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Faculty Senate, Minutes, September 6, 2022

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September 6, 2022
3:00 – 4:30 pm
Merrill Cazier Library – 154

MINUTES

Call to Order - John Ferguson

Approval of Minutes – [April 25, 2022](#) & [May 2, 2022](#)

Minutes approved as distributed.

General Remarks for 2022-2023 AY – Senators Responsibilities - John Ferguson

This year is going to be a little bit different regarding priorities and strategy. The umbrella priority is a renewed interest in shared governance. It is incredibly important to who we are as a university. All three core missions of the university are done by the faculty. One problem that has been encountered is the structuring of how decision making gets done. Information should be transmitted accurately and appropriately. Senators should listen to and work with the colleagues in their colleges. Talked with deans, vice presidents, provost and president about the goals and agendas from the faculty senate and everyone in the administration was on board. Some have said that it is hard to take shared governance more seriously, when the issues are only those that affect faculty. Some deans have a perception that the only time senators are concerned is if it affects them especially monetarily. Senators need to be willing to step up and accept the responsibility of shared governance. There is the possibility of an ombudsperson who could be an advocate for the faculty at large. There is also some discussion on moving from department heads to department chairs. The chair would be elected by the faculty in the department. This idea has received some push back from department heads. Working closely on equity and compression of salaries, as well as transparency. The senate and senate presidency will work closely and align with the president's office and executive staff. Should be finding ways to make sure that we are providing service to the university. The question was asked how is your service recognized and built into the model regarding promotion and tenure? The senate will continue to work on faculty code updates. There may be meetings scheduled with each college, their senators and President Cockett as a hearing/listening session. There is an issue of term faculty, and this item will continue to be worked on. Senators, as a body, need to come together to discuss these needs, both the immediate and long-term. How do senators get the information back to their faculty members? Senators need to be open and accepting and share the information with their colleagues and colleges. The senate will be having a slightly different approach to its meetings. The summary of annual reports should be kept to five minutes or less. The rest of the time will be seeking information and asking and answering questions. What is the mechanism for bringing forth issues from the senators? Send emails to the senate president and cc: the executive secretary.

University Business - Larry Smith, Provost

President Cockett was unable to attend but sends her best wishes for a great start to the new academic year. The university has concluded the search for a new Vice President of Government and External Affairs. Devin Wisner has accepted that position. USU has been selected by Washington Monthly 2022 as the 8th best public university. This ranking speaks to the success of the university's faculty. The main way for USU to have thriving academics is to have a thriving faculty. USU enrollment is up and it is really exciting to see the direction where we are headed.

Information

HR Policy Changes - Doug Bullock

325 [Summary of Changes](#) | [Redline](#) | [Final](#)

Retitled and reformatted policy. Clarified scope and referral of more serious issues. Updated SEA language, committee makeup, General Counsel Advising and SEA. Also updated timelines.

329 [Summary of Changes](#) | [Redline](#) | [Final](#)

Retitled and reformatted policy. Updated language and expectations. Clarified/strengthened supervisory responsibilities.

345 [Summary of Changes](#) | [Redline](#) | [Final](#)

Reformatted and retitled policy. Coaches eligibility. Clarified accrual during unpaid leave of absence. Confirmed accrual rates/carryover. Deleted use it or lose it language and clarified carryover process. Clarified transfer of leave between departments. Clarified reporting increments and strengthened supervisory language.

353 [Summary of Changes](#) | [Redline](#) | [Final](#)

Retitled and reformatted policy. Clarified posting timeframe. Updated language regarding holiday break days. Updated Juneteenth and 13 holidays.

367 [Summary for Removal](#)

Recommend removal of policy.

Reports

[Empowering Teaching Excellence Annual Report](#) - Neal Legler | Travis Thurston

Motion to move the Empowering Teaching Excellence Annual Report to the October meeting made by Doug Ramsey. Seconded by Matt Bunnell. Report moved to October meeting.

Old Business

N/A

New Business

403:1-2 Academic Freedom | 403.3 Standards of Conduct

[Track Changes](#) | [Final](#) (first reading) - Scott Hunsaker

Motion to move the 403 Faculty Code changes to the Dean's Council for review and recommendation made by Scott Hunsaker. Moved to Dean's Council.

Yellow highlights are the big substantive changes in the policy.

New Subcommittee for Faculty Code 410 - John Ferguson

Spent 18 months working on the faculty code. Senators need to read the code changes before attending the meeting. What is currently 407 will now be 410 which is the grievance section of the code. Wanted to break it out as a separate code. A subcommittee will be working with PRPC to assist with this code change/update. Members from the legal department, human resources, and the provost office, will sit on the committee. This code will take a good portion of the year.

Motion to approve and move forward with the subcommittee made by Ben George. Seconded by Corey Christiansen. Subcommittee approved.

Adjourn: 3:54 pm

[Zoom Link](#) (*statewide campuses only*)