

## SUU Faculty Senate Meeting Minutes

December 10, 2020

4:00-6:00

### [Zoom Meeting](#)

**Attending:** Bill Heyborne, Rheana Gardner, Steve Barney, Kelly Goonan, Brandon Wiggins, Andrew Misseldine, Andrew Kent-Marvick, Rachel Bolus, Lijie Zhou, Gary Wallace, Dave Berri, Richard Cozzens, Rosalyn Eves, Jim Mock, Matthew Eddy, Carlos Bertoglio, Paula Mitchell, Greg Powell, Doug Ipson, Daniel Swanson, Ross Flom, Brianne Kramer, Richard Bugg, Bruce Haslem, Celesta Lyman

**Not Attending:** Mark Baltimore, David Christensen, Skip Jones, Donna DeSilva,

**Guests:** Scott Wyatt, Jon Anderson, James Sage, Johnny MacLean, Trisha Robertson, Danny Hatch, Chris Healy, Richard Christiansen, David Mcguire, Marvin Dodge, Scott Munro, Mary Jo Anderson

1. Call to order (4:02)
2. Recognition of Presenters and Guests (4:03)
  - a. President Scott Wyatt
  - b. Marvin Dodge – Vice President for Facilities and Finance
  - c. Chris Healy - Assistant Director of Human Resources
  - d. Jon Anderson - Provost
  - e. James Sage - Associate Provost
3. Approval of [Minutes from November 2020 meeting](#) (4:04)
  - a. Minutes APPROVED
4. Action Items (4:05)
  - i. [Free Speech Resolution](#)
5. Information Items
  - a. Senate meeting dates for AY 2020-2021
    - i. Jan 14, Jan 21, Feb 11, Feb 25, Mar 11, Mar 25, Apr 8, Apr 22
  - b. Flexible funding and athletics affiliation - President Wyatt (4:07)

We are very grateful for all you've done this semester -- please let us know if there are things we can do for you.

### **Potential COLA**

The revenue that we've received is sufficient to where SUU can do an across the board 1.4% increase in salary (cost of living). We could make this effective on the 1st of Jan if we can come to a decision.

President would like your input on whether to proceed with this decision  
Athletic Conference

Comment: Some interest in saving money for a rainy day.

The money could still be available to add on to next year, if we would like to wait and make sure our revenue is secure.

Comment: In support as a gesture to thank faculty and show them some support.

Let us take 24hrs and go back to our departments. Bill will create a form for feedback.

### **Western Athletic Conference Invitation**

Every other university is a member (except for Weber). We can discuss this further, if needed. Briefly, decisions about athletic conferences are not made democratically. We would like to share our thoughts with you on this and welcome your feedback. Many other schools like us are a part of this conference and are largely south of us. We have done a variety of analyses. If we went with this: (1) students would have a more efficient travel schedule, (2) travel costs would be less, many could be bused, (3) the schools in the WAC would all be very good, growing regional universities like ours -- there are a few private schools. All the schools in the Big Sky conference are research universities. Also, the schools in Big Sky are declining in enrollments. The odds of having greater media revenue is hopeful. If you were to ask the Big Sky schools who is your #1 rival, none of them list SUU. We are not considered a rival with any of them. This could generate more community interest and ticket sales.

Some coaches here at SUU feel this is an advantage -- but there is a mixture of opinions. For football, we would shift recruiting from CA to TX, AZ, and NM. Athletic budgets are difficult to compare, traditionally SUU has assigned an overhead to athletics. But if we just take budgets, our current budget would be 90% of the average of the newly constituted WAC. The WAC is much more flexible and all of our sports fit (except gymnastics) and we will not be required to take on other sports. And there is no intention to add another sport at this time. Student body recruitment could have some impact -- neutral or a very slight benefit. Most students want to go to a school with athletics and they'd like to see us win. We get a lot of revenue if we get into the playoffs. Our chances are higher for winning in the WAC -- they have divisional plays for more opportunities for winning something. West division and a Southwest division.

Please let President Wyatt know your thoughts on this issue.

- c. Faculty Salaries – Marvin Dodge/Chris Healy (4:37)

Marvin

How we develop salaries -- how our model works. As we consulted with Gallagher, we looked for peer groups that are truly consistent with SUU. There are 47 schools that matched with SUU. When we look at this we used 12 different points -- it was a very comprehensive list.

Chris (shared PP slide)

Please refer to the slide on Canvas.

Identified that SUU wanted to determine compensation strategy by matching with the market; identified sources for market data (CUPA), identified benchmark group; then classified jobs appropriately. Faculty are based on job structure (staff are grade structure) then pay ranges are determined. The structure of the model helps us maintain integrity. We are always seeking how to best inform our decisions.

d. Faculty Workload – Provost Anderson (5:11)

Award given from the FS executive committee to Bill Heyborne to recognize his remarkable contributions on behalf of the faculty.

We are looking at credits and overloads and numbers of students and how that distribution happens. How these metrics play out - using ICH and other rudimentary metrics. This is something for us to start a conversation. ICH is determined in different ways (see report).

a. Policy 6.8 – Development and revision of curriculum and general education (please see included draft and memo in the shared file) (5:33)

This is not something we will vote on tonight – but rather in our Jan 14 meeting. James Sage has worked to revise this policy. The dean’s council has seen these changes and provided feedback. Please also let Bill/James know feedback you may have.

2. Policy 6.33 - Academic Integrity - call for help finalizing this revision

This is the policy on academic integrity. This has been in the works for a number of years. James is working with Heather Ogden to try and bring this policy across the finish line. Please volunteer your time to be on this working group, if you have interest/expertise in this area.

c. Services provided by the OTL - Gary Wallace (see links at bottom of agenda) (5:36)

Please see the bottom of the minutes on further links for info.

The OTL will be working over the holidays – the team will be a bit reduced but will be available to assist you. Please see your emails from Matt on deleting your videos on Zoom.

- d. Update on faculty efforts to help with retention
- 3. Discussion Items (items requiring discussion and debate)
  - . Smoke Free Campus – Gary Wallace
  - a. Graduate course caps and 7 vs 14 week length – Rosalyn Eves
  - b. Teaching Assistants to assist with multiple teaching modalities - Bri Kramer (5:38)  
University of Waterloo – hired TAs to help faculty with technology and utilizing tech tools in their classes. Request was sent to Johnny and CETL with Bri’s suggestions. We have come up with a lot of questions for faculty who have been through these unique experiences this past semester in dealing with dual modalities. Would you see this as a benefit to faculty in having student TAs to assist with all the classroom tech challenges. What types of services do you think students could help you with in your classrooms?

There will be budget constraints and therefore priorities will need to be assessed.

Bri will put together a questionnaire for your thoughts

Chicago endorsement (5:50)

– Gary Wallace read some feedback from a college suggesting a modification to a particular passage. Matthew Eddy also received remarks on the same passage, eg. How is hate speech defined? Carlos B. also read a statement from a colleague – does freedom of speech imply freedom from consequences. Also, another department expressed ambiguity on determining when something is threatening.

A motion was entertained to pass this statement or to draft our own. A support in favor of the Chicago – there was a 2<sup>nd</sup>. The motion to support this was adopted with a caveat to take a closer look at a later date. Abstain – 0; No – 1; Affirmative – remaining in attendance.

- 1. Standing committee updates
  - . Academic Affairs (Steve Barney) (6:00)

Reviewing policies – syllabus policy to make clarification. Copy of this available in JKan for a formalized copy. Faculty responsibilities and duties policy is also getting a once through

- a. Faculty Salary and Workload Committee (David Berri)
  - b. Faculty Review Board (Gerry Calvasina)
  - c. Distinguished Faculty Lecturer/Grace A Tanner Committee (Andrew Kent-Marvick)
  - d. Inclusion Diversity Awards (Brianne Kramer)
  - e. Outstanding and Distinguished Educator Award (Richard Cozzens)
  - f. Distinguished and Scholarly Award Committee (Ross Flom)
  - g. Distinguished Faculty Service Award (Paula Mitchell)
  - h. Ad hoc Parking Policy Committee Update (Daniel Swanson)
  - i. Ad hoc Faculty Maternity/Family Leaves Policy (Kelly Goonan)(6:01)  
No policy currently exists -- faculty and staff are looking into this.. Staff has just submitted a proposal on this. Kelly is working with Marvin and Jon to develop a policy that provides consistency on how leave is implemented throughout campus. Policy language will be drafted soon and have a vote on this in January.
  - j. Treasurer's Report
  - k. Past President's Report - Strategic Planning Committee
  - l. President Elect's Report – Diversity Committee Updates
    - Position is posted and will run for 30-days.
  - m. President's Report - Board of Trustees Meeting
    - Met last week to discuss policies (x3) were all adopted and are official.
      - Policy 6.30 Excused Absence
      - Policy 12.1 Intercollegiate Athletics
      - Policy 13.17 Bylaws of the University Benefits Committee
2. Executive Session
  3. Adjourn (6:04)

- e. Policy 6.8 – Development and revision of curriculum and general education (please see included draft and memo in the shared file)
  - f. Policy 6.33 - Academic Integrity - call for help finalizing this revision
  - g. Services provided by the OTL - Gary Wallace (see links at bottom of agenda)
  - h. Update on faculty efforts to help with retention
6. Discussion Items (items requiring discussion and debate)
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7. Standing committee updates
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8. Executive Session
9. Adjourn

Over the next few weeks, the Office of Online Teaching & Learning (OTL) will be:

- working over the holidays, however, our team will be reduced between Christmas and New Year's. Faculty can set up 1-on-1 meetings with OTL staff by utilizing the [OTL 1-on-1 Meeting Request Form](#) or by contacting us at [canvas@suu.edu](mailto:canvas@suu.edu) or at (435)865-8555.
- available along with the Testing Center to assist faculty with reviewing Proctorio recordings. Please contact your [OTL Representative](#) if you have not seen the [Proctorio email](#) sent out earlier this week.
- available to assist faculty with [reporting ELOs within Canvas](#), submitting final grades, or anything else that faculty need assistance with as they wrap up the Fall 2020 semester.
- hosting a series of [Spring 2021 training sessions and workshops](#) during the week of January 4th (email sent to all faculty, adjuncts, etc.)
- releasing a series of short videos on various topics based on feedback from the Teaching with Zoom Survey. These videos will be leading into and through the beginning of the 2021 Spring Semester. If you have suggestions on topics, please let Matt McKenzie know at [matthewmckenzie@suu.edu](mailto:matthewmckenzie@suu.edu).
- [deleting all Zoom Cloud Recordings and Kaltura videos](#) that have the "Zoom Recording" tag. Faculty should contact OTL no later than December 18 at 5:00 pm if they would like assistance saving any specific videos.

As always, the Office of Online Teaching & Learning is here to assist faculty and students create a positive educational experience. Do not hesitate to reach out to us as you have questions, issues, or concerns.