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## Faculty Senate Excecutive Committee Minutes March 18, 2024

Utah State University

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March 18, 2024  
3:30 – 5:00 pm  
Old Main-Champ Hall

## MINUTES

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**Present:** John Ferguson, Jon M. Huntsman School of Business (Past-President)  
Matt Bunnell, College of Agriculture and Applied Sciences  
Carol Kochan, University Libraries  
Michele Hillard, Executive Secretary  
Yu Huang, College of Engineering  
Don Busenbark, Statewide Campuses  
Denise Stewardson, Extension  
Elizabeth Cantwell, President  
Maureen Hearn, Caine College of the Arts (President)  
Yoon Lee, Emma Eccles Jones College of Education and Human Services  
Danielle Ross, College of Humanities and Social Sciences  
Sarah Null, S.J. & Jessie E. Quinney College of Natural Resources

**Absent:** Larry Smith, Provost  
Grant Cardon, College of Agriculture and Applied Sciences (President-Elect)

**Guests:** Paul Barr, EPC Chair  
James Morton, Faculty, Kinesiology & Health Science  
Kerri Davidson, Vice President for Institutional Affairs & Chief of Staff

**Call to Order** - Maureen Hearn  
Approval of Minutes – [February 20, 2024](#)  
*Minutes approved as distributed.*

**University Business** - Elizabeth Cantwell, President

Updated deans on all the legislation and where it is at. There is a 2-day USHE meeting this week and it is the hope that all general counsels of the Utah institutions of higher education have met regarding the legal interpretation of some of the bills. This will help with the policy changes. There will be more to come on that. The bathroom, DEI, tenure and responsibilities of Presidents are some of them. The Shared Governance Committee would love to see people affiliated with that committee. President Cantwell urged the faculty to do some summer reading, of all the relevant new and old legislation regarding shared governance. Look at existing USHE policy and then compare to the existing USU policy. When we kick things off in the fall we will be prepared. President will develop a matrix and will work on the policies so that we can fill the gaps and get stakeholders involved. Going to be looking at policies that are in direct conflict with each other. She would like to get through the shared governance in the first semester, but the policy review will take at least a year. There will be a common narrative. The carve out for federal grants leaves the DEI legislation alone. Bathroom bill will affect the changing and locker rooms. Student athlete facilities are carved out and bathrooms are not the intent. As we build or renovate, we will put in separate stalls. The bill for tenure is mostly codified with USU policies, however there may be some changes. We have a very tight program that seems to be working well. When will the meeting take place for the Budget and Faculty Welfare Committee (BFW) and President

Cantwell? That is still to be determined. If it is 3% no flex, there may be no need to meet. The president will know more Friday night after the USHE meeting. President's experience is that you don't give cost of living increases around the same time as promotion and tenure. The 15% amount is very generous, and this should be codified. It is not normal to get COLA and a significant increase in the same year. Do we lower the promotion and tenure and rethink the COLA piece. Don Busenbark will reach out to Nancy Hanks to schedule a meeting with the president and the BFW committee.

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

After consulting with the President, the faculty senate is pulling back sections 405-410 until the legislation is finalized. Pull all code for the next Faculty Senate meeting.

#### **Information**

Educational Policies Committee – [March 7, 2024](#) - Paul Barr

*Motion to add the Educational Policies Committee report to the Faculty Senate agenda made by Yu Huang.*

*Seconded by Carol Kochan. Moved to agenda.*

General Education – No meeting.

Academic Standards – No Meeting

Curriculum Subcommittee – approved 18 R401 proposals. Seeing opportunities for students in the micro credential range. Changed CIP codes for the College of Agriculture and Applied Sciences.

Presidential Investiture | Faculty Forum - Kerri Davidson

*Motion to add the Presidential Investiture | Faculty Forum information to the Faculty Senate agenda made by Yoon Lee. Seconded by Matt Bunnell. Moved to agenda.*

Kerri shared a few details regarding the upcoming investiture. Friday, April 12 is the date for the event. This does not only celebrate President Cantwell but is also a celebration for all the university. There will be many in attendance from outside the university. Following the investiture there will be a reception. There will be a formal processional and recession and they are reserving the center section of the seats for faculty. Faculty are asked to dress in their regalia and sit in those seats. Expecting well over 2,000 people on campus who are planning to attend these events. Please RSVP your attendance and you will receive further information. A full calendar of events is on the website. Part of investiture week will be a Faculty Forum that will focus on shared governance.

Limited English Proficiency (LEP) [Draft Policy | Procedure | Summary](#) - Matt Pinner

(This information item has already been moved to the Faculty Senate but was not presented at that time.

It is being brought back. This needs no discussion at the FSEC, just a space holder for the upcoming senate meeting.)

#### **Reports**

N/A

#### **Old Business**

#### **New Business**

[Administrator Evaluation Discussion](#) - James Morton

*Motion to move the Administrator Evaluation discussion to the Faculty Senate agenda made by John Ferguson. Seconded by Denise Stewardson. Moved to agenda.*

There is no prescribed mechanism for faculty involvement in evaluating the performance of department heads and/or deans. The lack of a uniform and formal way for faculty to provide feedback to departments and/or deans limits the effective evaluation of these people in leadership positions. Is this something the faculty should be involved in and if so, how does this happen? There is a periodic review of 5-years for department heads. Look at code 104. The Office of the Provost does do periodic reviews of the deans. That information is not generally shared with others. Look for gaps and see what we can strengthen in this process. Faculty

members can have an ombudsperson sit in on meetings/evaluations between a faculty member and department head.

Faculty Code 409 [Redline](#) | [Clean](#) & 410 [Redline](#) | [Clean](#) (first reading) - John Ferguson  
*Motion to remove/hold the code made by John Ferguson.*

Faculty Senate President Elect - Maureen Hearn

At the next Faculty Senate meeting there will be an open nomination from the floor for President Elect and the third member for Committee on Committees.

**Adjourn: 4:45 pm**