**Faculty Senate Minutes**

November 27, 2018

CB 511, 3:00-5:00 pm

***Present***: Pauli Alin, Jonathan Allred, Jon Anderson, Maureen Andrade, Anne Arendt, Wendy Athens (OTL), Melinda Bender, Mark Bracken, Laurel Bradshaw, Kat Brown, Leo Chan, Alan Clarke, Karen Cushing, Reid Elem, Max Eskelson, Sara Flood, Nathan Gale, Paige Gardiner, Barry Hallsted, Basil Hamdan, Matt Hasara, Merrill Halling, Jessica Hill, Jamie Johnson, Reza Kamali-Sarvestani, Stephen Ley, Ana Lopez-Aguilera, Diana Lundahl, Jeff Maxfield, Rick McDonald, Ronald Miller, Jeff O’Flynn, Jeff Olson, Hong Pang, Alan Parry, Jessica Pauly, Jim Pettersson, Kelli Potter, Kenzie Prows (UVUSA), Denise Richards, Thomas Roybal, Leo Schlosnagle, Annie Smith (Library), Tyler Standifird, Mike Stearns, Matthew Taylor, Craig Thulin, Sean Tolman, Astrid Tuminez, Elham Vaziripour, Ryan Vogel, Bob Walsh, Paul Weber, Geoffrey Zahn

***Excused or Absent***: Mark Abramson, Nathan Gerber (PACE), Numsiri Kunakemakorn, Anthony Romrell, Sandie Waters, Lyn Wells

***Guests:***  Justin Jones

Call to order – 3:00 p.m.

Approval of Minutes from November 13, 2018. Minutes approved.

**PRESIDENT TUMINEZ**

* Expressed thanks to Jeff Olson for his service to UVU and in the Presidential transition.
* Disruption in higher education is real and it is upon us. How do we disrupt ourselves in the things we do and the things we value? Discussion centered on what faculty members feel is going well, assets to the institution that we can build upon, things you feel good about and are proud of, and what are the things that can be better.
	+ Inquiry as to observations President Tuminez has learned so far in her time at UVU. (Denise Richards)
		- Learned that there are people who are dedicated to the mission of UVU and providing access to as many people as possible.
		- Enjoys the students. The more she gets to know them, it helps her appreciate the color and energy of the students.
		- Legislature believes there are many things we can change in higher education such as how we can deliver more education at a lower cost including infrastructure and tuition.
		- Interacts with many donors and recognizes their commitment of time, energy, networks to tell a good UVU story.
		- Where we have our dual mission, there is more to be done in terms of integrated mission and she prefers this terminology as it emphasizes the integration aspect. The faculty role is central to developing pathways and credentials to allow movement. Skepticism she hears outside is that the mission contradicts itself and is too costly. She does not believe this and notes that it is a young model. Retention and completion are the gold standard when we are asked about UVU success. Need to think about what and how we get there as a large university, but show what we do well.
		- Discovered she likes athletics and watching students compete.
	+ Going Well (Barry Hallsted) – Moving to structured enrollment helps students be better prepared. Writing Center is amazing along with the Writing Fellows.
	+ Not Going Well (Barry Hallsted) – UVU’s campus trees are not being maintained properly.
		- Green matters to health and well-being of people. Grateful that individuals are being observant and communicating concerns.
	+ Going Well (Alan Clarke) – Compliments to the Writing Center and Library staff for the extraordinary work they do with little resources. UVU appears to have collegiality among faculty and staff.
	+ Not Going Well (Alan Clarke) - Have focused on teaching and engagement, but sometimes depreciates the need for research. Some disciplines teach research skills to undergraduates including a thesis. Many departments have capstone courses and need to encourage research. There appears to be a lack of trust with the legal department. For instance, the situation with the training documents which he feels sets up the premise that one could be fired.
		- Issue is need better communication or follow-up.
		- Need to determine what are the most important trainings that we need to address.
		- Clarify and communicate what the document is about and determine if a signature is really necessary.
		- There are things that can be done to improve the process, wording, clarifying, and building trust.
	+ Not Going Well (Leo Chan) – Individuals impeding the progress of students such as encouraging female students to not major in business. Need to stick to requirements of Title IX.
		- Violations are costly to the institution.
		- Need to make documents clear to be executed and processed.
		- Many things are works in progress and require patience. We have a good foundation in terms of people, structure, process, and funding. Need to make them better.
	+ Not Going Well (Leo Chan) – Need better understanding of Title IX and FERPA. The trainings are great, but the idea of adding new contracts each year with potential for changes without our knowledge is problematic.
	+ Going Well (Geoffrey Zahn) – The faculty he has interacted with are very good and tuition is affordable. Has students who are very proud to be at UVU.
		- Data shows that UVU is one of the lowest cost for education in the nation.
		- Socio-economically, our profile shows about 50% or more of our students are below the median income and about 77% of students work.
		- Tier 1 tuition increase is being done away with and each university must provide detailed justification for an increase including how the funds were utilized and will be utilized including efficiencies.
	+ Going Well (Laurel Bradshaw) – Have great nursing faculty and students. Students are passing state licensing exam at 98%. Would like to see nursing be able to accept more students.
		- Need to look at the market demand. Response by faculty noted there is a great shortage in the market. Deserves some serious thought regarding demand.
	+ Going Well (Ryan Vogel) – UVU has some very distinctive programs, some of which are the only, or the best, and are able to carve out niches.
	+ Going Well (Unidentified) – UVU has great engagement, but at same time we work with industry that drives things.
	+ Not Going Well (Diana Lundahl) - Need to do a better job of getting the message out to potential students and community not only for our technology programs, but all programs.
		- Noted we are underutilizing the UVU building in Silicon slopes.
		- Need to build and tell our story better and on what UVU delivers and does.
		- Wants to do more with the industry side including our credit and non-credit courses because the numbers of completion helps with everything else we are doing at the university.
	+ Going Well (Leo Chan) – UVU has a great opportunity with tech side to provide opportunities to think about how we educate students and what the future model of learning is going to be. Need to have conversation on how UVU can change to meet the demands of the future.
		- Need to examine digital transformation and what it means at UVU. The platform we have as a university is going to be everything for the next 10-20 years. It will be secure and scalable.
		- Industry, how we teach our students, how we inject agility into how we think and how we do things, and how our students think and do thing is key. Linear life is gone. It is a lifetime of continuous learning.
		- A university is an exciting place where we get to try new things.
	+ Not Going Well (Jeff O’Flynn) – Students graduating without effective communication skills, but can’t quantify well. Any conversations with Legislature that we should look at anything other measurables than the “jobs” factor?
		- Learned to think and synthesize over years. World of AI requires creativity, debate, ethics, and policy making. From the non-credit side, UVU is taking a non-prejudicial approach to education. Requires us to do embodied learning with hands. Concern that individuals have not learned to filter and think critically. Online learning is going to get bigger and needs to get better.
	+ Question (Unidentified) - Do you see a pressure for UVU to move away from our community college roots towards and academic force?
		- No. Referenced Automotive department and the excitement created. We need to break down walls and silos so we can learn from each other and help our students not fear. We need to deliver all what we say we offer in regards to our integrated mission and move away from dual mission because dual separates.
	+ Not Going Well (Bob Walsh) – You are speaking of a broad-based liberal education. As a young student did not get it, but as an educator I now understand the application. Many billboards advertise to just come to college and take only specific courses. Need to maintain broad-based education.
		- Part has been driven by real numbers of the debt burden of education. Need to face head on. Does not mean to veer away from a broader liberal arts education, but to understand that if students is working many hours a week, we have an obligation to help them.
	+ Not Going Well (Basil Hamdan) – Finding faculty to recruit to teach in graduate program of cyber security is difficult. Have had five failed searches as the university is not willing to sponsor foreign individuals.
		- Olson shared that UVU is willing to sponsor faculty, but there is an additional cost in hiring foreign nationals. Flood shared how UVU has been extremely helpful in trying to help her with her visa and identified problems in trying to remain at UVU. Brown noted the biggest issue is we do have to pass the government tests required to remain. Might be a misunderstanding with deans that might need to be cleared up.
	+ Not Going Well (Reza Kamali-Sarvestani) – Have highly qualified faculty in engineering and in the education students receive. 60% (3 of 5) engineering faculty left UVU last year. Want to find ways to improve retention.

**ADMINISTRATIVE UPDATES**

**SVPAA**

* Encourage your faculty to spread the word about the Provost/VPAA position to be sure we attract the best candidate pool. There are many moving parts in higher education on many fronts and we need to be sure the right person is selected.
* Will follow-up on several items that faculty shared with President Tuminez.
* Regents are being asked by the Legislature to be more assertive. We will see more expectations coming forward in new ways. Especially about transfer between institutions. Did a quick study at UVU and learned that earning an associate’s degree might only save a student one semester towards a bachelor’s degree as we have a high number of requirements in majors. Also concerned about retention and completion. Hard to understand the IPEDS figure of the completion percentage on FAFSA. Do need to be concerned with completion and working on allowing students to “level up” if they have to stop out.

**AVPAA**

* RTP Advisory Committee reviewing RTP Criteria and hope to get all information back to departments soon.
* Arendt is re-convening the Annual Review Committee to relook at the Annual Review template. Have a vendor now that has an annual review template that we can enter into a process to make it digital. Benefit is the university template can be basic and then each department can “add to” if desired. Will bring baseline template back to Faculty Senate and AAC for approval.
* Policy 644 – *Appointment and Responsibilities of Department Chairs* has been through the policy office for edits. Olson will review and take to President’s Council in hopes to see it the first of the year.

**OTL**

* Academy Awards RFP is open through Monday, January 14th: <https://www.uvu.edu/otl/faculty/otlacademyawards.html>
* Teaching 4 Learning conference at USU on March 21-22 – RFP is open through Dec 10th: <https://empowerteaching.usu.edu/conferences/T4L2019>
* (Sponsored by Intermountain Consortium)
* Technology Conference on February 8th – Virtual reality keynote by Armen Ilikchyan and Elena Laricheva.
* Pathway 3 Spring cohort kicking off in January. Jonathan Allred will lead. If interested, contact Trevor.Morris@uvu.edu.
* Spring Learning Circles:  <https://www.uvu.edu/otl/faculty/learning_circles.html>

**LIBRARY**

* Last ROK Lecture Series for this semester will feature Maritza Sotomayor on 11/28/18 at 1:00 p.m. in the Bingham Gallery. Topic – “Trade Protectionism in the Era of Globalization.”

**STANDING COMMITTEE REPORTS**

* Special Assignments & Investigations
	+ Inquired about the status of the consulting policy drafting committee. No report at this time.
* Retention, Tenure, Promotion & Appeals
	+ In the midst of the tenure and mid-term portfolio review process.

**OTHER COMMITTEE REPORTS**

* RUE
	+ The committee will review all ideas that have been presented and what can be brought forward.
	+ Will be meeting with President Tuminez in January.
	+ Still noticing a lack of enthusiasm and attendance from committee members. Please encourage your faculty to attend.

**PRESENTATION ITEM**

* Faculty Senate Expectations and Accountability (4:21pm)
	+ Waters absent and will address next week. Thulin noted that one area of concern for faculty centers around workload.

**CONSENT AGENDA**

* Election for Interim Vice President
	+ Elections will open tomorrow morning. Thulin will send an email with a link to the Qualtrics Survey later today. Elections will close Thursday, 11/29/18. Results will be announced on 12/4/18.

**FIRST READINGS**

* Out-of-State Worker Guidelines
	+ Guidelines were approved in President’s Council two weeks ago, but allowing senate to make comments.
		- Hiring Comment 1 – accept as is
		- Hiring Comment 2 – accept as is
		- Potential Conflict Comment 1 – accept as is
		- Potential Conflict Comment 2 – accept as is
	+ Comment made that being able to work out of state is not impossible. Olson noted that there is a significant cost in doing so and the guidelines do allow for the possibility of creating Nexus with other states, but it needs to be an institutional decision.
	+ Add comment to request to provide a cost scenario of those states that we currently have individuals working in.
	+ Additional comments will be allowed to be added to the comments prior to senate discussion next week.

**ACTION CALENDAR**

* Creation of Taskforce on Workload Questions (4:32 pm)
	+ Concern has been expressed about fairness and clarity with workload issues.
	+ **MOTION** – Pauli Alin moved to create a taskforce on workload issues. Alan Parry seconded. Charge is for taskforce to evaluate and provide responses to the questions. Need to review USHE and UVU policy and determine how they are interpreted. Members do not need to be tenured to serve on the committee. Need to take into account the variance in disciplines when we discuss workload.
	+ **MOTION** – Thomas Roybal moved to extend the discussion three minutes. Jonathan Allred seconded. All in favor? Motion passed.
	+ Alin amended his motion to collect all questions and then address them.
	+ PiR Committee members do not need to be tenured.
	+ Olson recommended that the Library assist in researching responses to questions as a first attempt then bring back to Faculty Senate for further direction.
	+ All in favor? 41; 0 – Opposed; 0 – Abstained.
* Writing Enriched (WE) Initiative (4:43 pm)
	+ Purpose is for students to have some direct writing instruction level beyond ENGL 2010 level.
	+ Taking Writing in the Disciplines approach and focusing on the genres and conventions of the individual disciplines students are trying to be a part of. Requires that experts in those disciplines are actively teaching these conventions and providing feedback.
	+ Provided overview of the Requirements that Faculty Senate approved previously.
		- Bachelor degree majors need two core courses in the major
		- Disciplinary Genres and Conventions
		- High-stakes Writing Assignments – need to go through a revision process, receive feedback before graded. Allows students to receive direct feedback.
		- Low-stakes Writing – chances for students to make concrete content knowledge. Opportunity for students to get into habit of writing.
	+ Initial rollout was fall 2019, but now recommending a soft rollout in fall 2019 that all departments have one WE course identified and input into course leaf to provide opportunity for feedback. By fall 2019, all courses need to be in course leaf and ready to go through the curriculum process.
	+ Certification is not required but available for those who do not have writing pedagogy experience.
	+ The committee assumes that writing assignments are occurring in Languages. These assignments can be done in English to be a WE course. Assessment may take more collaboration in terms of the committee understanding what the students are doing.
	+ **MOTION** – Jon Anderson moved to extend the discussion two minutes. Leo Chan seconded. All in favor? Motion passed.
	+ Requirements provide the guidelines for what makes a course designated WE. Recommendations are flexible. Students will need to have two WE courses in order to graduate.
	+ Olson reported that the timeline has been established to allow for schools/colleges to address specifics.
	+ **MOTION** – Rick Henage moved to ratify the WE Initiative implementation plan and bring final plan for implementation back to Senate. Jon Anderson seconded. All in favor? 37; 0 – Opposed; 2 – Abstained.
* **MOTION** – Thomas Roybal moved to extend meeting for three minutes. Sara Flood seconded. All in favor? Motion passed.

**GOOD OF THE ORDER**

* Engineering Technology Fair will be held on November 29 and 30 in GT 338 from 8:00 am – 2:00 pm for students to showcase their projects. Engineering displays will be in the SB Atrium on November 29 from 11:30 am – 1:30 pm.
* Writing for Social Change Conference will take place on April 1-2, 2019. The keynote speaker this year is Dr. Gar Alperovitz, author of *Rebuilding America*, *Making a Place for Community*, and *America Beyond Capitalism: Reclaiming Our Wealth, Our Liberty, and Our Democracy*.

Meeting adjourned at 5:02 pm.