	60%
PE	5	2	1	1					100%	100%
Physical Science	5	4	3	1					100%	100%
Physics	1	1	1						100%	100%
Sch Library Media	4	1		1					100%	100%
School Counselor	61	48	46	1	1			1	100%	100%
Sch Psychology	4	4	3	1					100%	100%
Social Studies	10	9	8	1					100%	100%
Spanish	6	5	5						100%	100%
Special Education	22	19	19						100%	100%
Spec Ed Alt	42	38	37		1				100%	100%
Theater	1	1	1						100%	100%
TEE/ETE/ITE/TIED	3	3	3						100%	100%
TOTALS	477	378	324	51	10	12		2	99.2%	99.7%

NOTES

1. Column 10 percent = (Col 4 + Col 5) / Col 3
2. Column 11 percent = (Col 4 + Col 5) / (Col 3 - Col 8 - Col 9)
3. Graduate may be teaching in major or minor content area.

UTAH STATE UNIVERSITY
2017-2018
SCHOLARSHIP YEAR END REPORT
TAYA FLORES
taya.flores@usu.edu
797-1766

Utah State University's Scholarship Office facilitates off-campus organizations and university departments with application of scholarships to student accounts. The Office of Admissions awards scholarships for merit, involvement, need-based and service. On campus departments award scholarships, waivers and tuition awards for merit, need-based and involvement purposes. Off-campus funding comes in the form of earned merit, need and involvement scholarships.

ADMISSION SCHOLARSHIP INDEX

	Fall 2017	Fall 2018	Fall 2019	Amount
Presidential	135+	133+	135+	100% Tuition and Student Body Fees
Deans	129-134	129-132	129-134	90% Tuition

LEGEND FOR 2017-18 SCHOLARSHIP OFFICE REPORT

¹Indicates the total unduplicated number of students and total funding for the 1718 year.

²Departmental Scholarship: Funded by endowments, cash or contracts set up by departments.

³Other USU Scholarships: Non-academic college scholarships that are not categorized as Admissions.

⁴Indicates the total unique number of students in each college that received a scholarship.

⁵Students in the School of Veterinary Medicine have been taken out of GPA totals.

⁶Transition Majors include Continuing Education and Undeclared Students.

HISTORY OF AWARDS

	2014-2015	2015-2016	2016-2017	2017-2018
Agriculture and Applied Sciences				
amount	\$ 5,662,719	\$ 6,591,720	\$ 7,592,380	\$ 7,762,657
⁴ # of Recipients	705	981	1,108	1,209
Caine College of the Arts				
amount	\$ 3,130,722	\$ 3,048,621	\$ 3,248,708	\$ 3,535,002
⁴ # of Recipients	472	501	463	514
Emma Eccles Jones College of Ed. and Hum.				
amount	\$ 11,316,159	\$ 14,674,577	\$ 17,621,803	\$ 17,674,634
⁴ # of Recipients	1,688	2,125	2,392	2,436
College of Engineering				
amount	\$ 9,554,890	\$ 11,221,291	\$ 12,941,111	\$ 13,402,591
⁴ # of Recipients	1,178	1,504	1,626	1,671
College of Humanities and Social Sciences				
amount	\$ 6,635,394	\$ 8,083,897	\$ 9,140,743	\$ 9,353,870
⁴ # of Recipients	989	1,160	1,271	1,321
Jon M. Huntsman School of Business				
amount	\$ 6,674,366	\$ 8,811,925	\$ 9,781,163	\$ 10,700,490
⁴ # of Recipients	977	1,196	1,243	1,289
S.J. & Jessie E. Quinney College of Nat. Res.				
amount	\$ 1,802,395	\$ 1,970,767	\$ 2,412,830	\$ 2,769,976
⁴ # of Recipients	211	296	325	336
College of Science				
amount	\$ 5,892,006	\$ 6,964,251	\$ 7,665,837	\$ 7,717,274
⁴ # of Recipients	724	898	939	985
Transition Majors				
amount	\$ 7,983,762	\$ 5,134,206	\$ 7,920,266	\$ 8,262,319
⁴ # of Recipients	1,739	890	1,485	1,689

COLLEGE OF AGRICULTURE AND APPLIED SCIENCES⁵

Scholarship Type	# of Recipients	\$AMOUNT	Undergraduate		Graduate	
			# of schlrshps	Average GPA	# of schlrshps	Average GPA
Admissions: Presidential	183	\$ 374,529	183	3.78		
Admissions: Dean's	113	\$ 463,774	113	3.73		
Admissions: Other	805	\$ 1,241,329	543	3.47	262	3.77
² Departmental Scholarships	690	\$ 842,281	661	3.68	29	3.89
Regional Campus	9	\$ 36,377	9	3.43		
USU-Eastern	254	\$ 246,506	254	3.03		
³ Other USU Scholarships	354	\$ 496,393	305	3.22	49	3.54
Research and Graduate Studies	246	\$ 982,456	17	3.70	229	3.70
Out-of-State Legacy Waiver Undergraduate	348	\$ 2,211,472	348	3.23		
Out-of-State Legacy Waiver Graduate	0					
Out-of-State Legacy Waiver USU-Eastern	0					
Athletic Department	123	\$ 268,596	123	3.28		
Athletic Department USU-Eastern	4	\$ 12,998	4	3.17		
Cash from Outside Sources	349	\$ 585,946	334	3.54	15	3.82
¹ Total <i>Unduplicated</i> Recipients	1,209	\$ 7,762,657	1,029	3.45	180	3.72

GPA range									Grand Total
	4.0-3.6	3.5-3.1	3.0-2.6	2.5-2.1	2.0-1.6	1.5-1.1	1.0-0.6	0.5-0.0	
FRESHMAN	87	86	46	31	12	10	12	12	296
Admissions: Presidential	1							1	2
Admissions: Dean's	5	2				1			8
Admissions: Other	30	18	11	6	2		3		70
² Departmental Scholarships	1	2	4						7
Regional Campus	1	2							3
USU-Eastern	12	16	9	4	2	3	4	6	56
³ Other USU Scholarships	9	18	8	15	5	4	2	2	63
Out-of-State Legacy Waiver Undergraduate	7	9	6	3	1	1	1	2	30
Out-of-State Legacy Waiver USU-Eastern									0
Athletic Department	1	3	1		1				6
Athletic Department USU-Eastern				1					1
Cash from Outside Sources	20	16	7	2	1	1	2	1	50
SOPHOMORE	152	119	42	22	7	1			343
Admissions: Presidential	7	1	1						9
Admissions: Dean's	15	3							18
Admissions: Other	52	43	9	5	1				110
² Departmental Scholarships	5	8	1						14
Regional Campus									0
USU-Eastern	7	9	4	3					23
³ Other USU Scholarships	11	16	7	1	2				37
Research and Graduate Studies	3	2							5
Out-of-State Legacy Waiver Undergraduate	8	13	13	7	3	1			45
Out-of-State Legacy Waiver USU-Eastern									0
Athletic Department	3	2	1	3					9
Athletic Department USU-Eastern	1								1
Cash from Outside Sources	40	22	6	3	1				72

COLLEGE OF AGRICULTURE AND APPLIED SCIENCES⁵

GPA range	4.0-3.6	3.5-3.1	3.0-2.6	2.5-2.1	2.0-1.6	1.5-1.1	1.0-0.6	0.5-0.0	Grand Total
JUNIOR	160	105	32	13	2				312
Admissions: Presidential	17								17
Admissions: Dean's	15	5	1						21
Admissions: Other	32	21	3		1				57
² Departmental Scholarships	23	21	5	1					50
Regional Campus	1								1
USU-Eastern	4	6		3					13
³ Other USU Scholarships	12	12	6	2					32
Research and Graduate Studies	1								1
Out-of-State Legacy Waiver Undergraduate	18	18	10	6	1				53
Athletic Department	2	1	4						7
Athletic Department USU-Eastern									0
Cash from Outside Sources	35	21	3	1					60
SENIOR	244	133	40	4					421
Admissions: Presidential	21	3							24
Admissions: Dean's	15	1							16
Admissions: Other	22	23	4						49
² Departmental Scholarships	119	46	5						170
Regional Campus		2							2
USU-Eastern	2		2						4
³ Other USU Scholarships	20	10	5						35
Research and Graduate Studies	3	2	1						6
Out-of-State Legacy Waiver Undergraduate	22	29	18	4					73
Out-of-State Legacy Waiver Graduate									0
Athletic Department	3	2	1						6
Athletic Department USU-Eastern									0
Cash from Outside Sources	17	15	4						36
GRADUATE STUDENTS									
² Departmental Scholarships	51	10	1	2					64
Regional Campus	14	2							16
USU-Eastern									0
³ Other USU Scholarships	6	2	1					1	10
Research and Graduate Studies	68	12	4	2				1	87
Out-of-State Legacy Waiver Graduate									0
Athletic Department									0
Cash from Outside Sources	4	2							6
GRADUATE TOTALS	143	28	6	4				2	183
	78.1%	15.3%	3.3%	2.2%	0.0%	0.0%	0.0%	1.1%	100%

CAINE COLLEGE OF THE ARTS						
Scholarship Type	⁴ # of Recipients	\$AMOUNT	Undergraduate		Graduate	
			# of schlrshps	Average GPA	# of schlrshps	Average GPA
Admissions: Presidential	96	\$ 203,130	96	3.92		
Admissions: Dean's	72	\$ 342,543	72	3.84		
Admissions: Other	285	\$ 712,608	285	3.58		
² Departmental Scholarships	668	\$ 685,880	631	3.59	37	3.92
Regional Campus	2	\$ 2,000	2	3.72		
USU-Eastern	2	\$ 2,800	2	3.69		
³ Other USU Scholarships	133	\$ 173,364	133	3.22		
Research and Graduate Studies	51	\$ 168,203	13	3.71	38	3.90
Out-of-State Legacy Waiver Undergraduate	146	\$ 916,704	146	3.30		
Out-of-State Legacy Waiver Graduate	0					
Out-of-State Legacy Waiver USU-Eastern	0					
Athletic Department	44	\$ 107,558	44	3.25		
Athletic Department USU-Eastern	0					
Cash from Outside Sources	150	\$ 220,212	150	3.62		
¹ Total <i>Unduplicated</i> Recipients	514	\$ 3,535,002	491	3.55	23	3.91

GPA range									Grand Total
	4.0-3.6	3.5-3.1	3.0-2.6	2.5-2.1	2.0-1.6	1.5-1.1	1.0-0.6	0.5-0.0	
FRESHMAN	64	34	20	20	9	1	2	5	155
Admissions: Presidential	1								1
Admissions: Dean's	3	2							5
Admissions: Other	21	11	5	6	2			2	47
² Departmental Scholarships	10	8	3	3			1		25
Regional Campus	1								1
USU-Eastern									0
³ Other USU Scholarships	6	2	6	4	3		1	3	25
Out-of-State Legacy Waiver Undergraduate	5	2	2	5	2	1			17
Out-of-State Legacy Waiver USU-Eastern									0
Athletic Department									0
Athletic Department USU-Eastern									0
Cash from Outside Sources	17	9	4	2	2				34
SOPHOMORE	115	38	23	3	4			1	184
Admissions: Presidential	4	1							5
Admissions: Dean's	14	2							16
Admissions: Other	40	14	4		1				59
² Departmental Scholarships	14	7	7	1	1			1	31
Regional Campus									0
USU-Eastern	1								1
³ Other USU Scholarships	8	4	4		1				17
Research and Graduate Studies									0
Out-of-State Legacy Waiver Undergraduate	5	5	5	2	1				18
Out-of-State Legacy Waiver USU-Eastern									0
Athletic Department	1		2						3
Athletic Department USU-Eastern									0
Cash from Outside Sources	28	5	1						34

EMMA ECCLES JONES COLLEGE OF EDUCATION AND HUMAN SERVICES

Scholarship Type	# of Recipients	\$AMOUNT	Undergraduate		Graduate	
			# of schlrshps	Average GPA	# of schlrshps	Average GPA
Admissions: Presidential	466	\$ 986,673	466	3.88		
Admissions: Dean's	230	\$ 848,968	230	3.82		
Admissions: Other	1088	\$ 2,580,508	1088	3.61		
² Departmental Scholarships	1232	\$ 1,840,972	514	3.74	718	3.85
Regional Campus	192	\$ 192,067	151	3.51	41	3.85
USU-Eastern	658	\$ 812,799	658	2.98		
³ Other USU Scholarships	657	\$ 872,213	573	3.37	84	3.75
Research and Graduate Studies	503	\$ 1,899,565	33	3.84	470	3.89
Out-of-State Legacy Waiver Undergraduate	660	\$ 4,230,630	660	3.37		
Out-of-State Legacy Waiver Graduate	24	\$ 152,828			24	3.78
Out-of-State Legacy Waiver USU-Eastern	0					
Athletic Department	902	\$ 2,012,056	829	3.13	73	3.77
Athletic Department USU-Eastern	13	\$ 42,245	13	3.16		
Cash from Outside Sources	707	\$ 1,203,112	699	3.57	8	3.93
¹ Total <i>Unduplicated</i> Recipients	2,436	\$ 17,674,634	2,061	3.46	375	3.85

GPA range	4.0-3.6	3.5-3.1	3.0-2.6	2.5-2.1	2.0-1.6	1.5-1.1	1.0-0.6	0.5-0.0	Grand Total
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FRESHMAN	182	146	70	52	35	23	12	9	529
Admissions: Presidential	1	1							2
Admissions: Dean's	8								8
Admissions: Other	67	49	14	9	2	1			142
² Departmental Scholarships	5	4	1		1				11
Regional Campus	2	2	3	1	2				10
USU-Eastern	14	17	16	12	13	13	8	4	97
³ Other USU Scholarships	16	23	13	11	6	5	2	1	77
Out-of-State Legacy Waiver Undergraduate	17	15	8	7	4	1	1	2	55
Out-of-State Legacy Waiver USU-Eastern									0
Athletic Department	6	8	3	5	1				23
Athletic Department USU-Eastern		2	2						4
Cash from Outside Sources	46	25	10	7	6	3	1	2	100

SOPHOMORE	353	197	91	35	5	1			682
Admissions: Presidential	17								17
Admissions: Dean's	34	5	1						40
Admissions: Other	108	61	17	5					191
² Departmental Scholarships	11	4	3			1			19
Regional Campus	3	4	5						12
USU-Eastern	13	14	12	9	1				49
³ Other USU Scholarships	32	20	14	5	1				72
Research and Graduate Studies	4								4
Out-of-State Legacy Waiver Undergraduate	37	31	17	12	2				99
Out-of-State Legacy Waiver USU-Eastern									0
Athletic Department	6	12	8	1					27
Athletic Department USU-Eastern	1	1	1						3
Cash from Outside Sources	87	45	13	3	1				149

EMMA ECCLES JONES COLLEGE OF EDUCATION AND HUMAN SERVICES

GPA range	4.0-3.6	3.5-3.1	3.0-2.6	2.5-2.1	2.0-1.6	1.5-1.1	1.0-0.6	0.5-0.0	Grand Total
JUNIOR	346	159	49	19	5				578
Admissions: Presidential	48	4							52
Admissions: Dean's	29	2							31
Admissions: Other	67	36	4	2					109
² Departmental Scholarships	19	8	2						29
Regional Campus	15	7		1	1				24
USU-Eastern	17	13	10	2					42
³ Other USU Scholarships	24	23	6	1					54
Research and Graduate Studies	4	1							5
Out-of-State Legacy Waiver Undergraduate	38	40	18	6	2				104
Athletic Department	9	6	7	2	2				26
Athletic Department USU-Eastern									0
Cash from Outside Sources	76	19	2	5					102
SENIOR	605	213	69	19	1				907
Admissions: Presidential	51	7							58
Admissions: Dean's	50	3	1						54
Admissions: Other	86	25	8						119
² Departmental Scholarships	166	33	2	1					202
Regional Campus	27	8	5						40
USU-Eastern	18	17	5	2					42
³ Other USU Scholarships	66	29	12	2					109
Research and Graduate Studies	14	1							15
Out-of-State Legacy Waiver Undergraduate	57	47	13	1					118
Out-of-State Legacy Waiver Graduate									0
Athletic Department	14	18	14	11	1				58
Athletic Department USU-Eastern									0
Cash from Outside Sources	56	25	9	2					92
GRADUATE STUDENTS									
² Departmental Scholarships	273	14		1	1			3	292
Regional Campus	22		1						23
USU-Eastern									0
³ Other USU Scholarships	28	3						1	32
Research and Graduate Studies	171	8		1					180
Out-of-State Legacy Waiver Graduate	10	2							12
Athletic Department	14	2					1		17
Cash from Outside Sources	5								5
GRADUATE TOTALS	523	29	1	2	1		1	4	561
	93.2%	5.2%	0.2%	0.4%	0.2%	0.0%	0.2%	0.7%	100%

COLLEGE OF ENGINEERING						
Scholarship Type	⁴ # of Recipients	\$AMOUNT	Undergraduate		Graduate	
			# of schlrshps	Average GPA	# of schlrshps	Average GPA
Admissions: Presidential	1047	\$ 2,317,834	1047	3.75		
Admissions: Dean's	288	\$ 1,077,235	288	3.58		
Admissions: Other	730	\$ 1,573,390	730	3.38		
² Departmental Scholarships	942	\$ 1,213,945	691	3.69	251	3.81
Regional Campus	3	\$ 5,341	3	3.29		
USU-Eastern	8	\$ 15,000	8	3.50		
³ Other USU Scholarships	429	\$ 675,071	313	3.22	116	3.60
Research and Graduate Studies	800	\$ 2,292,725	89	3.68	711	3.82
Out-of-State Legacy Waiver Undergraduate	459	\$ 2,998,917	459	3.22		
Out-of-State Legacy Waiver Graduate	11	\$ 87,952			11	3.68
Out-of-State Legacy Waiver USU-Eastern	0					
Athletic Department	90	\$ 192,281	90	3.40		
Athletic Department USU-Eastern	0					
Cash from Outside Sources	644	\$ 952,902	638	3.53	6	3.78
¹ Total <i>Unduplicated</i> Recipients	1,671	\$ 13,402,591	1,402	3.53	269	3.79

GPA range									Grand Total
	4.0-3.6	3.5-3.1	3.0-2.6	2.5-2.1	2.0-1.6	1.5-1.1	1.0-0.6	0.5-0.0	
FRESHMAN	102	78	40	27	24	10	8	18	307
Admissions: Presidential	14	2	1			2		1	20
Admissions: Dean's	10	5	2	1				2	20
Admissions: Other	37	29	13	11	7	5	3	2	107
² Departmental Scholarships	8	3		1	1				13
Regional Campus									0
USU-Eastern	1								1
³ Other USU Scholarships	5	11	8	4	5		3	5	41
Research and Graduate Studies	1							1	2
Out-of-State Legacy Waiver Undergraduate	8	7	10	3	5	2	1	6	42
Out-of-State Legacy Waiver USU-Eastern									0
Athletic Department									0
Athletic Department USU-Eastern									0
Cash from Outside Sources	18	21	6	7	6	1	1	1	61
SOPHOMORE	206	123	45	30	12	1	2	2	421
Admissions: Presidential	53	8	4	3					68
Admissions: Dean's	40	18	3	4			1		66
Admissions: Other	69	55	17	6	6	1			154
² Departmental Scholarships	20	13	2	4					39
Regional Campus			1						1
USU-Eastern	1								1
³ Other USU Scholarships	4	10	2	4				2	22
Research and Graduate Studies	3	1							4
Out-of-State Legacy Waiver Undergraduate	13	16	15	9	5		1		59
Out-of-State Legacy Waiver USU-Eastern									0
Athletic Department	3	2	1		1				7
Athletic Department USU-Eastern									0
Cash from Outside Sources	73	33	12	3	3		1	11	136

COLLEGE OF ENGINEERING

GPA range	4.0-3.6	3.5-3.1	3.0-2.6	2.5-2.1	2.0-1.6	1.5-1.1	1.0-0.6	0.5-0.0	Grand Total
JUNIOR	253	105	47	13	3				421
Admissions: Presidential	61	11		1					73
Admissions: Dean's	29	13	1	1					44
Admissions: Other	40	22	9	5	1				77
² Departmental Scholarships	22	8	3	1					34
Regional Campus									0
USU-Eastern			1						1
³ Other USU Scholarships	17	6	5	1	1				30
Research and Graduate Studies	5	3							8
Out-of-State Legacy Waiver Undergraduate	14	21	18	1	1				55
Athletic Department	2	1							3
Athletic Department USU-Eastern									0
Cash from Outside Sources	63	20	10	3					96
SENIOR	487	230	64	5	1				787
Admissions: Presidential	108	21	3	1					133
Admissions: Dean's	18	14	2						34
Admissions: Other	42	22	11	2	1				78
² Departmental Scholarships	167	73	10	1					251
Regional Campus	1								1
USU-Eastern		1							1
³ Other USU Scholarships	24	26	7						57
Research and Graduate Studies	33	9							42
Out-of-State Legacy Waiver Undergraduate	43	38	18	1					100
Out-of-State Legacy Waiver Graduate									0
Athletic Department	2	2	2						6
Athletic Department USU-Eastern									0
Cash from Outside Sources	49	24	11						84
GRADUATE STUDENTS									
² Departmental Scholarships	104	10	1					1	116
Regional Campus									0
USU-Eastern									0
³ Other USU Scholarships	14	1						1	16
Research and Graduate Studies	199	35	1						235
Out-of-State Legacy Waiver Graduate	4	2							6
Athletic Department									0
Cash from Outside Sources	4	1							5
GRADUATE TOTALS	325	49	2					2	378
	86.0%	13.0%	0.5%	0.0%	0.0%	0.0%	0.0%	0.5%	100%

COLLEGE OF HUMANITIES AND SOCIAL SCIENCES

Scholarship Type	# of Recipients	\$AMOUNT	Undergraduate		Graduate	
			# of schlrshps	Average GPA	# of schlrshps	Average GPA
Admissions: Presidential	326	\$ 667,244	326	3.85		
Admissions: Dean's	169	\$ 668,561	169	3.81		
Admissions: Other	524	\$ 1,233,284	524	3.51		
² Departmental Scholarships	669	\$ 859,280	518	3.73	151	3.88
Regional Campus	119	\$ 225,362	60	3.56	59	3.86
USU-Eastern	218	\$ 288,027	218	3.05		
³ Other USU Scholarships	516	\$ 685,703	457	3.19	59	3.78
Research and Graduate Studies	205	\$ 637,718	28	3.80	177	3.83
Out-of-State Legacy Waiver Undergraduate	380	\$ 2,437,928	380	3.32		
Out-of-State Legacy Waiver Graduate	8	\$ 38,415			8	3.76
Out-of-State Legacy Waiver USU-Eastern	2	\$ 3,250	2	1.73		
Athletic Department	456	\$ 1,080,563	456	2.94		
Athletic Department USU-Eastern	3	\$ 9,749	3	2.61		
Cash from Outside Sources	348	\$ 518,785	341	3.60	7	3.86
¹ Total <i>Unduplicated</i> Recipients	1,321	\$ 9,353,870	1,179	3.43	142	3.84

GPA range	4.0-3.6	3.5-3.1	3.0-2.6	2.5-2.1	2.0-1.6	1.5-1.1	1.0-0.6	0.5-0.0	Grand Total
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FRESHMAN	81	52	52	18	6	3	11	5	228
Admissions: Presidential	1						1		2
Admissions: Dean's	7	2							9
Admissions: Other	34	18	16	3	2		1	1	75
² Departmental Scholarships	3	1							4
Regional Campus									0
USU-Eastern	1	2	6	2	2	1	2		16
³ Other USU Scholarships	12	11	12	5	1	2	4	3	50
Research and Graduate Studies	1								1
Out-of-State Legacy Waiver Undergraduate	5	8	9	3			1		26
Out-of-State Legacy Waiver USU-Eastern									0
Athletic Department	2	1		2					5
Athletic Department USU-Eastern				1					1
Cash from Outside Sources	15	9	9	2	1		2	1	39

SOPHOMORE	192	73	47	13	4	3			332
Admissions: Presidential	15								15
Admissions: Dean's	23	3		1					27
Admissions: Other	50	22	10	1	2	2			87
² Departmental Scholarships	14	3	1						18
Regional Campus	2		1						3
USU-Eastern	3	7	2	1					13
³ Other USU Scholarships	13	8	7	5		1			34
Research and Graduate Studies	1								1
Out-of-State Legacy Waiver Undergraduate	16	11	20	3					50
Out-of-State Legacy Waiver USU-Eastern					1				1
Athletic Department	7	4	2	1	1				15
Athletic Department USU-Eastern									0
Cash from Outside Sources	48	15	4	1					68

COLLEGE OF HUMANITIES AND SOCIAL SCIENCES

GPA range	4.0-3.6	3.5-3.1	3.0-2.6	2.5-2.1	2.0-1.6	1.5-1.1	1.0-0.6	0.5-0.0	Grand Total
	JUNIOR	209	94	57	16	3			3
Admissions: Presidential	26	3		1					30
Admissions: Dean's	28	4							32
Admissions: Other	35	14	6		1			2	58
² Departmental Scholarships	35	16	1	1					53
Regional Campus	1								1
USU-Eastern	1	5	6	3					15
³ Other USU Scholarships	18	10	12	5				1	46
Research and Graduate Studies	2								2
Out-of-State Legacy Waiver Undergraduate	26	24	20	5					75
Athletic Department	2	3	8		2				15
Athletic Department USU-Eastern			1						1
Cash from Outside Sources	35	15	3	1					54
SENIOR	374	169	77	22	1			2	645
Admissions: Presidential	41	3							44
Admissions: Dean's	27	5	1						33
Admissions: Other	36	14	3						53
² Departmental Scholarships	148	48	14	1				1	212
Regional Campus	14	7	3	1					25
USU-Eastern	8	6	7	1					22
³ Other USU Scholarships	34	28	12	6				1	81
Research and Graduate Studies	12	3	1						16
Out-of-State Legacy Waiver Undergraduate	21	29	18	4					72
Out-of-State Legacy Waiver Graduate									0
Athletic Department	2	13	14	8	1				38
Athletic Department USU-Eastern									0
Cash from Outside Sources	31	13	4	1					49
GRADUATE STUDENTS									
² Departmental Scholarships	78	6							84
Regional Campus	15								15
USU-Eastern									0
³ Other USU Scholarships	11	2							13
Research and Graduate Studies	72	8	1						81
Out-of-State Legacy Waiver Graduate	3	1							4
Athletic Department	4								4
Cash from Outside Sources									0
GRADUATE TOTALS	183	17	1						201
	91.0%	8.5%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	100%

JON M. HUNTSMAN SCHOOL OF BUSINESS						
Scholarship Type	⁴ # of Recipients	\$AMOUNT	Undergraduate		Graduate	
			# of schlrshps	Average GPA	# of schlrshps	Average GPA
Admissions: Presidential	468	\$ 1,228,603	468	3.84		
Admissions: Dean's	186	\$ 831,395	186	3.70		
Admissions: Other	690	\$ 1,697,456	690	3.57		
² Departmental Scholarships	1231	\$ 1,640,789	1102	3.73	129	3.72
Regional Campus	73	\$ 61,104	71	3.59	2	3.84
USU-Eastern	50	\$ 75,409	49	3.26	1	3.87
³ Other USU Scholarships	360	\$ 715,632	319	3.50	41	3.64
Research and Graduate Studies	80	\$ 359,867	20	3.85	60	3.69
Out-of-State Legacy Waiver Undergraduate	358	\$ 2,371,221	358	3.43		
Out-of-State Legacy Waiver Graduate	26	\$ 206,713			26	3.59
Out-of-State Legacy Waiver USU-Eastern	0					
Athletic Department	377	\$ 874,022	373	3.43	4	3.46
Athletic Department USU-Eastern	0					
Cash from Outside Sources	386	\$ 638,277	379	3.68	7	3.36
¹ Total <i>Unduplicated</i> Recipients	1,289	\$ 10,700,490	1,171	3.63	118	3.68

GPA range									Grand Total
	4.0-3.6	3.5-3.1	3.0-2.6	2.5-2.1	2.0-1.6	1.5-1.1	1.0-0.6	0.5-0.0	
FRESHMAN	111	44	17	10	3	4	2		191
Admissions: Presidential	7								7
Admissions: Dean's	6		1	1					8
Admissions: Other	36	19	10	2	1	2	1		71
² Departmental Scholarships	17	5	2	1					25
Regional Campus	1								1
USU-Eastern	1								1
³ Other USU Scholarships	10	5		2	1	2			20
Out-of-State Legacy Waiver Undergraduate	8	5	1	3			1		18
Out-of-State Legacy Waiver USU-Eastern									0
Athletic Department	4	1							5
Athletic Department USU-Eastern									0
Cash from Outside Sources	21	9	3	1	1				35
SOPHOMORE	243	111	23	3	2		1		383
Admissions: Presidential	22	2	1						25
Admissions: Dean's	19	7	5		1				32
Admissions: Other	70	35	3	3			1		112
² Departmental Scholarships	46	13	6		1				66
Regional Campus	3	4							7
USU-Eastern	1	1							2
³ Other USU Scholarships	10	11							21
Research and Graduate Studies	1								1
Out-of-State Legacy Waiver Undergraduate	19	17	4						40
Out-of-State Legacy Waiver USU-Eastern									0
Athletic Department	2	3							5
Athletic Department USU-Eastern									0
Cash from Outside Sources	50	18	4						72

JON M. HUNTSMAN SCHOOL OF BUSINESS

GPA range	4.0-3.6	3.5-3.1	3.0-2.6	2.5-2.1	2.0-1.6	1.5-1.1	1.0-0.6	0.5-0.0	Grand Total
	JUNIOR	256	109	41	12	1			
Admissions: Presidential	21	3	2						26
Admissions: Dean's	22	1							23
Admissions: Other	43	24	4	3	1				75
² Departmental Scholarships	73	29	8						110
Regional Campus	5	1	3	1					10
USU-Eastern		1	1	1					3
³ Other USU Scholarships	14	14	7	1					36
Research and Graduate Studies									0
Out-of-State Legacy Waiver Undergraduate	24	21	11	4					60
Athletic Department	7	2	4						13
Athletic Department USU-Eastern									0
Cash from Outside Sources	47	13	1	2					63
SENIOR	490	218	59	2					769
Admissions: Presidential	69	7							76
Admissions: Dean's	33	7							40
Admissions: Other	48	25	6						79
² Departmental Scholarships	197	67	7						271
Regional Campus	12	13	1						26
USU-Eastern	3	1	2	1					7
³ Other USU Scholarships	38	27	9						74
Research and Graduate Studies	12	1							13
Out-of-State Legacy Waiver Undergraduate	29	43	20	1					93
Out-of-State Legacy Waiver Graduate									0
Athletic Department	10	11	7						28
Athletic Department USU-Eastern									0
Cash from Outside Sources	39	16	7						62
GRADUATE STUDENTS									
² Departmental Scholarships	51	15	2						68
Regional Campus	1								1
USU-Eastern	1								1
³ Other USU Scholarships	17	4	1						22
Research and Graduate Studies	23	8							31
Out-of-State Legacy Waiver Graduate	6	9							15
Athletic Department		1							1
Cash from Outside Sources	1	2	1						4
GRADUATE TOTALS	100	39	4						143
	69.9%	27.3%	2.8%	0.0%	0.0%	0.0%	0.0%	0.0%	100%

S.J. & JESSIE E. QUINNEY COLLEGE OF NATURAL RESOURCES

Scholarship Type	⁴ # of Recipients	\$AMOUNT	Undergraduate		Graduate	
			# of schlrshps	Average GPA	# of schlrshps	Average GPA
Admissions: Presidential	55	\$ 148,134	55	3.85		
Admissions: Dean's	27	\$ 102,803	27	3.67		
Admissions: Other	83	\$ 249,145	83	3.53		
² Departmental Scholarships	348	\$ 616,876	159	3.63	189	3.86
Regional Campus	13	\$ 9,086	9	3.36	4	3.89
USU-Eastern	36	\$ 19,275	36	3.53		
³ Other USU Scholarships	104	\$ 146,918	98	3.18	6	3.80
Research and Graduate Studies	270	\$ 947,456	23	3.83	247	3.87
Out-of-State Legacy Waiver Undergraduate	55	\$ 352,869	55	3.04		
Out-of-State Legacy Waiver Graduate	2	\$ 4,561			2	3.92
Out-of-State Legacy Waiver USU-Eastern	0					
Athletic Department	15	\$ 23,128	15	2.73		
Athletic Department USU-Eastern	0					
Cash from Outside Sources	77	\$ 149,726	73	3.47	4	3.89
¹ Total <i>Unduplicated</i> Recipients	336	\$ 2,769,976	206	3.47	130	3.87

GPA range	4.0-3.6	3.5-3.1	3.0-2.6	2.5-2.1	2.0-1.6	1.5-1.1	1.0-0.6	0.5-0.0	Grand Total
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FRESHMAN	14	8	9	7	3	4		1	46
Admissions: Presidential									0
Admissions: Dean's									0
Admissions: Other	3	2	3			1			9
² Departmental Scholarships	1		1						2
Regional Campus	1								1
USU-Eastern	1								1
³ Other USU Scholarships	2	3	2	3	2	2			14
Out-of-State Legacy Waiver Undergraduate	4	1		2		1		1	9
Out-of-State Legacy Waiver USU-Eastern									0
Athletic Department									0
Athletic Department USU-Eastern									0
Cash from Outside Sources	2	2	3	2	1				10

SOPHOMORE	32	25	4	9					70
Admissions: Presidential	5			1					6
Admissions: Dean's	3	2							5
Admissions: Other	7	6							13
² Departmental Scholarships	5	5		1					11
Regional Campus									0
USU-Eastern	1	3							4
³ Other USU Scholarships	1	4	2	2					9
Research and Graduate Studies	2								2
Out-of-State Legacy Waiver Undergraduate		3	1	3					7
Out-of-State Legacy Waiver USU-Eastern									0
Athletic Department			1	1					2
Athletic Department USU-Eastern									0
Cash from Outside Sources	8	2		1					11

S.J. & JESSIE E. QUINNEY COLLEGE OF NATURAL RESOURCES

GPA range	4.0-3.6	3.5-3.1	3.0-2.6	2.5-2.1	2.0-1.6	1.5-1.1	1.0-0.6	0.5-0.0	Grand Total
JUNIOR	22	21	8	3					54
Admissions: Presidential	1	1							2
Admissions: Dean's	4	2	1						7
Admissions: Other	4	3	1						8
² Departmental Scholarships	4	3		1					8
Regional Campus		1							1
USU-Eastern									0
³ Other USU Scholarships	3	1	3	1					8
Research and Graduate Studies	1								1
Out-of-State Legacy Waiver Undergraduate	1	5	1	1					8
Athletic Department									0
Athletic Department USU-Eastern		1							1
Cash from Outside Sources	4	4	2						10
SENIOR	71	41	18	1					131
Admissions: Presidential	8								8
Admissions: Dean's	2								2
Admissions: Other	6	4	1						11
² Departmental Scholarships	26	13	6						45
Regional Campus		2							2
USU-Eastern	1	3	2						6
³ Other USU Scholarships	9	11	3						23
Research and Graduate Studies	8	1	1						10
Out-of-State Legacy Waiver Undergraduate	2	4	3	1					10
Out-of-State Legacy Waiver Graduate									0
Athletic Department			1						1
Athletic Department USU-Eastern									0
Cash from Outside Sources	9	3	1						13
GRADUATE STUDENTS									
² Departmental Scholarships	80	6						1	87
Regional Campus	1								1
USU-Eastern									0
³ Other USU Scholarships	4	1							5
Research and Graduate Studies	105	7						1	113
Out-of-State Legacy Waiver Graduate	1								1
Athletic Department									0
Cash from Outside Sources	3								3
GRADUATE TOTALS	194	14						2	210
	92.4%	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%	1.0%	100%

COLLEGE OF SCIENCE						
Scholarship Type	⁴ # of Recipients	\$AMOUNT	Undergraduate		Graduate	
			# of schlrshps	Average GPA	# of schlrshps	Average GPA
Admissions: Presidential	610	\$ 1,255,968	610	3.80		
Admissions: Dean's	140	\$ 574,650	140	3.72		
Admissions: Other	410	\$ 976,586	410	3.44		
² Departmental Scholarships	585	\$ 717,083	328	3.74	257	3.63
Regional Campus	12	\$ 13,162	12	3.30		
USU-Eastern	42	\$ 46,035	42	3.55		
³ Other USU Scholarships	192	\$ 244,237	180	3.33	12	3.92
Research and Graduate Studies	458	\$ 1,399,623	61	3.71	397	3.73
Out-of-State Legacy Waiver Undergraduate	276	\$ 1,744,423	276	3.22		
Out-of-State Legacy Waiver Graduate	2	\$ 9,940			2	4.00
Out-of-State Legacy Waiver USU-Eastern	0					
Athletic Department	151	\$ 288,166	151	3.33		
Athletic Department USU-Eastern	0					
Cash from Outside Sources	310	\$ 447,402	307	3.58	3	3.96
¹ Total <i>Unduplicated</i> Recipients	985	\$ 7,717,274	804	3.57	181	3.70

GPA range									Grand Total
	4.0-3.6	3.5-3.1	3.0-2.6	2.5-2.1	2.0-1.6	1.5-1.1	1.0-0.6	0.5-0.0	
FRESHMAN	39	54	28	18	12	4	3		158
Admissions: Presidential	4	2							6
Admissions: Dean's	3	3	2		1				9
Admissions: Other	14	18	6	9	2	1	1		51
² Departmental Scholarships	1								1
Regional Campus			1						1
USU-Eastern		1							1
³ Other USU Scholarships	4	5	7	5	3		1		25
Out-of-State Legacy Waiver Undergraduate	1	1							2
Out-of-State Legacy Waiver USU-Eastern	3	8	7	2	2	2			24
Athletic Department		2	2	1					5
Athletic Department USU-Eastern									0
Cash from Outside Sources	9	14	3	1	4	1	1		33
SOPHOMORE	153	64	30	13	6		1		267
Admissions: Presidential	26	4							30
Admissions: Dean's	16	5							21
Admissions: Other	40	25	13	6	1		1		86
² Departmental Scholarships	7	3	1		1				12
Regional Campus	1								1
USU-Eastern	1								1
³ Other USU Scholarships	5	7	4	1					17
Research and Graduate Studies	2								2
Out-of-State Legacy Waiver Undergraduate	12	9	9	4	4				38
Out-of-State Legacy Waiver USU-Eastern									0
Athletic Department	3	1	1						5
Athletic Department USU-Eastern									0
Cash from Outside Sources	40	10	2	2					54

COLLEGE OF SCIENCE

GPA range	4.0-3.6	3.5-3.1	3.0-2.6	2.5-2.1	2.0-1.6	1.5-1.1	1.0-0.6	0.5-0.0	Grand Total
JUNIOR	181	75	23	17	3	2			301
Admissions: Presidential	33	10	1	2					46
Admissions: Dean's	20	4	3	1					28
Admissions: Other	33	18	2	3					56
² Departmental Scholarships	19	4	2		1				26
Regional Campus		1			1				2
USU-Eastern	4	1	1	1					7
³ Other USU Scholarships	9	5	7	2		1			24
Research and Graduate Studies	4	2							6
Out-of-State Legacy Waiver Undergraduate	15	12	5	4		1			37
Athletic Department	5	3			1				9
Athletic Department USU-Eastern									0
Cash from Outside Sources	39	15	2	4					60
SENIOR	310	91	30	11	1				443
Admissions: Presidential	78	10							88
Admissions: Dean's	19	4							23
Admissions: Other	24	5	1	2					32
² Departmental Scholarships	83	21	8						112
Regional Campus	2	1	1						4
USU-Eastern	1	2							3
³ Other USU Scholarships	20	7	2	2	1				32
Research and Graduate Studies	28	3	3						34
Out-of-State Legacy Waiver Undergraduate	21	23	11	6					61
Out-of-State Legacy Waiver Graduate									0
Athletic Department	7	5		1					13
Athletic Department USU-Eastern									0
Cash from Outside Sources	27	10	4						41
GRADUATE STUDENTS									
² Departmental Scholarships	85	26	3	1				4	119
Regional Campus	5	1							6
USU-Eastern									0
³ Other USU Scholarships									0
Research and Graduate Studies	117	26	6	1	3				153
Out-of-State Legacy Waiver Graduate	1								1
Athletic Department									0
Cash from Outside Sources	3								3
GRADUATE TOTALS	211	53	9	2	3			4	282
	74.8%	18.8%	3.2%	0.7%	1.1%	0.0%	0.0%	1.4%	100%

TRANSITION MAJORS⁶

Scholarship Type	# of Recipients	\$AMOUNT	Undergraduate		Graduate	
			# of schlrshps	Average GPA	# of schlrshps	Average GPA
Admissions: Presidential	82	\$ 202,007	82	3.82		
Admissions: Dean's	69	\$ 216,380	69	3.58		
Admissions: Other	661	\$ 1,264,379	661	3.36		
² Departmental Scholarships	188	\$ 370,120	31	3.11	157	3.75
Regional Campus	73	\$ 89,154	69	3.06	4	1.57
USU-Eastern	1332	\$ 1,390,830	1332	2.97		
³ Other USU Scholarships	386	\$ 394,292	386	2.83		
Research and Graduate Studies	1	\$ 500	1	4.00		
Out-of-State Legacy Waiver Undergraduate	351	\$ 2,092,235	351	2.89		
Out-of-State Legacy Waiver Graduate						
Out-of-State Legacy Waiver USU-Eastern	4	\$ 6,499	4	3.06		
Athletic Department	680	\$ 1,330,048	680	2.96		
Athletic Department USU-Eastern	62	\$ 201,475	62	3.04		
Cash from Outside Sources	397	\$ 704,400	397	3.33	3	2.61
¹ Total <i>Unduplicated</i> Recipients	1,689	\$ 8,262,319	1,605	3.08	84	3.68

GPA range	4.0-3.6	3.5-3.1	3.0-2.6	2.5-2.1	2.0-1.6	1.5-1.1	1.0-0.6	0.5-0.0	Grand Total
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FRESHMAN	251	230	173	117	65	41	27	31	935
Admissions: Presidential	3								3
Admissions: Dean's	11	4	1						16
Admissions: Other	74	49	30	11	5	3	4	5	181
² Departmental Scholarships	3	2			1				6
Regional Campus	9	6	7	3	3	1			29
USU-Eastern	51	61	52	36	27	16	10	8	261
³ Other USU Scholarships	22	37	29	18	14	9	7	10	146
Out-of-State Legacy Waiver Undergraduate	23	12	17	23	10	5	2	1	93
Out-of-State Legacy Waiver USU-Eastern		1							1
Athletic Department	12	19	13	8	3	3	1	1	60
Athletic Department USU-Eastern	1	5	4	3			1	1	15
Cash from Outside Sources	42	34	20	15	2	4	2	5	124

SOPHOMORE	320	212	137	72	38	3		1	783
Admissions: Presidential	16	2	2						20
Admissions: Dean's	15	5	1	1	2				24
Admissions: Other	104	51	18	11	6				190
² Departmental Scholarships	1	4	2	2					9
Regional Campus	4	1	4		1				10
USU-Eastern	43	43	39	22	8	1		1	157
³ Other USU Scholarships	14	28	13	6	4				65
Research and Graduate Studies	1								1
Out-of-State Legacy Waiver Undergraduate	15	28	29	14	6	1			93
Out-of-State Legacy Waiver USU-Eastern			1						1
Athletic Department	19	14	14	9	7	1			64
Athletic Department USU-Eastern	6	4	2	2	1				15
Cash from Outside Sources	82	32	12	5	3				134

TRANSITION MAJORS⁶

GPA range	4.0-3.6	3.5-3.1	3.0-2.6	2.5-2.1	2.0-1.6	1.5-1.1	1.0-0.6	0.5-0.0	Grand Total
JUNIOR	67	51	73	28	1				220
Admissions: Presidential	4	1							5
Admissions: Dean's	6	3							9
Admissions: Other	6	4	4	2					16
² Departmental Scholarships	1		2						3
Regional Campus	3	1	1	1					6
USU-Eastern	20	14	15	7					56
³ Other USU Scholarships	5	6	8	6					25
Research and Graduate Studies									0
Out-of-State Legacy Waiver Undergraduate	7	3	23	8	1				42
Out-of-State Legacy Waiver USU-Eastern									0
Athletic Department	4	8	13	2					27
Athletic Department USU-Eastern		2	1						3
Cash from Outside Sources	11	9	6	2					28
SENIOR	5	8	14	7	2				36
Admissions: Presidential									0
Admissions: Dean's	1								1
Admissions: Other				2					2
² Departmental Scholarships			1						1
Regional Campus	1	1	1						3
USU-Eastern	2	1	1	1					5
³ Other USU Scholarships	1		1	3	1				6
Research and Graduate Studies									0
Out-of-State Legacy Waiver Undergraduate		5	4	1					10
Out-of-State Legacy Waiver Graduate									0
Athletic Department		1	3		1				5
Athletic Department USU-Eastern									0
Cash from Outside Sources			3						3
GRADUATE STUDENTS									
² Departmental Scholarships	58	7	6	3				2	76
Regional Campus	1			1				2	4
USU-Eastern									0
³ Other USU Scholarships									0
Research and Graduate Studies									0
Out-of-State Legacy Waiver Graduate									0
Athletic Department									0
Cash from Outside Sources	2							1	3
GRADUATE TOTALS	61	7	6	4				5	83
	73.5%	8.4%	7.2%	4.8%	0.0%	0.0%	0.0%	6.0%	100%

TOTAL FOR ALL COLLEGES						
Scholarship Type	⁴ # of Recipients	\$AMOUNT	Undergraduate		Graduate	
			# of schlrshp	Average GPA	# of schlrshps	Average GPA
Admissions: Presidential	3333	\$ 7,384,121	3333	3.81		
Admissions: Dean's	1294	\$ 5,126,309	1294	3.71		
Admissions: Other	5014	\$ 11,536,720	5014	3.50		
² Departmental Scholarships	6786	\$ 8,787,225	4635	3.69	2151	3.80
Regional Campus	525	\$ 633,655	386	3.44	139	3.80
USU-Eastern	2600	\$ 2,896,680	2599	3.01	1	3.87
³ Other USU Scholarships	3131	\$ 4,403,823	2764	3.23	367	3.68
Research and Graduate Studies	2614	\$ 8,680,076	285	3.75	2329	3.81
Out-of-State Legacy Waiver Undergraduate	3033	\$ 19,356,399	3033	3.25		
Out-of-State Legacy Waiver Graduate	73	\$ 500,409			73	3.70
Out-of-State Legacy Waiver USU-Eastern	6	\$ 9,749	6	2.62		
Athletic Department	2841	\$ 6,176,417	2761	3.12	80	3.75
Athletic Department USU-Eastern	82	\$ 266,467	82	3.05		
Cash from Outside Sources	3371	\$ 5,420,762	3318	3.55	53	3.71
¹ Total <i>Unduplicated</i> Recipients	11,023	\$ 81,178,812	9,526	3.45	1,497	3.79

UNDERGRADUATE	GPA range	4.0-3.6	3.5-3.1	3.0-2.6	2.5-2.1	2.0-1.6	1.5-1.1	1.0-0.6	0.5-0.0	Grand Total
Agriculture and Applied Sciences		643	443	160	70	21	11	12	12	1,372
Caine College of the Arts		450	157	71	25	15	1	2	6	727
Emma Eccles Jones College of Ed. and Hum.		1486	715	279	125	46	24	12	9	2,696
College of Engineering		1048	536	196	75	40	11	10	20	1,936
College of Humanities and Social Sciences		856	388	233	69	14	6	11	10	1,587
Jon M. Huntsman School of Business		1100	482	140	27	6	4	3		1,762
S.J. & Jessie E. Quinney College of Nat. Res.		139	95	39	20	3	4		1	301
College of Science		683	284	111	59	22	6	4		1,169
Transition Majors		643	501	397	224	106	44	27	32	1,974
UNDERGRADUATE TOTALS		7048	3601	1626	694	273	111	81	90	13,524
		52.1%	26.6%	12.0%	5.1%	2.0%	0.8%	0.6%	0.7%	100%

GRADUATE	GPA range	4.0-3.6	3.5-3.1	3.0-2.6	2.5-2.1	2.0-1.6	1.5-1.1	1.0-0.6	0.5-0.0	Grand Total
Agriculture and Applied Sciences		143	28	6	4				2	183
Caine College of the Arts		35	1							36
Emma Eccles Jones College of Ed. and Hum.		523	29	1	2	1		1	4	561
College of Engineering		325	49	2					2	378
College of Humanities and Social Sciences		183	17	1						201
Jon M. Huntsman School of Business		100	39	4						143
S.J. & Jessie E. Quinney College of Nat. Res.		194	14						2	210
College of Science		211	53	9	2	3			4	282
Transition Majors		61	7	6	4				5	83
GRADUATE TOTALS		1775	237	29	12	4	0	1	19	2,077
		85.5%	11.4%	1.4%	0.6%	0.2%	0.0%	0.0%	0.9%	100%

compiled 9/18 by T.Flores

ASR 2018-2019-03

Committee: Executive Council

First Reading Date: October 16, 2018

Second Reading Date: October 30, 2018

Final Action Date: October 30, 2018

Final Action: Passed

Proposed Revisions to the Faculty Code

Description: This resolution was written and passed by the student-elected legislature working under the Student Affairs Office at Utah State University. It proposes several changes to USU Legislation 400 (Faculty Code). This resolution has passed unanimously through Academic Senate, Executive Council, and Stater's council (comprised of President Noelle Cockett, the chief of staff, head of student affairs, and all the deans of the university). However, we understand that this is still a resolution, or suggestion, to the governing body which oversees this legislation. For this reason, we now pass these proposed revisions to the Faculty Senate.

We as student leaders understand that the Faculty Code is already in the process of revision, but respectfully request that these suggestions be taken into consideration as well. The changes we propose for the Faculty Code to include a definition of abusive conduct as defined in the 2017 Heathy Workplace Bill passed in Utah, to allow for annual review of faculty conduct, and to allow for administrative leave of faculty members.

1 **WHEREAS** Utah State University is a public university currently serving over 28,000 students
2 and employing 800 faculty members

3 **WHEREAS** University administrators and faculty alike are bound to the constraints of USU
4 Legislation Section 400 in matters of faculty conduct and promotion

5 **WHEREAS** The current USU Legislation Section 407.2 2.5 (Faculty Code-Sanctions) prevents
6 faculty members from being twice subject to sanctions for the same instance of a violation of a
7 standard of conduct.

8 **WHEREAS** USU policy 407.4.11 states "In the event that a faculty member is charged with a
9 felony that affects an institutional interest, the president may temporarily suspend the faculty
10 member with full pay without following the procedures above upon written notice to the faculty
11 member. This suspension shall remain in effect until such time as the faculty member has
12 resigned, been acquitted of the felony charges, or been sanctioned according to procedures
13 above."

14 **WHEREAS** USU Policy 407.8.5 D states: "In extraordinary circumstances, where the provost
15 finds that it is reasonably certain that the alleged sexual harassment has occurred and serious and
16 immediate harm will ensue if the faculty member continues to work, and after consulting the
17 chair of the Academic Freedom and Tenure Committee, the provost may at any time during or
18 after an inquiry or investigation into a sexual harassment complaint recommend to the president

the suspension with pay of any faculty member or teaching assistant accused of sexual harassment.”

WHEREAS “Serious and immediate harm” is vague, far too open ended, difficult to define, and thus leaves the university liable and the student body at risk in the face of allegations of faculty misconduct.

WHEREAS In the event that violations are filed against a faculty member, university policy should protect due process of accused faculty members, prevent double jeopardy sanctions, and protect the rights of students.

WHEREAS Not all violations of faculty conduct that may require administrative leave pending an investigation may be reasonably defined as a felony or causing “serious and immediate harm [to students or university personnel].”

WHEREAS Allegations of serious misconduct have been filed against multiple faculty members in the Caine College of the Arts Piano program and the university would have been able to take swifter action to protect accused faculty as well as students within the program had administrative leave been available through the faculty code.

WHEREAS Similar legislation already exists under USU Policy 311 (Corrective Action) stating, “When significant allegations are identified, a benefit-eligible, non-faculty employee may be put on leave with pay pending notice of and an opportunity to respond to the charges at a meeting. After an investigation has taken place and the employee has been given an opportunity to discuss the results, appropriate action will be taken by the University.” However, this policy does not currently extend to faculty members.

BE IT THEREFORE RESOLVED THAT The faculty code be revised to allow for administrative leave with pay to be initiated when significant allegations of misconduct are identified allowing for the university to conduct a proper investigation of such charges.

WHEREAS USU Policy 400.5.12.1 (Annual review of faculty) currently reads: “This evaluation shall encompass a multi-year window of performance that covers a five-year span (to meet the requirements of post-tenure review for tenured faculty). Such reviews shall, at a minimum, incorporate an analysis of the fulfillment of the role statement. The basic standard for appraisal shall be whether the faculty member under review discharges conscientiously and with professional competence the duties appropriately associated with his or her position.”

WHEREAS The above policy currently only allows tenured faculty to be evaluated based on “professional competence” but not conduct.

WHEREAS Tenured faculty often work very closely with students and professional conduct should also be prioritized in addition to competence in their field.

BE IT FURTHER RESOLVED USU Policy 400.5.12.1 (Annual review of faculty) be revised to also include professional conduct as a criterion through which tenured faculty may be reviewed.

56 **WHEREAS** the Alan Sullivan investigation conducted in March of 2018 found the USU Piano
57 Pedagogy Program guilty of acts of humiliation, intimidation, vindictiveness, and psychological
58 abuse against current and former students.
59 **WHEREAS** the Healthy Workplace Bill signed into Utah law in 2017 contains a legal definition
60 of abusive conduct which encompasses acts of humiliation, intimidation, vindictiveness, and
61 psychological abuse.
62 **BE IT FURTHER RESOLVED THAT** USU Policy 403.3.2 be amended to include language
63 which specifies that no faculty member shall engage in abusive conduct.

Tags: Faculty Code, Standards of Conduct, USU Piano Program, Discrimination and Harassment, Equal Opportunity, Annual Review of Tenured Faculty

Sponsor: Sierra Wise-USUSA Arts Senator

Co-sponsor: Jaren Hunsaker- USUSA President, Alexandra Smith-USUSA Executive Vice President, Samuel Jackson- USUSA Student Advocate VP, Joshua Johnson- USUSA Clubs and Diversity VP, Kristin Hall- USUSA Graduate Studies Senator, Erik Olson- USUSA Engineering Senator

Policy Paper (This bolded section will be filled out by the Administrative Assistant)

Committee: Executive Council

In Attendance: President Hunsaker, VP Allie Smith, Senator Kristin Hall, VP Daria Griffith, Director Braxton Moon, VP Sam Jackson, VP Meghan Tatom, VP Bannon Greer, VP Jenna Stoker, Assistant Brooke Jorgensen

Absent: VP Joshua Johnson

Result: passed

Legal Definitions:

Harassment and discrimination:

The US Equal Opportunity Commission defines harassment and discrimination as:

“a form of employment discrimination that violates Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, (ADEA), and the Americans with Disabilities Act of 1990, (ADA).

Harassment is unwelcome conduct that is based on race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information. Harassment becomes unlawful where 1) enduring the offensive conduct becomes a condition of continued employment, or 2) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive. Anti-discrimination laws also prohibit harassment against individuals in retaliation for filing a discrimination charge, testifying, or participating in any way in an investigation, proceeding, or lawsuit under these laws; or opposing employment practices that they reasonably believe discriminate against individuals, in violation of these laws.

Petty slights, annoyances, and isolated incidents (unless extremely serious) will not rise to the level of illegality. To be unlawful, the conduct must create a work environment that would be intimidating, hostile, or offensive to reasonable people.

Offensive conduct may include, but is not limited to, offensive jokes, slurs, epithets or name calling, physical assaults or threats, intimidation, ridicule or mockery, insults or put-downs, offensive objects or pictures, and interference with work performance. Harassment can occur in a variety of circumstances, including, but not limited to, the following:

The harasser can be the victim's supervisor, a supervisor in another area, an agent of the employer, a co-worker, or a non-employee.

The victim does not have to be the person harassed, but can be anyone affected by the offensive conduct.

Unlawful harassment may occur without economic injury to, or discharge of, the victim.”

Abusive Conduct:

According to the Utah Healthy Workplace bill signed into Utah law in 2017, abusive conduct is defined as:

“Abusive conduct means verbal, nonverbal, or physical conduct of an employee to another employee that, based on its severity, nature, and frequency of occurrence, a reasonable person would determine is intended to cause intimidation, humiliation, or

unwarranted distress or results in substantial physical or psychological harm as a result of intimidation, humiliation, or unwarranted distress; or exploits an employee's known physical or psychological disability.”

History:

This resolution was created in response to the ongoing sexual misconduct investigation and crisis in the Caine College Piano Pedagogy Program. Both in the case of the former program coordinator, Gary Amano, as well as with the pending charges against Dennis Hirst, the need for easier access to administrative leave has become apparent. Gary Amano was placed a forced sabbatical to remove him from the department pending a formal investigation. Dennis Hirst, he was reassigned to duties that would remove him from the college pending an investigation. As student leaders, we believe that these accusations should not be taken lightly. Both due process and student rights should be upheld and protected. It is irresponsible to move forward from this experience without instating administrative leave.

Additionally, the major violations of conduct committed in the Piano Program have had lasting repercussions on the students who have been caught in the crossfire. Cindy Dewey (department head for music) was aware that Gary Amano was treating students unkindly (although she did not know of the extent) before the investigation was ever formally launched. However, with the wording as it currently stands within the code, she was unable to take any impactful corrective action against him. As the process currently stands, the only action available to help systemic issues of misconduct that have not escalated to being “imminently dangerous” or do not qualify as a felony charge is to remove the student having an issue with the tenured faculty and place them in another class. This system is inefficient. It wrongfully punishes students and damages their academic process rather than allowing for the issue to be reformed by working with the faculty member.

After the press release in April of 2018 following the investigation into the piano department, a group of five independent students from the Caine College approached me, their academic senator, with concerns regarding the faculty code. While many of the points they brought up are important and valid to the argument as to why this change in legislation is necessary, the point most important is that these students do not feel safe at Utah State University. We understand that as the Academic Senate and Executive Council, we do not hold legislative power over policy 400. For this reason, specifications regarding how these proposed changes should be worded and implemented have been left intentionally open-ended.

However, this issue is academic in nature and thus has become a concern to the Academic Senate in that if students do not feel safe navigating their academic environment, they are unable to achieve the quality education they paid for and deserve. As a student body, we respectfully petition the committees that hold legislative power over the faculty code to consider our recommendations and take swift action for reform and the implementation of these suggestions.

Purpose:

The purpose of this resolution is to make the necessary changes to USU policy 400 (the faculty code) in order to better protect the interests of Utah State University as well as the rights of students. These changes include: the implementation of administrative leave, the allowance of

tenured faculty to be reviewed based on conduct, and better clarification of the definitions of discrimination and harassment.

Pros:

This resolution will better protect the interests of the university, faculty members, and students. Additionally, it will streamline the process of conducting university investigations, protect due process, and clarify the definitions of discrimination and harassment.

Cons:

This may be difficult to implement. Could place stress on college administration as they try to fill positions if a faculty member is placed on leave. Could be perceived as a threat to tenure.

ECR 2019-02

Committee:
First Reading Date:
Second Reading Date:
Final Action Date:
Final Action:

Mental Health Syllabus Resources

- 1 **WHEREAS** the purpose of USUSA is to improve student life on the campus of Utah State University,
2 **WHEREAS** mental health awareness has been a focal point of the Government Relations Council, the
3 Student Advocate Vice President, and USUSA as a whole,
4 **WHEREAS** the Government Relations Council, Student Advocate Vice President, and USUSA as a
5 whole lobbied for the passage of HCR 016 in 2017,
6 **WHEREAS** HCR 016 declared mental health as a crisis across the higher education institutions of the
7 state of Utah,
8 **WHEREAS** HCR 016 was passed with an overwhelming majority in both chambers of the Utah State
9 Legislature, and signed into law by the governor,
10 **WHEREAS** a new \$3.50 student fee for increased CAPS funding was voted on and enacted via student
11 referendum in 2017,
12 **WHEREAS** more students now have access to counseling as a result of this new fee,
13 **WHEREAS** a significant portion of students at Utah State University remain unaware of the counseling
14 services available to them,
15 **WHEREAS** every student at Utah State University receives a syllabus for their respective classes, and is
16 therefore expected to read through their syllabi,
17 **BE IT THEREFORE ENACTED THAT** Counseling and Psychological Services information be
18 included on all course syllabi across campus. This information includes, but is not limited to office
19 location, office phone number, and hours of operation.
20 **WHEREAS** there are students who may seek immediate assistance with a mental health issue,
21 **WHEREAS** the CAPS office is only open during business hours (M-F) every week,
22 **WHEREAS** CAPS services are not necessarily available at regional campuses,
23 **BE IT FURTHER ENACTED THAT** information regarding the SAFE UT application will also be
24 made available on syllabi.

25 **WHEREAS** students may be eligible to take an “incomplete” demarcation in their classes due to
26 “extenuating circumstances,”

27 **WHEREAS** mental health crises and sexual assault incidents are not listed in syllabi as reasons to take a
28 class as “incomplete.”

29 **BE IT FURTHER ENACTED THAT** the language regarding incomplete classes in syllabi be changed
30 to state the following:

31 **Withdrawal Policy and “I” Grade Policy:**

32 Students are required to complete all courses for which they are registered by the end of the
33 semester. In some cases, a student may be unable to complete all of the coursework because
34 of extenuating circumstances, but not due to poor performance or to retain financial aid. The
35 term 'extenuating' circumstances includes: Incapacitating illness which prevents a student from
36 attending classes for a minimum period of two weeks, A death in the immediate
37 family, Financial responsibilities requiring a student to alter a work schedule to secure
38 employment, Change in work schedule as required by an employer, or other emergencies
39 deemed appropriate by the instructor **(including a serious mental health crisis, sexual assault**
40 **incident)**. <http://www.usu.edu/policies/pdf/Incomplete-Grade.pdf>
41

42 **Tags:** mental health, HCR 016, syllabi

43 **Sponsor:** Sam Jackson, Student Advocate Vice President

44 **Co-sponsor:** Jaren Hunsaker, President

Policy Paper (This bolded section will be filled out by the Administrative Assistant)

Committee:

In Attendance:

Absent:

Result:

History:

This resolution is being written to further USUSA's goal to reduce the stigma surrounding mental health issues, as well as increase awareness for resources available to students. This resolution falls directly in line with other action USUSA has taken in past years – including the sponsorship of HCR 016 and the 2017 CAPS student fee referendum.

Purpose:

To increase awareness/access of student resources in regards to mental health on campus. We are aiming to make the action of seeking help for mental health issues more mainstream in student life.

Pros:

- More information available to students
- Can reduce stigma of mental health issues

Cons:

- Students may not read their syllabus
- Instructors may be hesitant to be forced to include more information in the syllabus
- Could create longer wait times for counseling

Proposed Changes:

405.8.2 Faculty with Tenure Below the Rank of Professor (Meeting)

The promotion advisory committee will meet at any time during the academic year upon the request of the faculty member. It is strongly recommended that the meeting take place no later than the the Spring semester February 15 of the third year following tenure. The purpose of the first meeting of the promotion advisory committee will be to provide guidance to the faculty member with regard to his or her performance relative to the criteria and qualifications for promotion to professor.

All promotion advisory committee members will participate in all committee meetings, either physically or by electronic conferencing. An ombudsperson must be present in person or by electronic conferencing. , to consider a recommendation for promotion.

The department head or supervisor, academic dean or vice president for extension, and, where appropriate, the chancellor or regional campus dean, provost, or president may propose promotion. Such a proposal shall be referred to the promotion advisory committee for consideration and all procedures of 405.8.3 shall be followed.

(1) Meetings of the promotion advisory committee

is in place and to provide information to the faculty member about promotion to the rank of professor. This information could include historical information about the records of the last several department members promoted to professor or information about the committee's understanding of what is necessary for promotion to professor. All promotion advisory committee members shall participate interactively in all committee meetings, either physically or by electronic conferencing, at the appointed date and time. Ombudspersons must be present in person or by electronic conferencing. The Subsequent to this first meeting the faculty member may request additional meetings with the promotion advisory committee if desired.

When the faculty member is ready wishes to be considered for promotion to professor, the promotion advisory committee will meet, upon request of the faculty member, to consider a recommendation for promotion to professor the following fall. This initial meeting shall take place by February 15, approximately six months before the faculty member submits materials for consideration and review. during the Spring semester of the academic year prior to the academic year when the candidate's dossier would go forward for promotion.

(2) Report of the promotion advisory committee

Within 30 days after After any meeting with the faculty member to discuss promotion (but not the evaluative meeting in 405.8.3), the meeting with the faculty member for the first time, the promotion advisory committee chair -will write a report letter in which it reports on the guidance given to the faculty member based on the committee's discussion. All members of the promotion advisory committee and the ombudsperson must read and sign the final draft of the report. If necessary, a minority opinion may be included. The report will then primary purpose of this report is not to evaluate the faculty member but to be sent to the candidate and his or her dinform the department head or supervisor of the information and guidance provided to the faculty member about promotion to professor. Department heads or ,supervisors, academic deans, the vice president for extension, or, where appropriate, the chancellor or regional campus dean,;

A faculty member considering promotion to professor is strongly encouraged to also consult with his or her department head or supervisor and academic dean to obtain from them additional guidance from them about their readiness for promotion.

~~may not use this letter as an evaluation of a faculty member's progress towards professor unless the faculty member explicitly requests that the meeting be evaluative and chooses to provide a curriculum vita to the committee. Copies of the report signed by the committee members shall be provided to the~~

The department head or supervisor, academic dean or vice president for extension, and, where appropriate, the chancellor or regional campus dean, provost, or president may propose promotion. Such a proposal shall be referred to the promotion advisory committee for consideration, and all procedures of 405.8.3 will be followed.

~~_faculty member, the department head or supervisor, the academic dean, or vice president for extension, and, where appropriate, the chancellor or regional campus dean. If this meeting occurs in the fifth year, the letter should cover both the requirements of post tenure review (see policy 405.12) and the summary of the guidance given to the faculty member as outlined above.~~

(3) Report of the department head or supervisor

~~(Should there be a required meeting with the faculty member??)~~

~~Subsequently, the department head or supervisor shall submit in writing to the academic dean, vice president for extension, and, where appropriate, the chancellor or regional campus dean, a summary of the information and guidance provided to the faculty member about promotion to professor. If the faculty member has asked to be considered for promotion to professor in the subsequent year, the department head will provide in a separate report, then this letter would also include~~ an evaluation of the candidate's progress towards promotion to professor and identify any needed areas of improvement in the candidate's performance, as necessary. Copies of the department head's report will be provided to the faculty member, ~~and the promotion advisory committee, the . This letter should be delivered to the faculty member,~~ academic dean or vice president of extension, and, where appropriate, the chancellor or regional campus dean, no later than 30 days following the meeting with the promotion advisory committee.

Final:

405.8.2 Faculty with Tenure Below the Rank of Professor (Meeting)

The promotion advisory committee will meet at any time during the academic year upon the request of the faculty member. It is strongly recommended that the meeting take place no later than the Spring semester of the third year following tenure. The purpose of the first meeting of the promotion advisory committee will be to provide guidance to the faculty member with regard to his or her performance relative to the criteria and qualifications for promotion to professor.

All promotion advisory committee members will participate in all committee meetings, either physically or by electronic conferencing. An ombudsperson must be present in person or by electronic conferencing. The faculty member may request additional meetings with the promotion advisory committee if desired. When the faculty member wishes to be considered for promotion to professor, the promotion advisory committee will meet upon request of the faculty member during the Spring semester of the academic year prior to the academic year when the candidate's dossier would go forward for promotion.

Within 30 days after any meeting with the faculty member to discuss promotion (but not the evaluative meeting in 405.8.3), the promotion advisory committee chair will write a report on the guidance given to the faculty member based on the committee's discussion. All members of the promotion advisory committee and the ombudsperson must read and sign the final draft of the report. If necessary, a minority opinion may be included. The report will then be sent to the candidate and his or her department head or supervisor, academic dean, the vice president for extension, or, where appropriate, the chancellor or regional campus dean.

A faculty member considering promotion to professor is strongly encouraged to also consult with his or her department head or supervisor and academic dean to obtain additional guidance from them about their readiness for promotion.

The department head or supervisor, academic dean or vice president for extension, and, where appropriate, the chancellor or regional campus dean, provost, or president may propose promotion. Such a proposal shall be referred to the promotion advisory committee for consideration, and all procedures of 405.8.3 will be followed.

(3) Report of the department head or supervisor

If the faculty member has asked to be considered for promotion to professor in the subsequent year, the department head will provide in a separate report, an evaluation of the candidate's progress towards promotion to professor and identify any needed areas of improvement in the candidate's performance, as necessary. Copies of the department head's report will be provided to the faculty member, the promotion advisory committee, the academic dean or vice president of extension, and, where appropriate, the chancellor or regional campus dean, no later than 30 days following the meeting with the promotion advisory committee.