# FACULTY SENATE MEETING MINUTES

October 13th, 2022
4:00 - 5:30 PM

**Attending**: Abigail Larson, Kelly Goonan, Rheana Gardner, Daniel Eves, Brianne Kramer, Dave Berri, Mark Aldred, Christian Bohnenstengel, Rachel Bolus, Cody Bremner, Rosalyn Eves, Chris Graves, Scott Hansen, Bruce Haslem, Derek Hein, Maren Hirschi, Scott Knowles, Bryan Koenig, Elise Leahy, Celesta Lyman, Michelle Orihel, Greg Powell, Amanda Roundy, Grant Shimer, Kyle Thompson, Joel Vallett, Gary Wallace, Chris Younkin

**Not Attending:**

**Proxies**:

**Guests:** Aundrea Frahm, Jon Anderson, Daneka Souberbielle, James Sage, Bill Heyborne, Lori Ann Barnson Matt Mckenzie, Jen Mckenzie, Heather Jones, John Lisonbee, Rachel Parker

1. Call to order (4:02)
2. Recognition of Presenters and Guests
    a. Aundrea Frahm
    b. Jon Anderson, Provost
    c. Daneka Souberbielle, Associate Provost
    d. James Sage, Associate Provost
    e. Bill Heyborne, Associate Provost
    f. Lori Ann Barnson
    g. Matt Mckenzie, CTI
    h. Jen Mckenzie, CTI Fellow
    i. Rachel Parker, Graduate Council Chair
3. Approval of Minutes Sept. 22 Meeting Minutes (4:03)

6iii b – Rosalyn name change (in the comments). Check Rachel Bolus name – spelled incorrectly only one u in the last name.
Motion to approve by Gary Wallace. Maren 2nd Motion. Minutes approved.

4. Information Items (4:05)
    a. Aundrea Frahm AR/VR lab grant
       The innovation studios want to understand how they can help support faculty with their AR/VR needs.
    b. Jon Anderson Strategic Planning Process
       The strategic planning committee has reconvened. We spent about a year working on this before President Wyatt left. We now want to work with President Benson on this. We will meet in a retreat to review with sub committees in place. 1st subcommittee will work on strategic enrollment plan and the types of students and which pipeline of students will grow and how to manage growth; 2nd subcommittee will work on facilities and infrastructure needs to support the student population. We will update you as we continue to

make progress.

c. Daneka Souberbielle: Summit on Belonging | suu.edu/belonging
October 25th and 26th – professional development for employees and graduate students on how we can build equity, inclusion and belonging on campus. If you are looking into gaining a conference badge it will be available for you. If you register you will have access to all the links.

d. Bill Heyborne SPARC Annual Report and Oct 20th Lunch & Learn
Encouraged faculty to reach out to Aundrea for AR/VR assistance. Awards luncheon on Nov 16th from 11am-1pm in the Great Hall for anyone who received external funding the last fiscal year. Over the last fiscal year our campus applied for over 52 million dollars in external funding and we were awarded 18.5 million of that. The College of Education and Human Development are our winners in receiving over a half million dollars in grant funding. The College of Science has the most individual awards with 10 separate awards and almost $400,000 in funding. Kudos to those who participate.

To learn more about the grant process and seeking external funding, the Center for Teaching Innovation will be collaborating with SPARC office on OCT 20 for a Lunch and Learn. Register at this link.

e. Lori Ann Barnson- Thriving Thunderbirds and **Human Resources: Benefits Listening Meeting: Add to Calendar**
Overall campus initiative for mental health and wellness. Initiated new wellness program that directs faculty/staff to all the events and resources happening on campus. Follow Human Resources link on the SUU Portal and then Employee Wellness for more information. Lori Ann gave a virtual tour of the website and directed us to the Benefits link with other resources and the link to make suggestions or set up a meeting with Lori Ann.

f. Matt McKenzie - Deletion of old Canvas Courses
Last year, with the OTL Advisory Board, we had discussions about how long we should keep old course shells from previous semesters. We spoke with the legal and registrars office. We are only required to keep old live shells for at least two years. We decided with the OTL Advisory Board to go up to 5 years. Starting in December (not including this year) with fall to summer as one academic year, we will delete courses 5 years from 2021 – so the last we will keep is 17-18. 2016-2017 or later will be deleted. This does not include sandboxes or master shell copies. Please let us know if you would like to keep anything older and we can create a master shell. Follow this link for more information: https://www.suu.edu/cti/services-procedures.html#deletion-of-courses. We will perform these deletions starting 2023 in July (after this December).

Abigail: When you use the term master shell what is included?
Matt: The ones that will be deleted were the ones that were live with students. Master shells will not have or had students in it – but has the content that you pull from every time. A sandbox is a place for you to go and play and try things out – a place to test the idea without messing up a live course – to play around with the tools.

g. Jen Mckenzie - fall writing retreat and upcoming CTI initiatives
We've had a great writing Retreat at Capital Reef resort for 12 faculty. Another writing retreat is planned for Feb in Bryce Canyon – still exploring the opportunities. Might need to cap it at 25 people. We will let you know more in the next few weeks.

We would like to work with Mike Humes, in Risk Management, on campus safety trainings for all employees. Email Jen or Matt about ideas for the trainings.

The new Faculty Development Support Fund application form: https://docs.google.com/document/d/1rdCZjQDzdlFRMFsyimyRny_rl_D7FQR8PGFZhGo8ReQ/edit?usp=sharing We have recreated here on the Google doc. Save a copy for yourself and share with your departments. There will be CTI sub committees to review these applications. The next deadline for FDSF is November 4th (email forthcoming) for travel from January 1st to June 30th , 2023.

CTI wants to be involved in helping with classroom observations. The faculty working group is going to their colleges and asking for volunteers from faculty for classroom observations for their peers. We're developing a list of people who would like to do observations. We are working on an online request form for this process.

Younkin: Does CTI provide training for those who want to observe?
JEN: Working on a video about how to do a classroom observation. Watch for email.

h. SUMA Faculty Open House 6 - 8 pm Oct 13

5. Action items (4:42)
   a. Vote to accept changes to the by-laws (4 items to vote on). Current Faculty Senate By-Laws articles | SUU. Proposed changes outlined in this Google Doc
      i. Vote to change Article 1, sections 1 - 7: Past-President, Definition, Duties, 3-credit course release for one semester and other minor changes to reflect current duties of the President, Past President, and Executive Committee. Recommend this be added to policy 6.27 https://www.suu.edu/policies/06/27.html

Celesta: delete line that says, 4 class release

Motion to approve: Unanimous

ii. Vote to change Article 4, Section 1 and Section 2: Inclusion of Faculty Salary Equity and Workload Committee Charge and Updates to the names of Standing Committees to reflect current committees

Motion to approve changes: Unanimous

iii. Vote Article 2, Sections 1, 4 and 5: Clarify if Academic Officers are eligible to run for faculty senate and serve as a senator or President.

Wallace: What are the checks and balances for this?
Definition of "Academic Officers" can be found here:
https://www.suu.edu/policies/06/02.html

Greg: What is the rational for excluding department chairs from faculty senate service?

Abigail: addressing before it becomes a problem.

Kelly: internally some departments have more tenured faculty, is this policy or practice? Considering a potential conflict of interest where a certain individual is speaking on behalf of their department in multiple venues.

Bri: The feedback I received was to keep academic officers off Faculty Senate since they have their own avenues for shared governance.

Daniel Eves: I agree with Bri as we are not trying to keep the department chairs as not being part of the faculty but that they have a line of communication with the upper administration and the faculty senate would be another line free from the established administrative reporting.

Cody: the opportunity to grow and develop through these opportunities to learn and participate in how the university works. Use words like: unless there is no one else to serve as senator (or is his turn).

Abigail: Lets postpone this vote and clarify the language a little more and get some more feedback.

Motion to postpone was made – voted to postpone was unanimous.

iv. Clarify if a senator or President or President-elect is required to vacate their senate position if reassigned to an Academic Officer role.

Motion to postpone was made and seconded – voted to postpone was unanimous.

b. Vote to change the name of the Faculty Salary Equity and Workload Committee to Workload and Faculty Salary Equity Committee (WaFSEC) ? Committee Charge

Motion to change the name to Workload and Faculty Salary Equity Committee – voted to change name. Vote was unanimous.

c. Faculty Senate Representation on the University Curriculum Committee (Doug Ipson - need to replace with a current Senator)

Committee meets 5 times a year on Thursdays from 3-5pm.
Scott Knowles volunteered to serve on this committee. He was voted in unanimously.

d. Faculty Senate Representation on the Library Committee (Currently Richard Bugg is serving on the committee but is no longer on the faculty senate, need to replace Richard Bugg with someone who is currently serving on FS).

James Sage: There is a proposal (by Matt Nickerson) to remove this committee and run the committee through a library policy. There is probably not a need to establish a new member today.

Motion to table this: vote was unanimous to table

6. Discussion Items (5:09)
   a. Call for Nominations for Compensation Committee (first choice and alternate for each college, except HSS which has two nominations and an alternate).
   b. Business
      i. Howard Hu Tenured
   c. Education & Human Development
      i. Olena Kopystynska (FLHD) and Doug Stump (TED) Neither tenured
   d. Engineering & Computational Sciences
      i. Dr. Alexander Nichols from CSIS (Primary)
      ii. Dr. Masoud Malekzadeh from Engineering and Technology (Secondary)
   e. Health Sciences
      i. Nica Clark (Not tenured; Nutrition.)
      ii. Mark Seimon (not tenured)
   f. Humanities & Social Sciences

i. **#1** Ryan Siemers (Assistant Professor, English) (non-tenured)
ii. **#2** Lynn White (Professor, Psychology) (Tenured)
iii. **Alternate #1** Dan Swanson (Assistant Professor, Criminal Justice)
iv. **Alternate #2** Ericka Christensen (Assistant Professor, Political Science)

g. Library
   i. Scott Lanning (Tenured)
   ii. Charlene Brewer

h. Performing & Visual Arts
   i. Andrea Vazquez Aquirre (Assistant Professor, Dance)
   ii. Brock Landrum (Assistant Professor, Graphic Design) alternate

i. Sciences
   i. Guizella Rocabado
   ii. Rachel Bolus - alternate

We will fill in these missing positions and take a vote on the new slate at the next meeting. Thank you for putting your names forward.

j. New FS committee, Sabbatical and Leave Committee, ad hoc this year, permanent in future years. Will need to be added to By-Laws
Does not need to be a senator to serve but will need to be tenured.

k. FS By-laws Article 2.1 Elections. No faculty member shall serve as a Senator for consecutive elected terms - change this with stipulations?

In practice we don't do this – but perhaps smaller departments may need to serve consecutive terms.

Rosalyn: If someone wants to do it again and no one else wants to, then we should allow for this.

Chris: Would we then leave this up to departments to divide rather that the senate?

Abi: Yes

Scott: the only way I got off and had a break was because of this clause and my department chair was compelled to get another faculty member to serve.

Grant: Language to make sure faculty can participate if they want to without upsetting previous senators who have remained there (lording over the position) but if there are no other options for service except non-tenured faculty to make sure there is language to open this up.

Abi will work on some language to stipulation that states last resort non-tenured

faculty can serve or can continue to serve consecutive terms.

l. Policy 6.27 Faculty Workload and ICH Assignments - Kelly Goonan

We have run into an issue with how classes are coded according to course type definition in Policy 6.27 and has resulted in a non-tenure being at a 23 ICH when their contracted load is 15 because we were assigning loads based on academic credits rather than ICH.

We are thinking about how faculty teaching assignments are made and the equity involved. So maybe as an informational item -- it sounds like multiple groups on campus are working with the workload policy and there may be some proposals to include language in the required syllabus statements that communicates to students on what is required for an academic credit in terms of the 45 hours of student effort. If you have any knowledge of or insights on how workload is distributed to faculty in your departments whether that's using the ICH or looking at the academic credits associated with the course, please contact Kelly. We would like to get some consistency.

Send any thoughts or experience send to Kelly Goonan.

m. Other new items to discuss?

7. Standing committee updates (5:14)

a. Academic Affairs (Rheana Gardner)

b. Faculty Salary Equity and Workload Committee (David Berri)
Lindsay Roper met with Jon and made some progress and the salary issues that we will be able to make requests/comments before the budget is planned/approved.

c. Faculty Review Board (Dan Eves)
This is an as needed committee.

e. Parking Ticket Arbitration Committee (Daniel Eves)
i. Very active – keep in mind that the first appeal is free.

f. Staff Association Liaison (Daniel Eves)
Meeting with Marvin Dodge. Spoke about budgets and salary.

d. Faculty Awards Committees
i. Distinguished Faculty Lecturer/Grace A Tanner Committee (Chris Graves)

ii. Inclusion Diversity Awards (Rheana Gardner)
iii. Outstanding & Distinguished Educator Award (Bryan Koenig)
iv. Distinguished Scholarly/Creative Award Committee (Christian Bohnenstengel)
v. Distinguished Faculty Service Award (Derek Hein)
vi. Distinguished Faculty Global Engagement Award (Kurt Harris)

n. General Education Committee (Rosalyn Eves)

Met Wednesday and voted to replace the 15 ELOs that we have been using to assess GE and instead go with the ELOs that are on the SUU website as part of the requirements for general education. It was a unanimous vote. We will be piloting some different options for assessing that – this mostly pertains to GE classes.

f. University Equity and Inclusion Committee (Bri Kramer)

h. University Curriculum Committee (Doug Ipson - need to replace)

Next meeting November 10th

i. Library Committee (Richard Bugg - need to replace)

Committee has been tabled

i. AFT Report (Daniel Swanson)

j. Student Association Liaison (Joel Vallet)

l. Benefits Committee (Cody Bremner)

Met August 31st with Moreton & Company to review how it went last year with our benefits and how they compare to the previous years. We are self-funded so what we put in covers our medical costs. I acknowledge that were many headaches and issues last year, but financially it was a good move based on the date. The cost per prescription per employee per month went down $60.00 about a $60,000 dollar difference. We ended up with a 2.1 million dollar surplus in the system that we didn't use. The secondary insurance that paid out 5 million in costs without that we would have been in the hole 3 million dollars. We did save and it was more cost effective, though It may have been more of a headache.

There is one more year left on this plan (Summer 2024) and then we can look into other proposals and whether to make a change.

-Patty Nichols (SUU Benefits Account Manager from Moreton&Company)
pnichols@moreton.com; 425-999-7353

m. Treasurer's Report (Daniel Eves)

n. Past President's Report - (Rheana Gardner)

o. President Elect's Report - (Kelly Goonan)

p. President's Report – (Abigail Larson) President's Council & Dean's Council & Strategic Planning & Athletic Director Search

Presidents Council or Deans Council have not met yet. Will keep all updated. Will

be on the Athletic Director search. Will be meeting with President Benson about a greater voice in the Presidents Council.

8. Call for Executive Session

9. Adjourn (5:33)