

Utah State University

DigitalCommons@USU

Faculty Senate & Faculty Senate Executive
Committee

Faculty Senate

3-1-2021

Faculty Senate Minutes, March 1, 2021

Utah State University

Follow this and additional works at: https://digitalcommons.usu.edu/fs_fsexec

Recommended Citation

Utah State University, "Faculty Senate Minutes, March 1, 2021" (2021). *Faculty Senate & Faculty Senate Executive Committee*. Paper 661.

https://digitalcommons.usu.edu/fs_fsexec/661

This Faculty Senate Minutes is brought to you for free and open access by the Faculty Senate at DigitalCommons@USU. It has been accepted for inclusion in Faculty Senate & Faculty Senate Executive Committee by an authorized administrator of DigitalCommons@USU. For more information, please contact digitalcommons@usu.edu.





FACULTY SENATE MINUTES

March 1, 2021
3:00 – 4:00 pm
Zoom Meeting

Call to Order - Timothy Taylor

[Approval of Minutes](#) – February 1, 2021

Motion to approved minutes made by Don Busenbark. Seconded by John Ferguson. Minutes approved as distributed.

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

Provost Galey – Faculty members should have received an email from Ellis Bruch and the Provost regarding vaccinations. The Bear River Health district has offered wait listing for faculty members who reside in Box Elder and Cache County if shots are available at the end of the day. All faculty members are eligible to be put on this list. Graduate students and adjuncts have been added to the vaccination list as well. There are concerns from staff members about not being able to get vaccinated. The institution is working with the governor's office to help them get vaccinated as well. Individuals will be put on a list but will not receive a call until a vaccination is available. There will not be a notification until vaccines have been freed up. USU is currently searching for a dean in the Emma Eccles Jones College of Education and Human Services and in the College of Science. Recently held virtual airport interviews with 10-12 individuals for each position. Currently going through the short list and extending invitations for virtual on campus interviews. Once names are approved the information regarding the candidates will be sent to the colleges. Hoping to bring in 3-5 individuals for virtual campus interviews for each position.

President Cockett – Legislative update as of today. The session will end this Friday and will have confirmed initiatives by then. The executive appropriations committee did pass their budget last week. The President was pleased to say that there is a 3% compensation increase across the state institutions. USU had hoped that the state would fund 100% of that money but they are nervous about COVID so they will only cover 75% of the funding. USU needs to come up with the other 25% and that will be done by increasing tuition by 2.9% to help cover the compensation and promotion and tenure funds. Hoped to keep tuition flat but that is not possible this year. Performance funding was funded at almost it's full request which is \$20M across the Utah institutions. Need to remember that eight technical colleges have been added to the list of institutions across the state. The state will be fairly caution in passing out on-going funding. Holding off on other referendum initiatives, however, it does look favorable for some of the USU requests. President Cockett only went down to the capitol twice due to COVID. Access to the capitol was very limited and made the work a little more challenging because they couldn't meet or speak with many of the legislators. President Cockett will meet with the Budget and Faculty Welfare Committee to discuss how the salary compensation will be distributed. This needs to be done in the next couple of weeks.

Information

[EPC Monthly Report](#) – February 4, 2021 - Paul Barr

General Education Subcommittee – approved two Gen Ed designations and discussed the artifacts and assessment date that will be collected as part of the Gen Ed rubrics for the Fall semester. There was a discussion regarding the impact of moving the 3000 level courses to the junior year.

Academic Standards Subcommittee – No meeting to report.

Curriculum Subcommittee – approved 209 course requests and 14 R401 proposals. Registrar's Office has identified courses that do not have course descriptions. Most of these courses are graduate programs. Curriculum Committee asked for a boilerplate description for the courses. These will be

reviewed and an electronic vote will be taken. Fran Hopkin and Adam Gleed brought forth recommendations to establish policies to hand Institutional Certificates of Proficiencies. The committee discussed the various issues and made recommendations to be brought to the Provost for approval.

HR Policy 311: Setting Expectations and Managing Performance - Doug Bullock

Retitled policy from corrective action to setting expectations and managing performance. Added reference to updated Policy 321 – respectful workplace. Clarified informal supervisory tools to set and manage expectations. Clarified language on performance improvement measures. Clarified progressive disciplinary action language. Added language around paid administrative leave, what it is and when it may be used. Clarified language of employee's response to disciplinary action.

HR Policy 321: Respectful Workplace - Doug Bullock

Updated policy due to passage of HB12. Added required abusive conduct language. Added language related to annual training requirement. Added investigatory and administrative review language

Research Data Management Librarian - L. Wynholds

We hope you will join us on Tuesday, April 6 and Wednesday, April 7 for our 2nd Annual Datapalooza! Sign up online: <https://usu.instructure.com/enroll/9CEED9>

Datapalooza Session 1: What do I do with my research data?

Introduction to Research Data Management Services at the USU Libraries Have questions about your research data? Want to know more about the services offered by the library? Trying to figure out the public access requirements for your federal grant? Come to this session and learn about what research data management services has to offer!

Datapalooza Session 2: Introduction to Data Management Plans Need to write a data management plan for your grant or research proposal? Have a federal grant that requires public access to your data? Do you know where your research data will be next month? next year? in 2030? Come to this session to learn more about data management plans! Bring your draft data management plans with you to this workshop to get you questions answered, feedback, and suggestions for best practices.

Due to COVID, we have more limited offerings and are moving to an online format. However, this will allow participants to join us during the live event as well as engaging with the materials asynchronously at <https://usu.instructure.com/courses/648469>.

Reports

Parking Committee Annual Report - James Nye

Motion to approve the Parking Committee Annual Report made by Don Busenbark. Seconded by Rachel Nardo. Report approved.

Parking permit rates will be raised by \$10. The vote to approve the increase was 9-1.

Construction/remodel projects will be affecting particular parking stalls. Once these stalls are taken away Parking and Transportation needs to find new places for construction workers as well as the USU employees who park there. Upcoming plans include the east half of 700 north remodel and the re-design of the east stadium parking lot. There has been an impact on the parking and transportation budget due to COVID-19 and this is the reason for the increase in parking. Parking and transportation revenue is off by about \$500K in just the parking revenue. This year they are running with a \$230K deficit.

Sustainability Council Annual Report - Alexa Lamm

Motion to approve the Sustainability Council Annual Report made by Denise Stewardson. Seconded by John Ferguson. Report approved.

Employ best practices to ensure that we have a robust and consistent process for estimating USU's total greenhouse gas emissions. USU Facilities took over the greenhouse gas inventory, completing the FY19 inventory in August. The energy team replaced 69% of lights on the Logan campus with LEDs.

Installations continue in Logan and stateside. Lab ventilation and real-time monitoring projects are underway. The controller's office has implemented the \$10 per round trip carbon fee. In the first year, the President's office will reimburse A#s at the end of the fiscal year.

New Business

Faculty Concerns Regarding [New Faculty Startup Funding Rules](#) - Patrick Belmont

It is understood and agreed upon that the university needs to limit the start up funding for faculty research. The amount of funding put towards new faculty startup is not in question here. How do we put boundaries on how those funds can be used and how to support faculty most effectively throughout the University? This is a faculty issue because startup funding is an important part of how we support junior faculty, it is important for faculty retention, and we want to be able to support faculty equitably across the diversity of activities that take place across USU. Concerns were expressed with regard to how the new rules were developed, specifically that there was insufficient discussion with those impacted by the rules (department heads and faculty) and poor transparency in decision-making. Several other concerns were raised that the rules may arbitrarily disadvantage specific faculty members or departments. Some examples include disallowing the following for funding or match in startup packages: professional development for faculty (some have argued this is the most important thing we can be doing to support university faculty), undergraduate research (URCO grants are too small to be useful and are inadequate for many faculty research needs), lab managers, and fees paid by the department to support graduate assistants. All of these contribute to our research capacity. The timing is also problematic as the Office of Research remains engaged in detailed discussions throughout the negotiation and reserves the right to reject items without explanation even after the final offer is signed. Vice President Berreau introduced herself to faculty senate and described her extensive experience in research at USU. The challenges she sees has to do with the overall research budget. OR already puts a considerable amount of funding towards URCO grants and undergrad research fellows. Vice President Berreau offered to provide a presentation regarding the Office of Research FY20 budget. The office wants to have full transparency of the F&A budget. Vice President Berreau said that the new rules were intended to clarify the process. The process they have put in place appears to be working efficiently over the past two weeks. OR and the Deans have determined that attaining R1 status is a priority and primary criteria there are the number of PhD students graduating and the number of postdoctoral research associates. That's why OR allows funding for those and disallows funding for lab managers. OR also feels that oversight is important for accountability. In some cases, startup funding has been misused.

Motion to postpone this discussion until a presentation on funding can be brought back through the Faculty Senate Executive Committee meeting made by Patrick Belmont. Seconded by Michael Pate. Postponed until next month.

Adjourn: 4:33 pm