**Faculty Senate Minutes**

**Special Session**

March 16, 2021

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

***Present***: Maureen Andrade, Jon Anderson, Anne Arendt, Wendy Athens (OTL), Lyn Bennett, Lauren Brooks, Kat Brown, Seth Christensen, Joy Cole, Suzy Cox, Karen Cushing, Max Eskelson, Lisa Hall, Young Wan Ham, Melissa Heath, Jessica Hill, Joshua Hilst, Hilary Hungerford, Armen Ilikchyan, Greg Jackson, John Jarvis, Kyle Kamaiopili, Jeremy Knee (OGC), Scott Lewis, Stephen Ley, Diana Lundahl, Mohammad Masoum, Jeff Maxfield, Dianne McAdams-Jones, Rick McDonald, Ronald Miller, Natalie Monson, Elijah Nielson, Matthew North, Alan Parry, Jim Pettersson, Evelyn Porter, Kelli Potter, Audrey Reeves, Denise Richards, Brandon Ro, David W. Scott, Dustin Shipp, Skyler Simmons, Peter Sproul, Annie Smith (for Karen Sturtevant (Library)), Wayne Vaught, Ryan Vogel, Bob Walsh, Lucy Watson (UVUSA), Sandie Waters, Christopher Witt, Alex Yuan, Geoffrey Zahn

***Excused or Absent***: Leo Chan, Shane Draper, Beka Grulich (PACE), Barry Hallsted, Rick Henage, Chuck Knutson, Leo Schlosnagle, Zachery Taylor

***Guests:***  Wioleta Fedeczko, Kazem Sohraby, Forrest Williams, Cara O’Sullivan, Laura Carlson, Linda Makin, Joel Herd, Lindi Robertson

Call to order – 3:00 p.m.

Approval of Minutes – Minutes approved.

**SENATE PRESIDENT**

* Will vote on standing committee positions in the last senate meeting.
  + Service & Elections Chair – needs to be a faculty senator
  + Curriculum Chair Elect – needs to be tenured and have curriculum committee experience
  + Interim Chair Advancement of Teaching – final year of 3-year term and a faculty senator
  + Policy Liaison – nominees Skyler Simmons and Sayeed Sajal
  + Special Assignments & Investigations – nominees Sandie Waters, Elijah Nielson
* Senators need to inform departments when opportunities for committee or taskforce service are available.
* Workload Task Force – Would like feedback on the proposed document. Links found in agenda. Would like to complete prior to the end of the semester. AAC will review feedback and make final decisions.

**PROVOST**

* Talk with Tuminez is scheduled on 3/17 at 1:30 pm.
* COVID vaccines will be available to general public beginning 4/1. Still working out details for fall semester. The spring semester will most likely continue with social distancing and masks regardless of the governor’s mask decision.
* SB 107 impacts UVU directly with the requirement that we offer 75% of the number of face-to-face courses that we were offering in fall 2012. Still waiting on final details.
* How SRIs for online courses will be used to evaluate tenure track faculty is still under review.
* HB 327 legislation surprised UVU. The legislature is wanting to invest funds for civic engagement. David Connelly and Scott Paul will be working with constituents named in the bill to develop a group. A new center director for Constitutional Studies is being hired. Please provide feedback on the candidates. Vaught will follow up with Connelly about History faculty involvement.

**POLICY**

* Policy 644 – *Appointment and Responsibilities of Department Chairs*
  + Faculty Senate decided to send the policy back to Stage 1 and Cara O’Sullivan provided instructions. A new drafting committee will be formed.
  + Current comments provided in Faculty Senate will be provided to the steward as feedback in drafting of new policy.
  + Contact Anne Arendt, Alan Parry, or Kat Brown directly if want to be on the task force.
* Policy 101 – *Policy Governing Policies*
  + **MOTION** – Suzy Cox moved to suspend the rules and move directly to a vote due to lack of comments. Sandie Waters seconded. Lundahl opposed moving to a rush vote. All in favor? 25; Opposed - 5; Abstained – 1. Motion passed.
  + Faculty Senate had previously submitted comments during Stage 1 to the steward and there are no additional new comments.
  + **MOTION** – Rick McDonald moved to support the implementation of the policy if comments and feedback previously submitted are addressed. Suzy Cox seconded. All in favor? 34; Opposed - 0; Abstained - 1. Motion passed.
* Policy 425 – *Scheduling Campus Facilities*
  + Since last policy revision in 2014 have gone to centralized scheduling.
  + Highlighted changes
    - Defined/clarified definitions
    - Clarified appeals process
    - Reflects current state and federal requirements
    - University must use centralized scheduling system
    - Executive Infrastructure and Planning will review and approve scheduling changes
    - Address space blocking
    - Established a Major Events Assessment Committee and their respective role
    - Provides Event Services authority to set written expectations for events
  + Specialty labs can be listed in the event request and would not show.
  + Event scheduling just needs to ensure that events are coordinated thru food services for on campus events. Policy 221 - *Dining Services* provides guidelines regarding events. Event Services will direct event coordinators to catering and then refer to Culinary Arts if desired. Policy 425 does not address food. Catering questions needs to refer to Policy 221.
  + Sproul responded that Culinary Arts would review the policy for how it affects events.
* Policies 633 – *Faculty Annual Reviews* / 638 – *Post-Tenure Review*
  + A Faculty Senate taskforce rewrote 633 and a recommendation is being made to delete 638 entirely.
  + See video <https://www.youtube.com/watch?app=desktop&v=afu1JXKLLa8&feature=youtu.be> that identifies five reasons to change policy.
  + Recommend switching the title of 633 to Faculty Performance Evaluation and Feedback. Concerns regarding Policy 633 can be viewed at <https://drive.google.com/file/d/1vlGpLAyUpDJbF-xVCFdzYKurLQc_D_vB/view>. Intent is to provide more flexibility as faculty.
  + Have split apart when goals are due and when the actual review occurs. If want to submit goals in May, you can do so, or you can modify over the summer and submit in August.
  + Believes follows AAUP post-tenure review expectations.
* Policies 355 – *Sick Leave Pool* / 360 – *Faculty Medical Leave Act (FMLA)* / 361 – *Leave of Absence*
  + Policy 361 is in temporary emergency stage. Added the medical maternity. Integrates FMLA so Policy 360 is set for deletion. Identifies health-related and non-health related leaves. Clarifies relationship with other policies.
  + Funeral leave is available for university colleagues.
  + Jury leave clarification. Have removed the requirement for employees to provide their jury pay to UVU.
  + Military section has been simplified. Current policy is not in alignment with USERRA.
  + Eliminated sick leave pool (Policy 355) but in its place will provide opportunity for sick leave extension. Reason for elimination as has potential for discrimination and HIPPA violation.
  + Extended leave will help protect income while employee is recuperating from extended illness. Current employees would need to exhaust all their accrued vacation and sick time before extended sick leave can be authorized by Provost and/or Vice President. This is for the employee only. Cannot exceed 30 working days unless authorized by the President and upon recommendation from the Associate Vice President for Human Resources. Employee cannot use any combination of their own accrued sick leave, vacation leave, or extended leave longer than a continuous four months or 120 days without applying for Long-Term Disability (LTD). Will need medical documentation to HR. Once they receive LTD or SSA pay, their extended leave ends.
  + If employee terminates prior to the end of the authorized extended leave, the extended leave will end and not be paid out.
  + Define “good standing”
  + Sick leave conversion to vacation time is for staff only.
* Policies 114 – *Conflict of Interest and Commitment* / 365 – *Consulting Leave*
  + Moving Policy 365 into the Compensation and Benefits section of the policy manual. Deleting Policy 323 – *Guidelines for Consulting*.
  + Outlined what is/is not consulting, who is eligible, and what qualifies/does not quality as a reason for consulting leave. Should not be using university resources including staff or students in consulting services, and facilities.
  + Consulting Services allows individuals to engage in activities that individuals can bring back to the university and classroom.
* Policies 162 – *Title IX Sexual Harassment* / 165 – *Discrimination, Harassment, and Affirmative Action* / 168 – *Complaints under the Utah Protection of Public Employees Act*
  + Policies 162 and 165 are twins of each other about civil rights and anti-discrimination.
  + Policies 165 and 168 are substantively different but share procedural connection.
  + Purpose of revisions
    - 162 – Substantive revisions - Title IX rule complies with sexual harassment
    - 165 – Moderate revisions to accommodate changes to 162 and keep 162 and 165 aligned.
    - 168 – New policy to implement UPPEA complaint process
  + Reviewed function of policies and the differences between standard of harassment in policy 162 vs 165.
  + 162 – Less protective of victim; more protective of accused; 165 – More protective of victim; less protective of accused
* Comments are due for all policy comments at midnight on March 28.

**NON-POLICY**

* Partial UVU Graduate Course Tuition
  + In previous senate meeting, faculty voted to form a task force, but no parameters or chair was set.
  + Arendt noted that a faculty or staff member would have to be accepted into the graduate program before could receive any tuition. This discussion would be addressing faculty and staff only. It does not include dependents. A side note, is staff are eligible for the Staff Development fund, but it has limited resources.
  + **MOTION** – Lyn Bennett moved to table the discussion. Elijah Nielsen seconded. The item is on the table until someone brings it off the table. This is not a request to update policy. It’s about discussing faculty or staff being able to take graduate courses for tuition waiver. All in favor? 31; Opposed - 2; Abstained - 1. Motion passed.
* Merit Pay
  + In previous senate meeting, faculty voted to form a task force with no direction.
  + Merit falls under the Advancement of Teaching. Richards will rotate off the Advancement of Teaching Committee and agreed to lead the task force. Plan is to frame the purpose of the task force this semester. There is @$300K available to address merit. Would like to populate the task force this semester.
  + Would like all interested or passionate faculty. Lauren Brooks, Bob Walsh, Peter Sproul volunteered.
  + David Connelly will co-chair the committee.
* Advising Future
  + No task force lead and no objectives. Deadline was end of March.
  + Task force could address items such as what are the needs that come out the schools/colleges in terms of relationship to the advisors. Cannot put in silos to operate independently of one another. Every program has different needs, student populations, and dealing with different situations.
  + If senate wants a unified set of recommendations, a town hall meeting would not meet this need.
  + **MOTION** – Denise Richards moved to extend meeting five minutes to address task force. Suzy Cox seconded. All in favor? 23; Opposed - 5; Abstained - 3. Motion passed.
  + Vaught has met with Advising Directors and Deans. Only true decision that has been made is to have an individual to coordinate advising across campus. Have asked advisor directors to provide information on what Academic Affairs can do to provide greater support realizing that some input needs to come from the academic units. Plan is now to develop a tentative plan on how the new structure would work. Task force could identify the needs that should be met to inform a master plan that addresses those needs and ensures they are being met.
  + Concerns on the department level is more negative. Vaught noted that this is an administrative organization that will be able to make decisions.
  + Rick McDonald and David W. Scott will co-chair the task force. Any one that would like to participate on the task force contact McDonald.
* Testing Center Future
  + Moved discussion to next senate meeting

**GOOD OF THE ORDER**

Meeting adjourned at 5:05 pm