

Faculty Senate Minutes
Thursday, April 13, 2017

4:00 pm in the Charles Hunter Room of the Hunter Conference Center

- 4:03 pm Call to Order (1’’)
 - In attendance: Bruce Howard, Nathan Barker, Chad Gasser, Abigail Larson, Brian Ludlow, Ben Sowards, Daniel Eves, Angela Pool-Funai, Matthew Roberts, Dave Lunt, Scott Knowles, Liz Olson, Loralyn Felix, Scott Lanning, David Berri (also serving as proxy for Bruce Haslem), Mary Pearson, Joel Judd, Mackay Steffensen, Nasser Tadayon, Matthew Weeg, Mark Meilstrup, Patricia Meredith (Proxy for Wendy Sanders), Christian Bohnenstengel (Proxy for Lynn Vartan), Selwyn Layton, Chris Monson
- Recognition of Guests (1’’)
 - Marvin Dodge, Vice President of Finance & Administration
 - James Sage, Associate Provost
 - Richard Saunders, Dean of Library Services
- Approval of minutes from March meeting. (1’’) Minutes Approved
- Transfer of Gavels (Ceremonial with Box, and Working)
- Introduction of new Senators, and new President-Elect (10’’)
 - COSE: Bill Hayborn (replacing Matt Weeg);
 - Performing and Visual Arts: Patty Meredith (replacing Wendy Sanders);
 - Library: Doug Wayman (replacing Loralyn Felix);
 - COSE: Randall Violet (replacing Chad Gasser);
 - College of Ed: Toni Pellegrini (replacing Brian Ludlow);
 - College of Ed: Lee Montgomery (replacing Michiko Kobayashi);
 - CSIS: Shalini Kesar (replacing Nasser Tadayon);
 - New President: Nathan Barker (replacing Bruce Howard);
 - New President Elect: David Berri
- Voting for Parliamentarian, Secretary and Treasurer for 2017-18 academic year (10’’)
 - Description of job duties and new Executive Committee : Parliamentarian formerly Angela Pool-Funai (2017 – 2018 Abigail Larson nominated and elected); Secretary formerly Abigail Larson (2017 – 2018 Daniel Eves nominated and elected); Treasurer formerly Chad Gasser (2017 – 2018 Chris Monson nominated and elected)
- Administrative Update (Brad Cook, 5’’) - Brad is absent today
- University Financing and Compensation Adjustments (Marvin Dodge, 20-30’’)
 - Handout provided – State appropriated funding sources and uses: Posted on Canvas webpage
 - 79% goes to salaries, hourly wages, and benefits; removal of tuition waivers brings this value up to 84%

- Increasing tuition is not possible because we are already \$1,000+ more than UVU, Weber, and Dixie, and just below USU.
- President Wyatt: If we don't award scholarships then students who get a GPA over 3.6 won't attend b/c they will be offered a scholarship from elsewhere
- Brian Ludlow: We spend a lot of time improving the student experience but the way this is being presented seems like lower tuition overrides everything else.
- President Wyatt: If a student has a bad experience, they will tell others and this will be a losing situation. Students also have to 1) move here and 2) is not likely to find work – these things also cost money or reduce income and students factor this into the overall decision to come here or not.
- McKay Stephensen & David Berri: Can we be low cost and high quality? Are we trying to be the best in the intermountain west or are we trying to attract more students?
- President Wyatt: The only way we can get the best students is by offering scholarships and tuition waivers. This strategy has been validated by outside consultants.
- Marvin Dodge: The figures in the Budget Handout do not include Federal grants or auxiliary sources of monies such as housing or campus dining; additionally the endowment yields about 4%
- Marvin Dodge - 2.3.6: Compensation Strategic Plan – Three committees are at work to create this and put into practice. Goal is to be at 100% of average of comparable institutions.
- Comment on the wording in the Compensation Strategic Plan: Add the word “transparent” into the objectives; change the word “promote” to the word “achieve”
- Marvin Dodge: This year's Legislative Package includes a 2% compensation adjustment (funded by the legislature at 75% - the rest comes from tuition). 1% across the board for all fulltime faculty and staff. Additional 1% for “hot spots” such as unfilled vacancies and identified inequities; no premium increase for insurance for this year, although EMI advised a 6-8% increase. Next year there will likely be an increase in insurance premiums. Regarding the received budget requests – we are anticipating \$5 million in requests for \$1.5 million in funds.
- General comments by Faculty Senate members regarding the general frustrations with funding of higher education by Capitol Hill and how budgets are requested.
- Marvin Dodge: Budget Calendar and Process: See Handout (posted on Canvas)– goal is to improve transparency. Public release of budget documents and budget requests and public discussion of budget requests in January (at President's Council Meeting).
- Marvin Dodge: Increases in salaries will come from within – not from legislative funding. We need to identify budget bloat and/or redundancies via budget study.
- 4:55 pm Intellectual Property and Copyright Policy 5.52 Revision Discussion- draft emailed (Dean Richard Saunders, 15-25”)

- Slides presented (posted on Canvas): Why revise this Policy? It is outdated and has not been revised since 2000. The new Policy must duplicate US legal code; furthermore, the current Policy has too much procedural detail and no protection for faculty outlined in the policy. However, these revisions should not be rushed and need Faculty input.
- Summary of proposed revisions: Examination of peer-institution policy; examination of changes to statutes; examination of precedential case law. Purpose of Policy changes: stimulate creativity/research. Scope: Includes all four intellectual property classes
 - i. Trade secrets
 - ii. Trademarks – SUU non-interest in trademarks held by SUU employees or students
 - iii. Patents – contractual arrangements between SUU and employee for income distribution
 - iv. Copyright – current Policy has no protection for faculty – in the proposed revised Policy, SUU will not claim interest to most copyrightable work – exceptions include those items posted on Canvas and course content (items posted in the LMS shell) and student-authored final projects.
 - v. Faculty will still be liable for complying with copyright laws
 - vi. Procedural descriptions and language have been removed from the new proposed Policy to increase flexibility. New procedural forms will have to be generated and posted for Faculty interested in protecting or using intellectual property and copyrighted materials.
 - vii. Questions: Matthew Roberts – in the SUU standard and required syllabus statements, it is requested that students read and understand the Intellectual Property Policy, is this a reasonable request? Dean Sanders – yes, students should understand they are now creating works that may be included in the current and proposed IP Policy.
 - viii. Scott Knowles – Can I refuse to use Canvas and avoid having my course materials “owned” by SUU? Dean Sanders – that is between you and the University. Copyright is often a case-by-case basis.
 - ix. Ben Sowards: There are important differences in rules of ownership of materials between contractual laws and copyright laws. Faculty at SUU must enter an agreement – a contract of will, therefore this may fall under contractual law. We need an IP attorney to review the current and proposed Policy because in many cases a policy is considered a contract.
 - x. Time is up for this agenda item. IP policy changes will be discussed further in the fall. Direct any concerns to Dean Saunders via email
- 5:30 Senate Treasurer’s Report (3”) – See summary posted on Canvas
- Senate President Elect’s Report (5-10”) –
 - The Aviation Program is doing very well. Currently 300+ students are enrolled and the program is buying additional airplanes. Major growth is expected. The new

Department of Aviation Studies will not belong to any existing college and will be directed under the provost's office. In the future SUU will offer a BS in this field as well as Institutional Certifications in Aviation; however, this is still in the planning phase.

- 5:35 Senate President's Report (0'')
- Report on Deans' and President's Council meetings (emailed)
- Standing Committee Assignments and Filled Vacancies (Nathan Barker, 10'')
- Filling of standing committees listed within the bylaws will be done in conjunction with the Dean(s) of each college and the Faculty Senate President
- Summary of new committee members and filled vacancies:
- Faculty Development and Evaluation Committee –
 - Phil Roche's term ends 2017 & must be replaced – this will be discussed and the replacement will be chosen by the Library Faculty;
 - Lee Montgomery term ends 2017 – this will be discussed and chosen by the Education Faculty;
 - Michael Strowskey from PVA rotating off and needs to be replaced as well.
- Program and Course Fee Committee – Ben Sowards from PVA
- Benefits Committee: Wendy Sanders rotating off – Abigail Larson KOR
- Faculty and Staff Association - Loralynn Felix is retiring - Daniel Eves volunteered to fill this vacancy
- Library Committee – Dave Lunt's term is up and he volunteered to reassign.
- University Press Editorial Board –Ben Sowards volunteered to take Scott Lanning's expired position
- Undergraduate Research Advisory Board: Mckay Steffensen
- University Undergraduate Curriculum Committee: Ben Sowards
- University Graduate Curriculum Committee: Selwyn Layton
- University General Scholarship Committee: Randall Violet
- General Education Committee: Daniel Eves
- Ombuds Position Update (Bruce Howard, 5'')
- Family Medical Leave Act follow-up (Jason Smith, Wendy Sanders, 5'') - Marvin Dodge will follow up with David McGuire
- Incorporating 'engagement' into three criteria of LRT policy, (TBA soon)
- Campus Testing Center reminder: send any additional comments to Jared Tippets.
 - This service may be eliminated because of cost concerns.
 - David Berri – this should not be decided by the provost, or Jared Tippets, this should be decided by the faculty. Just because it loses money doesn't mean we should eliminate it – it isn't designed to be a money maker.
 - Faculty Senate votes to write a letter to Jared to implore that no decision be made prior to extended discussion.
- New Business (5'')

6:10 -Reassessment of Policy 6.2 procedure regarding modes of feedback – Academic officers, including the department chair, receive verbatim but anonymous feedback; however true anonymity may be impossible and these comments could be used for retaliation on either end of faculty or administration. Solution? All comments could go to the Dean who summarizes comments before giving them to the Chair. Think about this over the summer.....how can we evaluate department chairs with true anonymity?

- Motion to Adjourn (1’)