**Faculty Senate Minutes**

**Special Session**

September 28, 2021

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

***Present***: Jon Anderson, Wendy Athens (OTL), John Hunt for 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, Michael Hollister, Hilary Hungerford, Armen Ilikchyan, Greg Jackson, John Jarvis, Kyle Kamaiopili, Scott Lewis, Dianne McAdams-Jones, Natalie Monson, Ethan Morse (UVUSA), Ashley Nadeau, Elijah Nielson, Matthew North, Tammy Parker, Jim Pettersson, Evelyn Porter, Jim Price, Laura Ricaldi, Brandon Ro, Eric Russell, Bryan Sansom, Justin Schellenberg, Leo Schlosnagle, David W. Scott, Waseem Sheikh, Dustin Shipp, Skyler Simmons, Mike Smidt, Kevin Smith, Annie Smith for Karen Sturtevant (Library), Zachery Taylor, Wayne Vaught, Bob Walsh, Sandie Waters, Christopher Witt, Kathleen Young, Alex Yuan

***Excused or Absent***: Maureen Andrade, Beka Grulich (PACE), Joshua Hilst, Benjamin Johnson, Jeremy Knee (OGC), Chuck Knutson, Ben Moulton, Audrey Reeves, Peter Sproul

***Guests:***  Nizhone Meza, Emmy Bell, Dustin Berlin, Jacob Atkin

Call to order – 3:00 p.m.

Approval of Minutes – Minutes approved for 9/14/21.

**PROVOST**

* SRIs
  + Overview of the KUER article posted on 9/28/21. UVU needs to address what is effective evaluation of teaching and the role it plays in the RTP process.
  + Shared statistical data over last 15 years stating UVU tends to grant tenure to anyone who applies for it. For example, out of 413 portfolios reviewed, only 19 were denied. The tenure rate is 95%. Suggests UVU does not have a rigorous review process.
  + Reviewed data from the 2020-21 RTP process. 43 faculty reviewed for promotion and tenure (32 tenure and 11 promotion). 94% of faculty were awarded tenure. Does not suggest that SRI data has changed. Rank advancements 11 cases and four denied.
  + Claim: Recommendations from the RTP Committees have taken a back seat. In 31 cases for tenure, Academic Affairs (AA) concurred with the RTP Committee recommendation in 30 cases. For promotion there were 11 cases and AA concurred in nine. In only three cases did AA not concur with the RTP Committee’s recommendation. Important to recognize that AA is wontedly overturning RTP committees.
  + Claim: Administration has a record of denying applications for tenure and promotion. UVU does have an appeals process. This year we had six appeals. Faculty review committees reaffirmed the Board of Trustees decision in four cases. One of the committees denied the appeal. There was only one case where SRIs played a significant role. This does not suggest a widespread overturning faculty decision-making.
  + Vaught agrees that AA should be looking at process and legality. He concurred and noted that AA has been trying to strengthen the process. Policy does state that AA is to provide recommendation on whether a committee evaluated the application applying the standards in the evaluation of the candidate’s case. Noticed that UVU is missing a campus wide RTP review process.
  + In almost every case, 93% of the time, AA agrees with the RTP committee. In 97% of the tenure cases, AA agrees with the tenure recommendations.
  + Discussion about the process of appeal cases and bias created after the first review. Hungerford acting as Faculty Senate President selects faculty to serve on an appeal review committee. There have been faculty who recuse themselves because they did not feel they could provide an unbiased opinion.
  + Faculty should know the RTP criteria they will be evaluated against prior to employment and reviewed again when the faculty member meets with their department chair and mentor.
  + The Advancement of Teaching committee and others are working on the SRIs. We have been making incremental improvements for years.
  + Concern about Septiles being introduced by some deans to provide a more detailed analysis of faculty instruction. Vaught proposed faculty take a vested interest in the course evaluation process. Relationship between rigor and SRIs are very dubious.
  + Recommend an extensive literature review of SRIs from across the nation.
  + UVU needs good tools in place along with a comprehensive way of evaluating and measuring effectiveness and teaching.
  + Vaught would like to schedule a town hall on RTP for an hour. Another potential discussion could be to address a student’s ability to evaluate a faculty members content expertise.
  + Faculty Senate is conducting a deep dive into SRIs.

**UVUSA**

* UVUSA is sponsoring a student forum this Thursday, 9/30, on the COVID-19 Vaccine in the Grande Ballroom at Noon. Please encourage your students to attend. Just over 20,000 students have participated in the survey with 73% reporting they are vaccinated or partially vaccinated.

**CONSENT AGENDA**

* Policy 658 – *Graduate Programs*
  + The steward has submitted a request for a few amendments on how some elections will be handled and would like Faculty Senate’s support. Policy is currently in Stage 3. There were no objections.

**POLICY**

* 146 – *Financial Management and Accounting for Sponsored Programs*
  + **MOTION** – Skyler Simmons moved to approve comments and vote. Elijah Nielson seconded.
    - Overall - All in favor? 34; Opposed – 0; Abstained – 0. Motion passed.
    - 4.1.2 – All in favor? 35; Opposed – 0; Abstained – 0. Motion passed.
    - 5.2.2 – All in favor? 36; Opposed – 0; Abstained – 0. Motion passed.
    - 5.8.3 – All in favor? 34; Opposed – 2; Abstained – 0. Motion passed.
* 638 – *Post-Tenure Review*
  + **MOTION** – Skyler Simmons moved to vote on the deletion of Policy 638. Elijah Nielson seconded.
    - All in favor? 34; Opposed – 0; Abstained – 1. Motion passed.
* 633 – *Faculty Annual Reviews*
  + Stage 2 ends 10/1/21.
  + Sections 4.3.3/4.5.1 – Address editorial comments regarding “formally tracked workload” and “not formally tracked workload.” Price proposed language such as “formally tracked workload plus tangential responsibilities that are not formally tracked.” Send to steward in Stage 3.
  + Section 4.8.2.1 – Replace “at though” with “at after.” Send to steward in Stage 3.
  + **MOTION** – Skyler Simmons moved to approve comments. Elijah Nielson seconded.
    - Overall - All in favor? 35; Opposed – 0; Abstained – 0. Motion passed.
    - 4.5.5 – All in favor? 29; Opposed – 4; Abstained – 2. Motion passed.
    - 4.5.5 (2) – All in favor? 35; Opposed – 0; Abstained – 0. Motion passed.
    - 4.5.5 (ish) – All in favor? 34; Opposed – 1; Abstained – 0. Motion passed.
    - 4.6 (1) – All in favor? 23; Opposed – 11; Abstained – 1. Motion passed.
    - 4.6 (2) – All in favor? 22; Opposed - 10; Abstained – 3. Motion passed.
    - 4.8.1.2 – All in favor? 22; Opposed – 11; Abstained – 2. Motion passed.
    - 4.8.1.2 (Alternate) – All in favor? 30; Opposed – 4; Abstained – 1. Motion passed.
    - 5.3.4/5.4.4 – All in favor? 31; Opposed – 4; Abstained – 0. Motion passed.
* 133 – *Compliance with Government Records Access and Management Act (GRAMA)*
  + Policy oversees GRAMA at UVU and how the university responds to requests.
  + Old policy outlined every aspect of the law and that we would follow it. Plan is to shorten it down to state that UVU plans to follow the GRAMA standard and as the State makes changes to the statute, UVU will not need to revisit the policy.
  + Reviewed GRAMA law, process, and what is considered a protected document.
  + All university employees are encouraged to conduct university business on university equipment. UVU only provides the records requested. There is a potential risk that employees might be contacted to provide information.
  + If UVU does not have the record, UVU is not obligated to create it. Keep your emails as clean as possible. Documents cannot be deleted after a request has been made.
  + Once an email has been deleted, it does remain in the system for an additional two weeks.

**POLICY PROPOSALS**

* 632 – *Assignment and Advancement in Rank (Temporary Emergency)*
  + Currently only a CV and a letter of application is required. The revision will mirror Policy 637 – *Faculty Tenure* as a default. The temporary emergency revision will codify those requirements in Policy 632. It will also similarly clarify the processes for review of portfolios and for the creation and approval of department rank advancement criteria, also outlined in Policy 637 but not in Policy 632.
  + The committee plans to create a separate policy addressing the formation of RTP committees and RTP criteria. There are no plans to make the tenure and promotion contents identical as the requirements for rank advancement should be more robust than for tenure.
  + All SRIs are required when applying for tenure. Faculty would like this matter to be part of the discussion when reviewing SRIs for inclusion in portfolios.
  + Clarify faculty be exemplary in all areas when full revision comes forward.
  + Provide feedback on comment document.
* 646 – *Faculty Appeals for Retention, Tenure and Promotion*
  + Policy currently in Stage 1. Waited until appeals completed to have additional information available to improve the process. Need feedback by 10/10.

**RTP & APPEALS**

* The Alternative Tenure Tracks Taskforce is in final stages of creation. If anyone would like to serve, let Cox know.
* An RTP Strategic Plan has been created. Feedback will be open until 10/10.
* Phase 1 of the new RTP website is complete. Can view it on the Faculty Senate website at [www.uvu.edu/facsenate/rtp](http://www.uvu.edu/facsenate/rtp).
* Building an RTP FAQ page that will be including on the RTP web page to answer faculty questions.
* A draft page of SRIs has been created to include a statement about the use of SRIs for faculty evaluation, strategies for increasing response rates, and sample language for use with students. Provide feedback.
* A template of language has been created to begin the conversation with students on the purpose of SRIs.
* Completed an audit of the templates for digital portfolios.
* All items can be found in the Standing Committee Reports folder for RTP&A. Plan is to have all information contained on the RTP website unless it contains sensitive information.
* Link RTP&A Updates folder: <https://uvu365-my.sharepoint.com/:f:/g/personal/10485222_uvu_edu/EvKnaPExXAJFtI6Ktns3usUBUAyY0fgFpKWX_nflT1DUbw?e=GPR076>
* Link for Faculty Senate Success Template Audit: <https://uvu365-my.sharepoint.com/:f:/g/personal/10485222_uvu_edu/EvPFpzVgt3tIkNVsHXEsl5sBxGaLIr3ZLC8WSNRzCmfN3g?e=YQbkLz>

**SERVICE & ELECTIONS (S&E)**

* Elections Committee Updates
  + Created a living document that will identify all opportunities for service within departments, schools, and colleges. Link: <https://uvu365.sharepoint.com/:w:/s/ServiceElectionsChairs/EbT5tySbhVJFm1LJ8jmH4_kBdIHgMC78fR-c32IeB5iPXg?e=Q5fIFB>
  + Need nominations for the following by 10/4 for ExCo review.
    - Academic Scheduling Committee - Replace Jessi Hill – Needs to be current senator
    - Faculty Excellence Awards Committee - Does not need to be current senator
    - Graduate Council Committee – Needs to be a current graduate student
  + The Academic Calendaring Committee is talking about potential changes to calendar such as reading day vs non-readying day, longer summers, December end dates, and January start dates. Would like faculty feedback on these issues.

**GOOD OF THE ORDER**

* “Math Saved my Life and other Short Stories” – Sandie Waters
* Importance of accuracy and how it relates to health care – Dianne McAdams-Jones
* Mathematics Problem Discussions – Simmons shared these discussions are centered around a math problem and see if they can develop a solution.

**MOTION** – Hilary Hungerford moved to adjourn at 4:50 pm. Elijah Nielson seconded.