

Faculty Senate Minutes

November 13, 2018

4:00 pm in the Cedar Breaks Room

Attending: Dave Berri, Nathan Barker, Steve Barney, Chris Monson, Kelly Goonan, Daniel Eves, Brandon Wiggins, Lee Montgomery, Matthew Roberts, Bill Heyborne, Scott Lanning, Michael Kroff, Tim Lewis, David Tufte, Matthew Eddy, Danny Hatch, Scott Knowles, Benjamin Sowards, Hala Sweringen, Cynthia Kimball-Davis, Shalini Kesar, Mark Meilstrup, Jonathan Holiman Jennifer Sorensen, Lynn Vartan, Doug Wayman, Kris Phillips for Jason Smith, and Daniel Eves for Selwyn Layton. Johnny MacLean.

Not Attending: Tony Pelligrini, Liz Olson, Daniel Swanson, Michael Crotty, Randall Violet, and Mark Baltimore.

- Call to Order (4:04 PM)
- Recognition of Presenters and Guests (4:11 PM)
 - a. Scott Wyatt (President)
 - b. Jennifer Hunter (Senior Instructional Designer/Project Manager)
 - c. Michelle Miller (Senior Instructional Designer)
- Approval of minutes from last meeting. (4:07 PM)
Approved
- Midterm Grade Survey (Steve Barney) (4:08 PM)
Steve is explaining the survey that is being distributed to the faculty to help determine interest/opposition to the new mid-term grading policy. It will help us see the level of interest in this new policy. It will also help us to see how many faculty use Canvas in their courses to see the feasibility of using Canvas as a means of dissemination of mid-term grades
- Ally ad-on for Canvas (Michelle Miller/Jennifer Hunter 4:12 PM)
A new accessibility tool on canvas that will be available in Spring of 2019. It evaluates the accessibility of the canvas pages for your course. It will give you specific instructions help improve the readability and effectiveness of your course for all students. The faculty senate was given a demonstration of the features of Ally. It will automatically generate alternative formats for your students of the content on the Canvas site. Faculty view will allow the faculty to see the level of accessibility but the student view will only show small arrows with the alternative format of the content. If your meter is green, it will generate the best quality alternative formats. If you improve the original document, all of the associated alternative files will automatically update to an improved quality.
Tim Lewis – Can students help with these files?
Jennifer -Yes
Johnny MacLean - No one is required to use this. It is just available.
Scott Knowles – Can we turn off the access to these documents so that those who shouldn't have access don't?
Jennifer - We will look into it.
- Report from Scott Wyatt (President) (4:22 PM)
Thanks for being great faculty at what I consider to be the best regional university in the intermountain west. Retention rates are key for our future success. Thank you for all that you are doing to help in those efforts, along with the staff. The faculty should feel comfortable meeting without administrators.

We are implementing the strategic plan that was implemented two years ago. Part of that

is to implement an increase of diversity and inclusion with the implementation of a center to rectify our lack in overall diversity across campus. This should include women in administrative positions. We tend to think better when we are surrounded by those who don't think like us. Our level of preparation for a meeting with like-minded individuals is less than for those who don't think like us. This shouldn't change our goal to find the person best prepared to do that job, but if we are focused on looking in places we wouldn't have in the past we may find a person who is better able to handle our opening on campus.

Tim Lewis – You mention a person from back east, did you mention the difference in salary? We have a former student who we have tried to hire but won't come for the salary that we can offer.

President Wyatt - The person I mention wasn't concerned about salary but the position offered wasn't exactly what they were looking for. Also the distance from family was an issue.

Danny Hatch – I am on a search committee right now, how can we assure that we are doing our best to meet this call?

President Wyatt - I would recommend having Schvalla Rivera review your advertisement to make sure that you aren't using off-putting language.

Ben Sowards – When we are talking about diversity, it is easy to talk about quotas, but it is the attributes that make a person diverse that makes them better able to relate to our increasingly diverse student body. These attributes are assets that add to the value of the candidate, and should be considered instead of thinking that you are pushing someone forward who doesn't deserve it.

Shalini Kaesar – I think that is it a two-edged sword because being one of the first people in a community may not immediately want to stay in that community. We need to think in terms of retention of those faculty to help keep those hires here.

Scott Knowles – Should we ban the discussion of whether someone will stay or go? It is part of every search committee that I have been on.

President Wyatt - It is legal to talk about if they will stay, but we need to make sure that we don't use that as an excuse to not hire someone. The decision to stay is mainly determined by how the new person is treated within the department.

- Report on Faculty Workload (Brandon Wiggins 4:46 PM)

Workload may be a bad name for this data. There are 14 disclaimers and you will hear every one of them. I got this data from a contact that I have in the registrar's office. Not all of the difficulties of growth will not be reflected in these numbers.

Currently the official number is 19 students to 1 faculty. I was able to recreate this number so that is encouraging. What I have done is average the number of students in a class vs. the instructor.

If you remove smaller summer courses and independent study courses you get a number of 25.

The data was reviewed about class sizes and the averages per instructor ranged between 19

and 27 depending on how many smaller classes you excluded. The 27 number comes from excluding classes smaller than 10 students.

Danny Hatch – If I am reading this correctly, we haven't changed much since 2014.

Dave Berri – Now that we know the numbers should we have a discussion about we feel about these numbers.

Scott Wyatt – The student to faculty ratio is not a number to talk about work load, it is a recruitment tool. It should be different than the average class size.

- Report on On-line Education (5:07 PM)

Continues discussion from last meeting to show how this committee hopes to ensure the quality of online offerings. The standard template is available and in use.

Danny Hatch – two things seem important 1) the pay to do an online course 2) the discussion about ownership of content for online courses.

Currently \$3000 is offered for a new online course design and \$1000 for a revision of a course

The intellectual property issue is now at the provost level and the policy will need to be reworked.

Further discussion took place about the future of online courses including class sizes and issues pertaining to who controls online offerings.

- Report on P&T transition (5:31 PM)

Shalini wants to inform the faculty about what resources are available for the P&T transition. She also requests questions to take back to the committee.

Steve Barney - There is a synergy in this process. It is helping them to find exemplars to help them find the people who really are sterling examples of faculty members.

Kelly Goonan – I am in one of the opt in departments. Writing a FEC is so much easier than writing a FAAR. The current criteria are still really box checky. I need to find out about the core values because there was some question about something is a publication in my field that may not count for others in my department. We need to keep certain certifications in our field. They aren't even bench marks but a laundry list of requirements and do four from this list and three from this list.

Scott Lanning – Are we willing to tenure a faculty member who has scholarship and no publications?

Dave Berri – In Econ, no.

Cynthia Kimball-Davis - SIEL is going to be very different. Since we include Aviation, we need to have very different criteria incorporated.

Steve Barney – My answer to Scott’s question is yes. It depends on the core values of the department.

Break 5:44 PM

- Standing Committees
 - a. Senate Treasurer’s Report (3 minutes)
 - b. Senate President Elect’s Report (5-10 minutes)
 - c. Senate President’s Report (5-10 minutes)
- New Business None
- Motion to Adjourn (5:57 PM)
 - a. Next Meeting – December 6th, 2018 in the Cedar Breaks room.