



UTAH VALLEY UNIVERSITY  
FACULTY SENATE

**Faculty Senate Minutes**

October 24, 2023: [MS Teams, 3-5 PM](#)

**Call to Order and Approval of Previous Minutes**

Faculty Senate was called to order at 3:01 pm

**Present:**

(S)- Senator (E) ExCo (O) Other Non-Voting Member

Ahmed Alsharif (S)	Diego Alvarado Karste (S)	Joshua Fagan (S) (E)	Peter Sproul (S)
Alex Yuan (S)	Donna Fairbanks (S)	Kat Brown (E)	Raiden Gaul (S)
Ashley Nadeau (S)	Doug Czajka (S)	Kenzie Jones ((E)	Rich Paustenbaugh (E)
Ben Moulton (E)	Dustin Shipp (S)	Laura Ricaldi (S) (E)	Sam Gedeborg (E)
Bryan Sansom (S)	Eric Russell (S)	Maria Blevins (S)	Sayeed Sajal (S)
Christopher Goslin (S)	Evelyn Porter (E)	Matthew Duffin (S)	Sean Crossland (S)
Colleen Hough (S)	Gareth Fry (S)	Maureen Andrade (S)	Stephanie Dunn (S)
Dallas Smith (S)	Jennifer Shubert (S) (E)	Max Aeschbacher (S)	Tammy Ross Huffman (S)
Dan Perry (S)	Jim Price (S)	Melinda Bender (S)	Tracy Sermon (S)
David Frame (S)	John Hunt (S) (E)	Ming Yu (S)	Waseem Sheikh (S)
David Knowlton (S)	John Newman (S)	Nicole Gearing (E)	Wayne Vaught (E)
Deb Dowd (S)	Jon Anderson (E)	Paul Morrey (S)	Wioleta Fedeczko (E)

Senators Absent/Excused:

Anthony Ciccone (S)	Justin Schellenberg (S)	Michael Hollister (S)	Terrance Orr (S)
Christopher Witt (S)	Kevin Smith (S)	Michaela Sawyer (S)	
Jim Sutton (S)	Merilee Larsen (S)	Rick McDonald (S)	

Minutes stand approved

**Faculty Senate President**

- Links to Policy Training and the meeting recording are listed on the agenda
- The Powerpoint is a good guideline for when we get into policy.

**UVU President Tuminez**

- Upcoming Presidential Lecture: November 15 & 16, Darryl Jones.
- Introduction of new administrators
  - Jim Mortensen, Vice President for Finance and Planning
  - Board of Trustees - Noel Vallejo, Andrea Cark, and Jeremy Hafen
  - Board of Trustees - New Chair, Rick Nielsen
  - Utah Board of Higher Education - Amanda Covington, Steve Neeleman, Sharon Eubank, Jon Cox, Holly Talbot, Javier Chavez Jr., Tina Marriott Larson, Danny Ipson, Cydni Tetro, Aaron Skonnard
- Overview of UVU
  - **Retention:** Retention is freshman to sophomore year. We would like to have a 5 year running average of 65%. We are above that and that is exciting.

- **Completion:** Our goal is to have a 45% completion rate. We are currently at 42%.
- **Facilities:** Young Living Alumni Building, Art Museum Lake Mount,
- **Evergreen:** Evergreen was launched one year ago. We have raised 185,000,000 dollars out of a declared goal of 350,000,000.
- **Scholarship Ball:** Scholarship Ball was held on October 7. This is the 33<sup>rd</sup> year of the ball to raise funds for presidential scholarships.



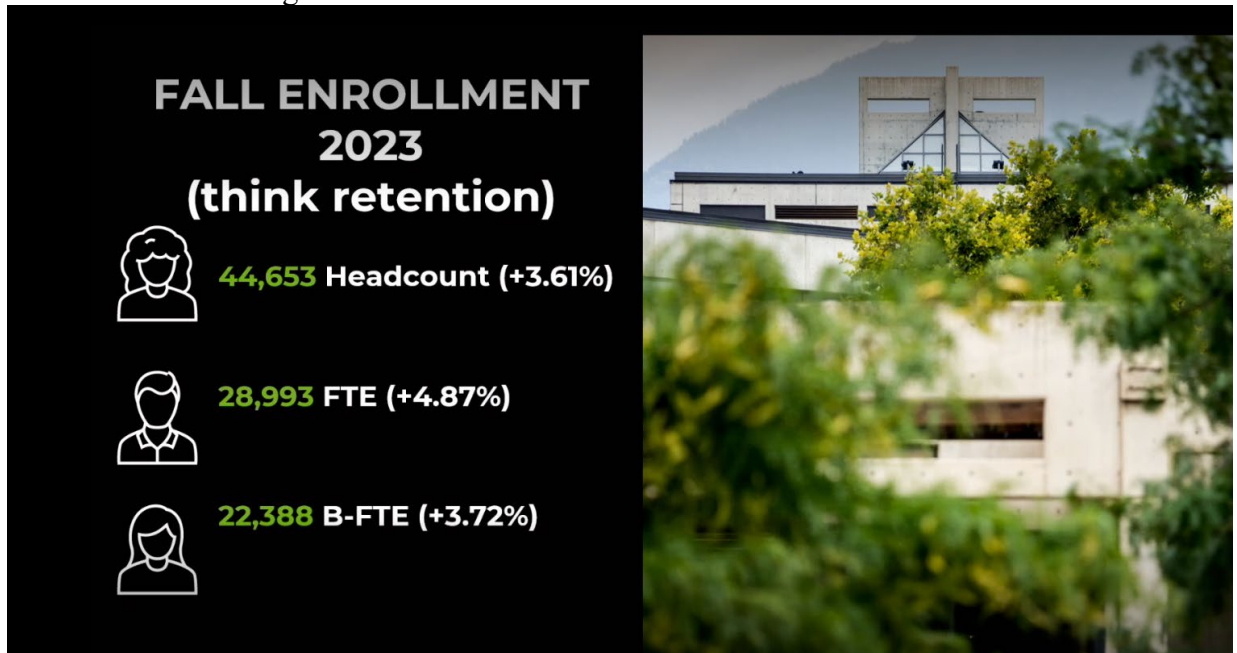
- **Commencement:** refer to numbers in image below.

### The Big Why

- 8,517 graduates
- 9,629 degree & certificates
- 33% first-generation students
- 19% students of color
- 49% women
- 41% 25+ years old
- Age range: 16-69 years old

- **Freshman Convocation:** We had close to 6000 students RSVP for the event. Take a 20% attrition rate and we probably had attendance of at least 5000 students both for the convocation and the dinner afterwards.

- **Enrollment:** See image below for our current numbers.



- **Faculty Accomplishments**

- Five faculty from College of Engineering and Technology received a \$1.7 million from the National Science Foundation (NSF) for the Civil and Mechanical Engineering Scholarship Program.
- Dr. Joshua Lothringer helped discover CO<sub>2</sub> on Exoplanet. Hot Jupiter WASP-39b using James Webb Space Telescope
- Graphic Design Program: Our graphic design program is up there with the Parson School of Design, Rhode Island School of Design, and BYU's graphic design.
- Hospitality Management: Hospitality Management Online was recognized as a top ten degree by Forbes.
- Constitutional Studies: Professor Akhil Reed Amar gave a lecture at UVU. Our very own Verlan Lewis wrote a book titled "The Myth of Left and Right". We recently hosted Sharon McMahon, an influencer. We had over 5,000 people attend her presentation.

- **State Budget**

- Facilities: A bill was passed 2-3 years ago, SB-102, and it has a direct impact on our ability to build new buildings. If this bill is totally funded this year, UVU will get just \$16.1 million and we have the ability to bank this money.
- Compensation: Utah System of Higher Education (USHE) is requesting a 3.5% salary increase, 7.2% for health, and 0.9% for dental.
- Performance Funding: We did not attain "access" and "high yield awards". We did meet our timely completion and received \$2 million

- **UVU at Vineyard**

- College of Health and Public Services will be a central player in the development of UVU at Vineyard. The Huntsman Cancer Institute is building a hospital across from our land and they just donated \$1 million to us to fund our students for internships and volunteer opportunities at Huntsman in Sale Lake before they build the hospital in Vineyard.

- **PluralSight**

- We purchased 10,000 licenses for students, faculty, and staff. President Tuminez encourages the senators to sign up and complete a course. President Tuminez recently completed a course in AI.

- **Q&A**

**Q:** Can you speak a little further about jobs and the CEO council? Is there space for space for faculty?

**A:** Yes. The council is excited about externships for faculty. There was no exception to that. My commitment is we will ask institutions and organizations on behalf of faculty if they would be willing to take faculty externs. Faculty Senate could work with Tammy Clark on this.

**Q:** The Wednesday semester start caused a lot of problems for our courses.

**A:** Let Provost Vaught know what those problems were. The Wednesday start was discussed for years before being implemented. Those first two days are our commitment to exceptional care.

**A by Wioleta:** Every college has a representative on the Academic Scheduling Committee. Talk to your representative about those concerns so they can be brought to the attention of the Academic Scheduling committee. Contact Jennifer Shubert (Elections Chair) to find out who your representative is.

**Q:** The new Utah Board of Higher Education changed over the summer and it doesn't seem like it is flowing with people who have a lot of experience in higher education. Do you have any thoughts on that?

**A:** The last committee of 18 may have been too large. Governor Cox is extremely interested in the workforce impact on the system of higher education so that may be a reason why the bulk of the board is from industry. What I like about the board is that they have been a deeply listening board. President Tuminez believes they can be excellent advocates for higher Ed with both the legislator and governor's office. So far, she has been encouraged by her interaction with them.

**Q:** I've been looking at a lot of the numbers you presented and one that stands out is the modality slide that you showed breaking down the three main modalities – face-to-face, mixed modality, and online. I wonder if we have a breakdown of campus-based students vs non-campus students.

**A:** For most of our numbers regarding retention and graduation, we strip out concurrent enrollment students because that would completely skew the numbers.

**Q:** Who is in charge of the Native American initiative grant funding and who do faculty contact to participate with that?

**A:** We have hired a director who is supposed to start November 1, 2024. That position reports to Tara Ivie. Please contact Tara Ivie to get more information, especially if you want to be a mentor or be involved in the program in any way.

**Q:** Community College was mentioned in the presentation. They said there may be a new model where they would evaluate it like, how are you meeting the mission of a Community College? And if you're not, then we're gonna cut funding. Could you elaborate on that a little?

**A:** That was a study done 4 ½ years ago. They were concerned that Utah County was not meeting the Community College needs. There is a meeting on November 7 with the other presidents to dig deeper into this report.

**Q:** Some universities and increasingly collaborating on assessments to improve accountability with the aim of addressing some of the rhetoric around the value of higher ed. Can you tell me if UVU has plans or initiatives to collaborate with other institutions for a similar purpose?

**A:** Yes. We already did it. We did it in 2019. I phoned the presidents of what was then Dixie State and Weber because I was alarmed at this. I didn't think the story of you alone would be as compelling as the story of three dual-mission institutions.

**Q:** Concern was voiced about the current marketing campaign stating that there is a place for everyone.

Recommendation for changing it to a place for the brave. Thirty percent of our students are first-generation students. They show bravery by attending college for the first time. Our current campaign reflects that we accept anyone and makes students feel like they are just like everyone else.

**A:** Part of our current campaign is to promote pride in our university. We begin with exceptional care because we are open admission. It's about social justice, the American dream, and the true use of higher education as a tool. What it is to me is honesty about our resources, and about the people we serve, but at the end of the day, we can count on what we have accomplished. We

## Provost Wayne Vaught

**PBA conversations** are starting tomorrow. Academic Affairs is not until the end of November. We are not anticipating having a significant amount of new money coming in this academic year so there's not going to be a lot to request through PBA.

**PluralSight** – Reminder that all faculty have access to PluralSight trainings. They are an opportunity for students to pick up some skill sets and qualify for some industry type of certifications that could be used as an addendum to their degree. We will be holding some workshops with Pluralsight representatives. If you send them your curriculum, they will help provide feedback in ways you can incorporate that into your course.

## Policy Debate Calendar ([process overview](#))

Reminder: Speak to your faculty colleagues regarding these policies and make sure you get comments on the comments document.

You will have four weeks to gather comments, and discuss comments, and then in four weeks we will vote on each comment individually and then submit those to move forward.

### 376: Reduction in Force(RIF) Cathy Jordan, Drew Burke[[Policy](#)]

- Applies to staff only
- UVU does not have a policy and USHE requires us to have one to comply with USHE R843
- Other USHE institutions already have policies in place
- Outlines the procedures for reduction in force. It also provides procedural safeguards.
- The Supervisor must get approval before the Initiation of an RIF
- Priorities seniority followed by an evaluation of temporary and part-time staff, full-time staff with performance concerns, and then full-time staff.
- Outlines how staff must be notified and outlines the effects on benefits. It also provides limited grievance rights.
- If Policy 376 is not followed, there are three procedural protections that are placed in this policy. We don't want supervisors using the RIF as a pretext for terminating staff employees that otherwise need to be performance managed.
  1. Recalled if an opening occurs in the same department in a position in the same family within 6 months
  2. Reestablishment of the position within 12 months and with P&C approval
  3. Right to first interview within 6 months of separation. Right to first interview for separated, qualified, full-time staff employees

**Q:** How closely does this policy align to other institutions?

**A:** It is almost verbatim. We pulled a lot from USU.

### • 632: Assignment and Advancement in Academic Rank, Kat Brown [[Policy](#)]

- Clarified language – faculty must have a minimum of 5 complete years at the associate level with tenure before applying for rank.
- Full professors must take an active role in evaluating faculty going up for the full professor rank. There are provisions in the policy for departments that may not have five full professors who are able to help evaluate.

- Faculty going up for full professor only have to be exemplary in 2 out of 3 areas instead of 3 out of 3 areas. Must be exemplary in teaching and 1 of the other categories.
- More guidance on what needs to be included when going up for rank

**Q:** What if the RTP committee is composed of some who were associate and some who are full professor? Would you have an ad hoc committee with just straight up full professors?

**A:** That is an option. There are a few options available. There could be one overall RTP committee with a mix of associate professors and full professors could review those going up for tenure and full professors evaluate those going up for rank advancement or it could be 2 separate committees if departments choose to. It really is a bit flexible so departments can do what works best for them.

In this policy, the rank committee needs to only consist of 3 out of the 5 need to be full professors because we knew that five full professors would be difficult for most departments. There are also other ways to create a committee even if you don't have 3 out of 5.

• **649: Faculty Remediation, Sanction, & Dismissal** [[Policy](#)]

- A sanctionable offense can have a support person and legal at all times.
- The burden of proof of guilt is on the university not on the faculty member.
- Sanctions are better defined. A letter of writing, for example, is no longer a sanction. It's just a regular form of discipline, but it is one that can be removed.
- The Faculty Senate Appeals committee has a much stronger role in this policy. For example, it can do fact finding which is completely new.
- We have also clarified what it takes to be removed for safety reasons because of the seriousness of such a removal.
- Clarifies the appeal system for Title IX, and VII and Workplace Conduct so the faculty understand where this one is in effect and where others would be in effect.

**b. Stage 1: Revision** • 637: Faculty Tenure [[Executive Summary](#)]

There are a number of things in the policy that are already outdated in regard to technology and how we submit portfolios, but even how it relates to annual reviews.

**c. Other Policy Updates** • Policy Schedule Mapping: 632, 633, 637, 640, 646

Wioleta has asked the policy director to assist Faculty Senate in mapping the schedules and due dates for all the policies related to faculty evaluation and reviews. All of these have a lot of due dates and there has been confusion about when things are due and overlapping due dates. We are going to move on with policies like 632 because changing a due date is difficult and could be an easy revision in the future.

**7. Good of the Order**

Any updates about the GE and our recommendation to the GE committee?

Currently trying to find time to meet. Evelyn posted the results of the straw poll in the Teams folder which was give some direction to the GE committee.

Reminder to keep chat civil, respectful, and collegial so that all our senators and visitors feel welcomed and not attacked.

Wioleta went off-road on her dirt bike over Fall Break and rode 60+ miles.

**Adjourn**

- Move to Adjourn
- Meeting adjourned at 4:53 pm