

Faculty Senate Agenda

August 31, 2021, MS Teams, 3:00 – 5:00 p.m.

1. Call to Order; Silent Roll Call (0 min.)
2. **Approval of Previous Minutes** ([available on Faculty Senate website](#))
 - a. Are there any corrections, additions, modifications to the previous minutes?
[section end time 3:02]
3. **Provost Wayne Vaught**
 - a. Please review these sites regarding Covid information.
 - i. [UVU's Covid info site](#)
 - ii. [Covid Vaccine FAQ](#)
 - iii. Reminder, [here are protocols for engagement in political activity](#).
[section end time 3:22]
4. **Faculty Senate President**
 - a. Welcome to new the 2021/2022 Faculty Senate!
 - b. Senators please review the following items before the meeting:
 - i. [Faculty Senator role](#)
 - ii. [Shared Governance at UVU – 10-minute video](#)
 - iii. [Procedural Primer](#)
 - iv. [Senator Responsibility](#)
 - v. New senate tutorial will be coming soon
[section end time 3:30]
5. **Consent Agenda items**
 - a. Mykin Higbee was selected at the CHPS representative on the AoT committee.
 - b. Wioleta Fedeczko would like to remain on the Academic Scheduling Committee as the senate representative.
[section end time 3:33]
6. **Policy Related Debate Calendar** ([policy debate calendar overview](#))
 - a. Motion and Vote ([overview](#))
 - i. none
 - b. Debate ([overview](#)) - Discussion
 - i. None
 - c. Read and comment ([overview](#)) - introduction
 - i. [137 from Office of Sponsored Programs](#) -- Curtis Pendleton
 1. Provide your [comments on this policy here](#).
 - ii. [146 from Office of Sponsored Programs](#) -- Curtis Pendleton
 1. Provide your [comments on this policy here](#).

[section end time 3:43]

- iii. 633 - Annual Faculty Review –proposed Faculty Performance Evaluation and Feedback (complete rewrite). *With the rewrite of Policy 633 would be the deletion of Policy 638 - Post Tenure Review as it will be covered under Policy 633.*
 1. Stage 2 closes 10/1. Sponsored by Anne Arendt, steward is Suzy Cox (initiated and led by Faculty Senate). [Comment document](#), including responses to previous comments and also current draft.
 2. Further [comments](#) should address the [current draft of the policy](#).
 3. Any comments on deleting 638 should be addressed [here](#).

[section end time 3:53]

- d. Policies moving to stages 3 or 4 –
No time allocated, update only. Can provide public comments but past senate comments.
 1. [425: Scheduling campus facilities](#) (Stage 3)
 2. 522 - Undergraduate Credit and Transcripts (approved 6/24)
 3. 525: Credit for prior learning (approved 6/24)
- e. Policy proposals, Policies Entering Stage 1, or other Policy Related

7. On the drafting board -- information items

- a. *End of Stage 1*
 - i. 640 - Faculty Sabbatical Leave
 - ii. 644 – Department Chairs
 - iii. 646 - Faculty Appeals for Retention, Tenure and Promotion
 - iv. 653 - Non-Tenure Track Faculty
- b. *Stage 1*
 - i. 631 - Student Ratings of Student Instruction/SRI Terminology Bundle (Non-Substantive Revision)
 - ii. 632 - Assignment and Advancement in Academic Rank
 - iii. 649 - Faculty Corrective Actions and Terminations Due to Cause
- c. *Early Stage 1*
 - i. 606 – Adoption of Course Materials and Textbooks
 - ii. 647 - Faculty Grievances originally planned limited scope?
 - iii. 648 - Faculty Separation due to Institutional Reasons
 - iv. 650 - Faculty Separation Due to Medical Issues
 - v. 651 - Faculty Retirement and Resignation

[section end time 4:00]

8. Non-policy Related Action Calendar ([non-policy debate calendar overview](#))

- a. Feedback requested
 - i. none
- b. Updates on Non-policy Actions (as voted on by Senate) ([overview](#)) [no time given]
 - i. none
- c. Discuss Next Steps (and, as necessary, Vote on) Senate-Directed Action ([overview](#))
 - i. None

d. Incoming Proposals and Proposal Next Steps

Note: Senators must vote to entertain further discussion or action on incoming proposals. With a majority vote to further entertain the proposal, Senators must then propose and vote on how to pursue the proposal.

- i. [hold-over from 3.30.21 meeting] Permanent residency renewals or citizenship costs on department instead of colleges or overall institution; not inclusion friendly ([Jon Westover](#)/[Maureen Andrade](#),
 1. *Recommended action: If Faculty Senate votes to entertain further action on this proposal, Faculty Senate Executive Committee recommends that Faculty Senate create feedback document to address concerns and from that formulate recommendations on said topic, led by the Special Assignments and Investigations Committee Chair.*

[section end time 4:12]

- ii. [hold-over from 4.13.21 meeting] UVU should consider making a teaching professorial track (for those who want to strictly teach) to go alongside our current tenure and rank path. This has been an on and off conversation over many years. See these documents from 2009 from Chuck Allison, then Faculty Senate President: [AAUP Statements on Faculty](#) | [AAUP Statements on Non-tenured Faculty](#). Consider lecturers & professionals in residence.
 1. *Recommended action: If Faculty Senate votes to entertain further action on this proposal, Faculty Senate Executive Committee recommends handing this over to special topics and make a taskforce and also collaborate with RTP committee.*

[section end time 4:24]

- iii. Faculty Senate should consider making a syllabus checklist that contains all of the required and suggested syllabus language. The language would be written by faculty and housed on the Faculty Senate website with help from the OTL and Advancement of Teaching committee.
 1. *Recommended action: If Faculty Senate votes to entertain further action on this proposal, Faculty Senate Executive Committee recommends handing this over to special topics and make a taskforce that will facilitate collecting syllabus statements from faculty around campus.*

[section end time 4:36]

- iv. Resolution on the affirmation of anti-racism, diversity, and inclusion in both teaching and scholarship and also in institutional training. See [University of Utah resolution](#) as an example.
 1. *Recommended action: If Faculty Senate votes to entertain further action on this proposal, Faculty Senate Executive Committee recommends handing this over to special topics to make a writing committee for a resolution affirming our support for anti-racist teaching, diversity and inclusion efforts.*

[section end time 4:48]

9. Administrative Updates - *No time allocated; written updates*
 - a. Fulton Library: Karen Sturtevant [[link to update folder](#)]
 - b. Office of Teaching and Learning (OTL): Wendy Athens [[link to update folder](#)]
 - c. PACE: Beka Grulich [[link to update folder](#)]
 - d. UVUSA: Ethan Morse [[link to update folder](#)]

10. Standing Committee Reports - *No time allocated; written updates*
 - a. Special Assignments & Investigations: Elijah Neilson [[link to update folder](#)]
 - b. Service & Elections: Sandie Waters [[link to update folder](#)]
 - c. Curriculum: Evelyn Porter [[link to update folder](#)]
 - d. Retention, Tenure, Promotions & Appeals: Suzy Cox [[link to update folder](#)]
 - e. Advancement of Teaching: Joy Cole [[link to update folder](#)]

11. **Other Committee Reports** - *No time allocated; written updates*
 - a. Academic Information Technology updates: Diana Lundahl [[link to update folder](#)]
 - b. Remediation, Sanction, and Separation Task Force: Jessi Hill [[link to update folder](#)]
 - c. Workload Task Force: Anne Arendt, Rick McDonald [[link to update folder](#)]
Note: [Includes final UVU paper and final ACHE/GSHE equivalents recommendations](#)
 - d. Academic Calendaring Committee [[link to update folder](#)]

12. Announcements

Note: No time allocated. Please review and send to your departments, as applicable

 - a. [Travel Grants through OTL](#) are available.
 - i. If you are traveling internationally, make sure to check with the [international travel office](#) and the current rules around traveling.
 - b. Digital Measures has had a name change and is now called Faculty Success.
 - c. Institutional Advancement starting big campaign for fundraising and working to build the University's endowment. More information will be coming to you, but ask your Dean if you have questions.
 - d. Talk with Tuminez is Wednesday September 1 at 11:30.

13. Good of the order

[section end time 4:58]

14. Adjourn

Faculty Senate Minutes Special Session

August 31, 2021

Via Microsoft Teams, 3:00-5:00 pm

UTAH VALLEY
UNIVERSITY

Present: Maureen Andrade, Jon Anderson, Wendy Athens (OTL), Lyn Bennett, Lauren Brooks, Kat Brown Joy Cole, Suzy Cox, Karen Cushing, Doug Czajka, Shane Draper, Wioleta Fedeczko, David Frame, Chris Goslin, Lisa Hall, Young Wan Ham, Ryan Harte, Melissa Heath, Joshua Hilst, Michael Hollister, Hilary Hungerford, Armen Ilikchyan, Greg Jackson, John Jarvis, Kyle Kamaiopili, Jeremy Knee (OGC), Scott Lewis, Dianne McAdams-Jones, Natalie Monson, Ethan Morse (UVUSA), Ashley Nadeau, Elijah Nielson, Matthew North, Tammy Parker, Evelyn Porter, Jim Price, Laura Ricaldi, Brandon Ro, Eric Russell, Justin Schellenberg, Leo Schlosnagle, David W. Scott, Waseem Sheikh, Dustin Shipp, Skyler Simmons, Mike Smidt, Kevin Smith, Karen Sturtevant (Library), Zachery Taylor, Wayne Vaught, Bob Walsh, Christopher Witt, Kathleen Young, Alex Yuan

Excused or Absent: Seth Christensen, Beka Grulich (PACE), Chuck Knutson, Ben Moulton, Jim Pettersson, Audrey Reeves, Peter Sproul, Sandie Waters

Guests: Curtis Pendleton

Call to order – 3:00 p.m.

Approval of Minutes – Minutes approved for 4/13/21

PROVOST

- Sent numerous communications to faculty about the fall semester regarding class recordings, contact tracing, exposure notifications, and updated website <https://www.uvu.edu/covidinfo/>.
- Mask utilization is very low among students and instructors. We cannot require masks on campus.
- Notification went out on August 30 informing students of the vaccination requirement for spring 2022. State law requires us to allow exemptions to the requirement for health, religious, and personal reasons. Current requirement models K-12. Trying to set up a system to encourage students to obtain the vaccination for spring. Several classes do have stricter health requirements due to close physical contact.
- Provost Office has been working with departments to improve and strengthen RTP criteria to align with policy and guidelines.
- Some concern about the unusual amount of appeals and what it indicates about the Office of Academic Affairs. Several faculty submitted appeals for various reasons. Vaught believes that UVU has a good review process and takes it very seriously. He wants there to be as much transparency as possible. Cox recommended scheduling a debrief with Provost, Office of General Counsel (OGC), and the RTP & Appeals Committee.
- Believes according to state law, UVU cannot require faculty and staff to have vaccine. There will be exemptions for health, religious, and personal reasons. President Tuminez will discuss the issue more during Talk with Tuminez on Wednesday, 9/1, with additional communication coming out later in the week. Committee is working through details to address various concerns.
- UVU does not have a vaccination requirement. The UofU has required vaccinations and have an infrastructure to address this requirement. They do require students to upload their vaccination card or provide a reason for an exemption. Goal is to get as many people vaccinated as possible.
- Concern about faculty rights given the requirement. Faculty can work with HR for accommodation if they have a medical need.
- There are trigger points such as class size and the number of exposures that will move the course to online. The university monitors for triggers and any adjustments campus-wide.

SENATE PRESIDENT

- Welcome to new senators!
- Request all senators review the following items. Links are in the agenda.
 - Faculty Senator role
 - Shared Governance at UVU video
 - Procedural Primer
 - Senator Responsibility
 - New senate tutorial coming soon
- Senate reviews and policy and provides the official voice of faculty.

POLICY

- 137 – *Sponsored Programs (Grants, Contracts, Cooperative Agreements)*
 - Policy has been in place for 14 years. It establishes that all external contractual funding coming to UVU be managed and channeled through the Office of Sponsored Programs (OSP) for oversight. Also needs to be sure in compliance with federal and state regulation. Changes highlighted: 1) update and clarify definitions and 2) procedures updated. A sponsored program at UVU comes in the form of a grant or contract.
- 146 – *Sponsored Programs Financial Management*
 - New policy puts UVU in compliance with all federal regulations for federal funding.
- 633 – *Annual Faculty Reviews*
 - The policy has been completely rewritten and renamed to *Faculty Performance Evaluation and Feedback*. The taskforce met over the summer and responded to all previously submitted comments. Policy 633 is punitive in nature when it really should be about faculty performance that has been addressed in the rewrite along with fixing timeline issues. Also, tried to provide multiple levels of feedback.
 - Policy went to senate last year, but stalled to allow addressing of comments. Intent is for a well-written rewrite of 633 in order for deletion of Policy 648 – *Faculty Reduction or Reassignment for Institutional Reasons*. Policy 638 – *Post Tenure Review* is already handled inside of *Faculty Performance and Evaluation*. There is a dotted line to two policies 648 (punitive policy) and should be in another policy. Policy 649 – *Faculty Remediation, Sanction, and Dismissal due to Cause* is under development. Policy 633 is to be just about how to evaluate.
- Review of Policy Stages
 - Policy 101 requires a time period in which entities have to respond to the steward. While the policy is in Stage 2, the first senate meeting for a policy is informational, meaning an introduction to the policy and begin gathering comments. The second senate meeting is the debate of the policy and comments, while the third meeting is the official senate vote of comments that will move forward to the steward. Stage 3 also accepts comments if faculty have more comments to be made.
 - Stewards are individuals who oversee the drafting of the policy and make sure it is in alignment with other policies and guidelines.

NON-POLICY ITEMS

- Permanent residency renewals or citizenship costs on department instead of colleges or overall institution
 - Issue: A department wanted to renew a faculty member's green card. Andrade noted they have to be renewed every 10 years and the estimated cost is around \$250. [NOTE: The actual cost is \$540.] She also stated that they were told that university funds could not be used to renew green cards. When UVU hires international faculty, funds are provided for H1B visas, but does not cover ongoing costs. In the interest of being inclusive and supporting faculty, interested in pursuing investigation.

- Brown noted that one significant reason for not doing it via departments is it could lead to national origin discrimination if some departments cover the expense and some do not. It would have to be an all university situation and can become expensive.
- Federal regulation states that a faculty member who moves from an H1B visa to a permanent residency does have to go through a reapplication hiring process unless they have a specific type of waiver. This means the job posting is reopened, interview all applicants that apply, and hiring not necessarily the most qualified applicants, but if there is an American or current permanent resident who fits the minimum requirements, the green card hopeful does not get to keep the job.
- **MOTION** – Lyn Bennett moved that senate entertain further action on the topic of permanent residency renewals. Joy Cole seconded. Andrade noted that language in the agenda was incorrect. It should be for the university to pay for green cards regardless if it is departments, colleges, or university. All in favor? 15; Opposed – 19; Abstained - 4. Motion failed.
- Create a professorial track (for those who want to strictly teach) to go alongside our current tenure and rank path.
 - Proposal is to create a professorial track for faculty who only want to teach in addition to the tenure track.
 - According to workload requirements, faculty are required to teach an average of 12 credits per semester. This leaves 3 credit hours for scholarship and creative works and zero hours for service. Discussions have been to provide various paths to faculty to enhance their various strengths. Would need to distinguish between a non-tenure track paths as requirements and salary vary. Would need to be sure job descriptions are carefully written to ensure they are keeping with our dual mission.
 - **MOTION** – Skyler Simmons moved to entertain further action on the professional track proposal. Kyle Kamaiopili seconded. All in favor? 24; Opposed – 10; Abstained – 0. Motion passed.
 - **MOTION** – Suzy Cox moved to turn the topic over to a joint senate task force and RTP & Appeals Committee. Simmons seconded. Frame recommended that half the committee be comprised of CET faculty. Cox reworded that the committee have a significant representation of CET faculty. She also recommended working with Elijah Nielson to draft proposal on the formation of the task force and present to Faculty Senate. All in favor? 30; Opposed – 2; Abstained – 1. Motion passed.
- Syllabus Checklist that contains all the required and suggested syllabus language.
 - Proposal is to provide one central repository for all suggested syllabus language for both required and suggested. Link to OTL webpage: <https://www.uvu.edu/otl/syllabuschecklist.html>
 - **MOTION** – Lyn Bennett moved to entertain further action on the proposal for a syllabus checklist. Kathleen Young seconded. All in favor? 27; Opposed – 5; Abstained - 0 Motion passed.
 - **MOTION** – Lyn Bennett/Nielson moved to turn the topic over to special topics and form a task force to facilitate collecting syllabus statements from faculty around campus. Elijah Nielson seconded. All in favor? 32; Opposed – 0; Abstained - 2. Motion passed.
- Resolution of affirmation of anti-racism, diversity, and inclusion in both teaching and scholarship and in institutional training.
 - Originally developed by Harvard lawyers in the 70s and 80s who were looking at the tracks of the pipeline to school and prison, and the disparage populations and how the system was set up against these populations. Discovered that there was a pattern and was based in critical race theory.
 - This would be a resolution just affirming that these issues are important to UVU faculty.
 - **MOTION** – Lyn Bennett moved to entertain further action on this proposal. David Frame seconded. All in favor? 20; Opposed – 8; Abstained - 4. Motion passed.
 - **MOTION** – Skyler Simmons moved to obtain the voice of university faculty and conduct a survey between now and the next senate meeting, with further action debated at that time based on the results of that survey. Joy Cole seconded. Anderson proposed an amendment to form a writing committee while simultaneously sending out a survey. Simmons accepted as a friendly amendment. All in favor? 21; Opposed – 3; Abstained - 3. Motion passed.

GOOD OF THE ORDER

- Deputy Provost and the chair of the Faculty Senate RTP & Appeals committee will be hosting an RTP forum on Wednesday, September 8, at noon, for those who are preparing to submit their portfolios for midterm and tenure review. They will present some tips on finalizing your Informational Statement and Teaching Self-assessment and answer questions.
- Over the summer, a new RTP website was developed. <https://www.uvu.edu/facsenate/rtp/index.html>

Meeting adjourned at 5:00 p.m.