

FACULTY SENATE MEETING MINUTES

November 10, 2022

4:00 - 5:30 PM

Attending: Abigail Larson, Kelly Goonan, Rheana Gardner, Daniel Eves, Brianne Kramer, Dave Berri, Mark Aldred, Christian Bohnenstengel, Rachel Bolus, Cody Bremner, Rosalyn Eves, Chris Graves, (Scott Hansen), Bruce Haslem, Derek Hein, (Maren Hirschi), Scott Knowles, Bryan Koenig, Elise Leahy, Celesta Lyman, Michelle Orihel, Greg Powell, Amanda Roundy, Grant Shimer, Kyle Thompson, Joel Vallett, Gary Wallace, Chris Younkin

Not Attending:

Proxies: Nathan Johnson for Scott Hansen; Jim Mock for Maren Hirschi

Guests: Jon Anderson, Matt Mckenzie, Lucia Maloy, Heather Jones, Donna Handley

1. Call to order (4:02)
2. Recognition of Presenters and Guests
 - a. Jon Anderson, Provost
 - b. Daneka Souberbielle, Associate Provost
 - c. James Sage, Associate Provost
 - d. Matt Mckenzie
 - e. Lucia Maloy Associate General Council
3. Approval of Minutes 10.27.22 Faculty Senate Meeting Minutes (4:03)

Rosalyn comments: change “since” to “sense”? Minutes were approved with one change noted.
4. Information Items (4:03)
 - a. Faculty Senate December meeting

Preferences were put into the chat and the majority went with holding the meeting on Dec 8th due to the President’s Open House.
 - b. More Than an Incident: Real Experiences of Diverse SUU Students

Monday, November 14th from 5:30 pm to 7:30 pm in the SUU Ballroom
Organized by students and hosted by the CDI in response to the Halloween TikTok videos. Students will share their experiences as community members and the second part will be small group discussions to process and plan for action. Meant to be focused on raising awareness that this wasn’t a one-off incident and to use the awareness and feeling this has generated into meaningful action.

https://drive.google.com/file/d/1rgU_0QO8-b6UUFGzwiBu9O4Y0C7ROLOW/view?usp=share_link
 - c. Matt Mckenzie -
 - i. Canvas updates and reminders

Live shells will be deleted (not master copies or sandboxes). Zoom recordings will be deleted as well. These are for courses older than

2017-18.

- ii. Postcards of Gratitude Friday, Nov. 18 from 1 - 4 pm Charles Hunter room. This is a come & go social event with pie. Get free postcards (with stamps) to send thank you notes to people and eat some pie.

AR/VR luncheon next week on Tuesday Nov. 11 all are welcome to attend. Lunch will be provided.

AR/VR Lunch & Learn: <https://forms.gle/fnvALQGTEwQEtpmr7>

Event will be recorded. You can also set up a time to meet with Aundrea.

5. Action Items (4:11)

- a. Vote to accept changes to the by-laws. Current Faculty Senate By-Laws articles | SUU. Proposed changes outlined in this [Google Doc](#)

FS By-laws Article 2.1 Elections. No faculty member shall serve as a Senator for consecutive elected terms - changed to allow for consecutive terms when no other representative is available.

Dan Eves: Motion to approve. Rosalyn Eves: Motion seconded. The Motion was unanimously approved.

- b. Addition of Faculty Leaves Committee Description to by-laws
Dan Eves: Motion to approve. Gary Wallace: seconded. Unanimously approved.

6. Discussion Items (4:14)

- a. [Emergency policy 5.68 Religious Accommodations](#) – Council Lucia Maloy (4:30). Skip to item b until Lucia joins us at 4:30.
- b. [Strategic Plan Draft \(V1.2\)](#) – Provost Jon Anderson
The current plan has been shared with campus. We have met with President Benson and have simplified the plan and broken it down into a few sections that focus on the high-level issues that the institution needs to address in the next 5 years. The bulk of the work will be pushed to three work groups that will bring ideas to/through the shared governance system (the senate, staff, and student associations) as we implement the plan over the next 5 years. It does outline institutional values, which we spent a long time developing under President Wyatt. Institutional values are now stated so we can more clearly make decisions in line with our values. The idea is that we get feedback from everyone on campus and then the strategic planning committee will review this feedback and meet again (first week of Dec) to finalize draft, and then in Jan it will come back to the faculty senate for final approval and recommendation of the plan to the

president.

Abi: Is there a big push to get this approved earlier rather than later?

Jon: It would be helpful to get it to the working groups sooner rather than later.

Abi: Please take the draft back to your departments and send feedback to Abi or Jon.

Derek: Is there a deadline for feedback?

Jon: We will be meeting on Dec 7th so please get feedback to us by then.

[6.42 Program and Course Fees \(Current Policy and Fees\)](#)

[c. Differential tuition models in place of program fees - Jon Anderson](#)

Some years ago, SUU instituted program fees that collapsed a lot of course fees into one fee and charged all the students within the program. USHE did not have a policy that allowed for program fees, we did that on our own. Questions began to surface about why we were the only institution doing this and what authorized us to be able to do this. Some legislatures began to inquire and so USHE looked at our policy and largely adopted our policy as their own. We now have an authorizing document to charge course/program fees. However, the USHE policy requires that program & course fees be spent on the students who pay them and only benefit students in the program in which the students are enrolled. We had legislative auditors that conducted an audit this year of the program fees. We could not provide justification clearly enough that the money collected in the program fee categories were directly benefiting the students who paid them. So, we need to fix this or stop charging program fees.

The alternate model to program fees is called differential tuition. All other degree granting institutions (7) in the state use differential tuition, we are the only one who doesn't. Differential tuition does not require that money collected be used directly on the student but that money does need to go to the program.

We are starting to look at what a differential tuition model might look like for SUU that would replace program fees (not course fees). There is also a "third-wheel" consideration on how E&G money is distributed. We collect a lot of money in what are called long term program fee accounts that essentially replace equipment in a lot of our labs and that's the only way we've funded those. The most appropriate way to collect funds is either through differential tuition or through regular tuition and state revenues to use those funds to cover the long term costs of lab supplies that aren't directly attributable to a student. We are looking at how many E&G dollars

will be needed to backfill the loss of program fees. Also, which course fees we would need to add to cover the expendable materials currently covered by program fees. Budget Managers are working on a draft of what this might look like and it should be completed before Thanksgiving. It will be a very rough draft and there will be several iterations over the next several months.

We hoped to implement a differential model Fall 2023, but the governor decreed no tuition increases this year and because of a new policy passed in 2018, differential tuition is considered a type of tuition that must be approved at the Board of Higher Education level so we can't implement anything until likely fall 2024. We are going through the normal process of approving and reviewing program fees and course fees until that time, but are working on this parallel path to develop this differential tuition model that will give us greater flexibility and create some long terms plans and modes for replacing equipment and other things. It will also allow us to provide better services for our students and more long-term stability than our current model, as well as be in compliance with USHE policy.

Abi: How are the program fees different from differential tuition?

Jon: Program fees are collected into the program and are meant to benefit the students who paid them. Differential tuition just like regular tuition which is charged based on a program and can benefit the students who paid them or students who enter the program at a later date or multiple students across different programs who take classes within a program,

Abi: Essentially what we're doing now is calling it a program fee but it's actually a form of differential tuition based upon how we're using it.

Jon: That's a good explanation. We're collecting it as a program fee but using it under the rules of differential tuition.

Abi: Can we just change the name and keep everything the same?

Jon: Possibly – there are reasons we would want to move some of those to course fees for expendables for students who use them, and there are some of the fees we would want to reduce and backfill with E&G dollars. The outcome of this, probably by Fall of 2024, is we will have differential tuition, E&G dollars to backfill, and some additional course fees.

Abi: With the program fees it doesn't matter what your major is if you take a class in biology you will be charged a program fee even though you're major is education. Is that the same with differential tuition or does it only apply to majors.

Jon: We are still looking at that -- there are many models of differential tuition that could apply to majors or a separate course. We are still sorting through what the model will look like.

Rachel Bolus: What is the timeline for feedback? Biology is concerned about high course fees for certain labs and classes may reduce enrollment in these labs and classes. Biology faculty prefer the prefix model.

Jon: We will be working on this for the next year. Thanksgiving due date for a starting point. There will be ample opportunities for feedback.

Greg Powell: Don't we have a communication problem with students regarding differential tuition? At different universities, they advertise a certain level of tuition but when students get to campus they are clobbered by another number (differential tuition) that was not being communicated. Correct me if I'm wrong, but part of our problem in not going to differential tuition is we may not look competitive to these other institutions because our tuition looks higher because it includes the program fees and other institutions don't need to clearly advertise the differential tuition rates.

Jon: Correct. In business, if approved, we will have a \$20 per credit hour fee for business classes. We have to advertise that as a fee because it is a fee. Utah state has \$209 for differential tuition rate per credit hour. But our base tuition rates look very similar. This will be more transparent to students.

Jon: New subject. We have to have the credentials of faculty who teach in the classroom for accreditation purposes. We have not been vigilant in collecting transcripts for faculty so we have been correcting this. Please check the link in the Faculty Dashboard on the MySUU Portal to see if your transcript is on file. If we do not have it, we will cover the cost for now but starting in the fall of 2023 faculty will need to cover the cost. Katya will be emailing about reimbursements and transcripts that need to be collected.

Back to discussion item a. [Emergency policy 5.68 Religious Accommodations](#) – Lucia Maloy 4:30. 5.68 accommodation for Religious Policy law passed in 2021 and supplements the already existing federal law. Utah State Law is 53B-27-405 Student Religious Accommodations requires that universities have a policy and process for students to request accommodation for personal sincerely held religious beliefs or faith consciousness. USHE asked for us to send them our policy, while we had an excused absence policy, we didn't really have a policy

that was focused on religious accommodation so for that purpose we took the words of the statutory language and created this new policy so we could be in compliance. It is still open to input for adjustments and amendments and would like faculty input for a workable policy.

Here's the state code:

<https://le.utah.gov/xcode/Title53B/Chapter27/53B-27-S405.html>

Dan: This is great to have it codified and caught up to state law. The first sentence seems wide open and could be applied to more than just a date and could potentially be applied to a class. The scope of the academic requirement is not specific.

The “or” statement gives a lot of deference to universities and faculty with regard to academic requirements. If we can show that it would cause an undue hardship to alter the academic requirement and burden the fundamental educational requirements to comply then a case can be made for not allowing the accommodation.

Celesta: a class that is held at noon (the only time available) where students needed to leave for prayers. Is this something that needs to be accommodated?

Lucia: We would definitely have to go through the process before we can make a determination.

Dan: When students need to have religious observances are there allowances made for locations for them to hold their religious observances?

Lucia: Yes. We are required under the federal law to accommodate where we can. We are looking into that and finding out what needs are and what facilities are available.

Dan: What is the first point of contact for that?

Lucia: The process would be the student providing in writing their request to the faculty member in a timely manner. If they need a room it would go to the associate provost and the law office and equal opportunity office to find an appropriate place for them. Reach out to Jake in the EOC or Lucia in the Law Office or the Associate Provost, Daneka Souberbielle.

Chris Younkin: As an example, Ohio State has an interfaith prayer and reflection room in the student union building --

https://ohiounion.osu.edu/meetings_events/our_spaces/interfaith_reflection_room

Abi: please see the policy – students should submit their requested accommodation in writing at least 2 weeks before they need the accommodation.

Lucia: Please ask any questions you have.

- d. Additional representative on President's Leadership Council
President Benson asked if we would like to have an additional representative on the Presidents Leadership Council. I think it would be great to have another faculty member's perspective. It's not a voting council but it is an advisory one. Who on the faculty senate should we choose? Perhaps the incoming Faculty Senate president could be that second person it would be for a two-year assignment so it makes sense for a structural and procedural consistency, especially as it's a leadership council. A proxy can be assigned if the need arises.

7. Standing Committee Updates (4:46)

- a. Academic Affairs (Rheana Gardner)
Policy 6.1 is getting close. We are meeting with Faculty Senate executive committee next week. Then we hope to bring it to the Senate for our December meeting to discuss.

- b. Workload and Faculty Salary Equity Committee (Kelly Goonan)
CECS Rep. is Dr. Alexander Nichols from CSIS, replacing Dr. Masoud Malekzadeh (originally on the slate of nominees)

Lindsay is working on getting the group together before the end of the semester to formulate a plan for spring.

Abi: In light of the tuition freeze Stewart Jones wondered if we could pull back on our request for additional compensation. I told him we will not stop pushing for this.

- c. Faculty Review Board (Dan Eves)
- d. Parking Ticket Arbitration Committee (Daniel Eves)
- e. Staff Association Liaison (Daniel Eves)

Currently changing their by-laws and focused on making sure there is enough money for students via the Staff Association Fund to make sure the money gets to the right people.

- d. Faculty Awards Committees
 - i. Distinguished Faculty Lecturer/Grace A Tanner Committee (Chris Graves)
 - ii. Inclusion Diversity Awards (Rheana Gardner)

- iii. Outstanding & Distinguished Educator Award (Bryan Koenig)
- iv. Distinguished Scholarly/Creative Award Committee (Christian Bohnenstengel)
 - v. Distinguished Faculty Service Award (Derek Hein)
 - vi. Distinguished Faculty Global Engagement Award (Kurt Harris)
- e. General Education Committee (Rosalyn Eves)

Working on a couple of new initiatives and we'd like to get on the agenda for next time to talk about what we have going on. We are currently doing a pilot assessment program that will replace the currently ELO assessment and are looking for additional volunteers for next semester.
- f. University Equity and Inclusion Committee (Bri Kramer)
- h. University Curriculum Committee (Scott Knowles)

We are approving things – We are having discussion about the BA/BS degree distinction. Please let us know your thoughts so I can bring them to our next meeting.

Gary: If 8-12 hours of a foreign language is required then the degree will become a BA for cyber security, so we dropped the requirement.

Dan: but if we require a foreign language we shouldn't have to drop the BS designation.

- j. Student Association Liaison (Joel Vallet)

Meet on Thursday nights. Men's mental health awareness month – no shave November.
- l. Benefits Committee (Cody Bremner)
- m. Treasurer's Report (Daniel Eves)
- n. Past President's Report - (Rheana Gardner)
- o. President Elect's Report - (Kelly Goonan)
- p. President's Report – (Abigail Larson) President's Council & Dean's Council & Strategic Planning & Athletic Director Search

We will bring 3 people to campus during finals week for the Athletic Director search and should have position in place before the first of January. Childcare allocation is still to be determined.

8. Call for Executive Session

9. Adjourn (5:04)