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Faculty Senate Minutes October 30, 2023

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October 30, 2023
3:00 – 4:30 pm
Merrill Cazier Library – 154

MINUTES

Call to Order - Maureen Hearn

Approval of Minutes – [October 2, 2023](#)

Motion to approve the October 2, 2023, minutes made by Doug Ramsey. Seconded by Matt Bunnell. Minutes approved as distributed.

University Business - Elizabeth Cantwell, President | Larry Smith, Provost

President Cantwell – She echoes President Hearn in thanking the faculty for their service to the senate. It takes a lot of work to have shared governance. The president started the listening sessions this week. There were two sessions with staff of about 40 each. This week we will do the faculty. A website has been opened so that individuals can submit questions/information online. Currently there are 123 submissions from the website and the president is very happy about this. What is on her mind is a combination of things, one is being incentivized by the state board of regents through enrollment. If we don't grow, we don't get extra money. We met one of two criteria for high impact degrees but not for overall enrollment. How do we as an institution move forward. We need to plan for what we want to be what we want to deliver for the next decade and the planning needs to start now. President Cantwell will bring scenarios and she will ask if we want to engage with each other and/or with her. In a decade the population in Utah will be dropping. How do we serve the state when that happens? We don't want to get into two years of a decrease in enrollment and then panic. We need to be proactive, not reactive. Let's engage with one another for the future of USU. The president will bring procedural ideas probably next semester as we see how we address the future. USU must be here in fifty years. Utah needs a land-grant university.

Provost Smith – Increased graduate funding is his number one priority. We are working with the University of Utah and have put a partnership in place. There will be faculty listening sessions with the president and the faculty scheduled for November 7 and December 7. Vice Provost Paul Barr is working on a workshop for term faculty and focuses on the promotion process. The university is looking at a change in commencement dates and times. Working with all constituents to see what works best. A final decision will be made by the president. Right now, it seems that the majority are favoring a Wednesday evening commencement. In the meantime, looking at how that change will impact finals. If the preference is Wednesday, then the recommendation will be to not change the spring of 2024 commencement until we can look at a work with the final schedule. We welcome all feedback from the faculty. Faculty Senate president will collect recommendations and they will be forwarded on to Julie Gast who sits on the commencement committee. Feedback is due this week.

Faculty Senate Business - Maureen Hearn | John Ferguson | Grant Cardon

Promotion Processes - John Ferguson

John Ferguson was approached recently regarding the promotion process. Some think the packets and work is too much and cumbersome. Concerned with the quantity and quality of the materials. Don't want to limit anyone but there may be better ways to approach this. The Faculty Evaluation Committee (FEC) is looking at this and will be working on this issue. FEC will keep the senate informed of their conversations.

[Changes to Commencement](#) - Grant Cardon

See Provost Smith information listed above.

Greenhouse Resolution - Maureen Hearn

Received a lot of information from the sustainability group. We will see how the senate can move forward on the resolution that was passed at the last meeting. Will need a designated senate attendee on that committee.

Sent an email to all faculty regarding the upcoming Presidential listening sessions. Would like to have at least 80 individuals at each meeting.

Set up a task force to look at collaboration between faculty and staff. Grant Cardon is looking at putting together a committee for this.

Information

Education Policies Committee – [October 5, 2023](#) - Paul Barr

General Education Subcommittee - approved two designation requests. Looking at the R470 policy update.

Academic Standards – voted by email on the academic grievance policy. Strike the words “from the student perspective”.

Curriculum Subcommittee – approved 277 course requests and 16 R401 proposals. Discussed the Gen Ed requirements for AAS and BAS degrees. A working group will develop a proposal and present it to the Gen Ed Subcommittee for consideration.

Human Resources [Policy 313](#) - Drug & Alcohol-Free Workplace – 1st Review - Doug Bullock

Reformatted the Policy, strengthened policy on behavior and tolerance. Adding federal reporting requirement option and federal testing language for safety-sensitive positions. Clarified drug testing requirements.

Human Resources [Policy 350](#) – Tuition Benefit - Doug Bullock

Reformatted and retitled policy. Updated eligibility requirements and remission levels. Main change is clarifying confusion on waiting periods. Simplified credit limits during work hours. Defined dependent children.

Human Resources [Policy 398](#) – Reduction in Force - 1st Review - Doug Bullock

Reformatted policy and updated and added definitions. Clarified reasons for RIF and protected status. Deleted affirmative action language and clarified bumping rights. Combined re-establishment, recall and reassignment.

Reports

[Academic Freedom & Tenure Annual Report](#) - Doug Ramsey

Motion to approve the Academic Freedom & Tenure Annual Report made by Rose Judd-Murray. Seconded by Kim Andrus. Report approved.

Last year was a quiet time for the AFT. This committee meets and serves when a faculty member files a grievance. This past year we only had one query for a grievance. This still has not come through. Have not yet heard from the individual regarding whether they want to move forward or not.

[Athletic Council Annual Report](#) - James Morton

Motion to approve the Athletic Council Annual Report made by Carol Kochan. Seconded by Austin Knuppe. Report approved.

The Athletics Council has four subcommittees. One of the challenges right now is trying to balance money being raised and donor dollars. Looking at proportionality and have realized that we are not there yet. Coaching and staff have increased minority and non-residents.

Old Business

Faculty Code 405 | [Track Changes](#) (2nd Reading) - John Ferguson

Motion to move Faculty Code 405 to the President's Executive Committee made by Denise Stewardson. Seconded by Janet Duncan. Moved to committee. Motion did not pass, and it will now go back to the PRPC committee.

Code changes have been updating and modernizing the language. Breaking up what was currently 405. This is the section that deals with all faculty members. The other pieces have been stripped out and will be included in 406, 407 and 408. Clarified Ombudspersons section. Confusion about annual review of faculty. Because of the way the language is done we have stripped out the post-tenure review. Some would prefer a five-year window instead of three years. The provost would like a one-year review. If we are professionals, we should still be able to show what we have done in that year. The compromise is to come up with a three-year review. Embargoing this and 406, 407 and 408 will be held until they can all go through at the same time.

New Business

Faculty Code 406 | [Track Changes](#) (1st Reading) - John Ferguson
Tabled until faculty code 405 moves forward.

[Policy 104 Concerns](#) - Andrew Sorenson

Policy 104 was last revised in May 2014. President Cockett split the Executive Vice President and Provost into two specific entities instead of just one. Most of these roles were academic. Problem with academic operations being on the executive vice president website. This policy only defines the roles for seven vice presidents. The concern is that the university has doubled the number of vice presidents while at the same time cutting departmental budgets.

Motion for ad hoc committee to investigate further and finalize a resolution to bring forward to the senate made by Marissa Vigneault. Seconded by Mona Buhusi.

Adjourn: 4:36 pm