**Faculty Senate Executive Committee Minutes**

August 29, 2017

FL 516, 3:00-5:00 pm

***Present***: Jon Anderson, Howard Bezzant, Kat Brown, Karen Cushing, Lindsay Gerber, Dianne McAdams-Jones, Anthony Morris (Library), Jeff Olson, Jim Pettersson, Craig Thulin, Sean Tolman

Visitors: Colleen Bye

***Excused or Absent:*** Pauli Alin, Clay Brown

* Call to order – 3:05 PM
* Approval of Minutes from April 6, 2017. Will approve at next meeting.

**SVPAA**

* Welcome to the new year. President is back. Looking forward to great year.
* Developed Academic Master Plan and will be operationalizing and integrating with the Strategic Plan for Managing Growth and the Facilities Master Plan. Meeting with consultant next week and developing a timetable.
* NWCCU 7th year accreditation site visit in October. One of the weaknesses in our accreditation is not updating the Post-Tenure Review policy. Relying on the Annual Review policy. Post-Tenure policy should be going into Stage 2 in the next few weeks.
* Critical that the university have Shared Governance. Need to build on the things that really cause that to be important to a university.
* Olson supports a BYOD campus. Chromebook is $129 at Walmart. Has been using to test and determine its effectiveness at UVU. Bezzant reported that some schools/colleges do have specialized needs and this device may not work for them.

**AVPAA**

* Expressed thanks for Policy 637 – *Faculty Tenure*. Pettersson and Brown are finishing the guidelines and FAQs by Friday and will send out to ExCo followed by distribution to all faculty. The template for Annual Reviews is also being worked on.

**DEBATE CALENDAR**

* Policy 654 – *Faculty Merit Pay* – Now in Stage 2 and will be information Item. Invite David Connelly for September 19.
* Approximately 60 policies in pipeline for review.
* Policy 649 – *Faculty Correction Actions and Terminations due to Cause* will be entering Stage 2 shortly.

**DISCUSSION**

* Olson shared several situations that occurred last year as well as recent events around the nation. Several universities have cancelled speakers as they felt they could not maintain appropriate security. UVU is in process of reviewing and discussing how to handle potential events and intend to send a clear message of UVU’s values in terms of inclusion while respecting free speech. Hoping that Administration will be alerted to controversial speakers so appropriate procedures can be in place should a need arise. ExCo supports adding this item to the agenda to set the proper tone of the values we hold. If senate wants additional conversation, can show Holland’s video again. Need to encourage faculty to help all students, faculty, and staff to feel safe on campus. Need to reach out to all students in classes to feel safe. Contact the following resources as appropriate:
  + Maren Turnidge - Student Conduct, [marent@uvu.edu](mailto:marent@uvu.edu)
  + Talatou Abdoulaye - Ombuds, [talatoua@uvu.edu](mailto:talatoua@uvu.edu)
  + Bill Erb - Student Health Services (Medical & Therapy), [erbbi@uvu.edu](mailto:erbbi@uvu.edu)
  + J.C. Graham - Student Crisis/Suicide Prevention, [grahamjc@uvu.edu](mailto:grahamjc@uvu.edu)
  + Pola Morrison - Student Accessibility Services, [pmorrison@uvu.edu](mailto:pmorrison@uvu.edu)
* CourseLeaf coming online with training on September 13 and 14. Training is for all individuals who will be developing and approving curriculum. Contact your Department Chair for the training schedule.
* Transition to Duo for two-step authentication will go into effect in October. Necessary to maintain a secure system. Bezzant will talk with Ray Walker to see if can delay.
* Banner upgrade will take place on October 20th. This will affect Canvas as well.
* Brown working with Internal Audits regarding FERPA Regulations.
* United Way Day of Caring is September 14 at 7:30 a.m. located at the NuSkin Office, 75 Center Street, Provo with breakfast, then break to perform service. Participation is encouraged.
* Faculty Event Attendance – Freshman Convocation faculty attendance was extremely poor. Bezzant asked if there is a valid educational effort in attending events. Discussion on need for faculty participation and how to encourage such behavior. Thulin shared that onboarding of students and retention is a strong focus. Data shows there is a strong relation between faculty who participate and student success. Anderson also reported that faculty numbers at Commencement are also poor. Gerber proposed dividing faculty up to attend events. Tabled discussion for next ExCo.
* OTL Faculty Advisory Committee – Complimentary to Faculty Development Committee. Gerber has sent out an email to the Service & Elections Committee. Follow up at next ExCo.
* Mount Task Force on Evaluation of Teaching Effectiveness – Thulin proposed that Faculty Senate initiate a task force. Add to agenda as discussion item. Outcome of the committee is to develop effective definitions for evaluating teaching.
* UVU Sustainability – Colleen Bye distributed handout (see attached) and reviewed video “United We Change.” USU, Weber, and UU have created sustainability campaigns. Sustainability Day is October 25, 2017. Focus is to educate the community, create awareness on issues of sustainability, and provide potential solutions. Recommendation was for Bye and several committee members to schedule a meeting with Holland to discuss their proposal and Olson will inform the President of the proposal. Will include this as an information item and will send out a link with the agenda.
* Connelly has funds available to pay honorarium for guest speakers to come to Faculty Senate. Possible speakers are Hans-Joerg Tiede, Associate Secretary, Department of Academic Freedom, Tenure, and Governance, AAUP and Michael Decesare, Chair, AAUP Committee on College and University Governance, Professor and Chair of Sociology, Merrimack College. Consensus was one guest speaker for the fall semester and see how attendance fares. ExCo approved the use a senate meeting for the guest speaker. Need to be prescriptive on what to address. Decision was to invite Hans-Joerg Tiede.
* Campus Entity Presentations
  + Reviewed campus entities to come and provide overview and updates. Invite Linda Makin on Accreditation to the September 19 meeting.
  + Add Community College mission to presentation schedule. Speak with Jessica Gilmore and Forrest Williams. Concern that clarity of the community college role is not visible. Schedule for October 17.
  + Invite Alexis Palmer on October 3 to discuss the Behavioral Assessment Team.
  + Consider other potential entities for discussion at the next ExCo meeting.
* RTP Advisory Committee – Committee is constituted and will begin meeting. Will send the template as a link in the agenda, posted on the Faculty Senate website, and sent to all faculty and RTP Committees once finalized. Departments should be in the process of rewriting their RTP Criteria. The Biology Department criteria can be used as a model. All Department Criteria are posted on the Faculty Senate website. Brown and Pettersson are willing to attend department meetings to provide highlights.
* Bylaw Ratification
  + Bylaws ratified on April 18, 2017. Will need to make several changes for the upcoming year such as Interim positions.
* Tuition benefit for children of faculty/staff removed when get married - Morris reported that his research showed most institutions drop benefit coverage for those who lose dependent status. Thulin reported that the Benefits Committee has not addressed this matter. Morris indicated that the draft data request was to be given to HR for review and comment. Olson shared that UVU is unique that we offer full tuition for dependents. Thulin will follow up.
* University Annual Review Performance Template – Brown received it and informed ExCo it is not as complete as Academic Affairs would like. AAC has asked for it to be on the agenda September 12. She feels that this is a collaborative process and is willing to work with the Faculty Senate committee. Olson reported that we need enough structure to fulfill its purpose with the flexibility to address the needs for all schools and colleges.
* Finalized agenda for September 5, 2017.

Meeting Adjourned at 5:00 p.m.

**ACTION ITEMS**

1. Invite David Connelly for September 19 for Policy 654 – Faculty Merit Pay. (Thulin/Anderson)
2. Talk with Ray Walker to see if can delay Banner upgrade. (Bezzant)
3. Discuss Sustainability proposal with President. (Olson)
4. Invite Hans-Joerg Tiede to UVU. (Anderson)
5. Invite Linda Makin to Faculty Senate on September 19 re Accreditation. (Thulin/Anderson)
6. Follow up with HR re Tuition benefit for children. (Thulin)



