

FACULTY SENATE MEETING MINUTES

April 18, 2024

4:00-5:30pm

Draft

Attending: Kelly Goonan, Abigail Larson, Scott Knowles, Daniel Eves, Gary Wallace, John Benedict, Christian Bohnenstengel, Cody Bremner, Chris Graves, Scott Hansen, David Hatch, Steven Hawkins, Maren Hirschi, Jon Karpel, Bryan Koenig, Michael Kroff, Elise Leahy, Andrew Misseldine, Michelle Orihel, Rachel Parker, Grant Shimer, Ryan Siemers, Kyle Thompson, Joel Vallett, Chris Younkin, Qian Zhang

Not Attending:

Proxies:

Guests: Mindy Benson, Jon Anderson, James Sage, Camille Thomas, Jake Johnson, Donna Handley, Wendy Sanders, Lynn White, Carlos Medina, Tiger Funk, John Lisonbee, Alexis Mccliff

1. Call to order (4:13)
2. Recognition of Presenters and Guests
 - a. Dr. Wendy Sanders, Policy 6.1 Committee
 - b. Dr. Lynn White, WaFSEC Chair
 - c. John Lisonbee, Staff Association President
 - d. Alexis Mccliff, SUUSA VP of Academics
 - e. Camille Thomas, Asst. Provost of Faculty Engagement
 - f. Jake Johnson, Asst. Provost of Leadership Development and Compliance
 - g. James Sage, Associate Provost
 - h. Jon Anderson, Provost
 - i. Mindy Benson, President
 - j. Donna Handley, Graduate Council
3. Appreciation for Kelly Goonan – presented with a plaque (4:15)
4. Approval of Meeting Minutes (4:16):
 - a. [April 4, 2024 minutes](#)
 - b. The minutes were approved.
5. Events and Announcements: (4:16)
 - a. [COHS 5k Fun Run](#) Fundraiser April 20
 - b. [President's Employee Appreciation Lunch](#) April 23, 11:30-1:30, Ballroom
 - c. [CTI May Learning and Development Sessions](#): Thursday May 2 and Friday May 3, 10:00am – 3:00pm
6. Information Items: (4:17)
 - a. Dean Search updates (Business, PVA)

- b. Policy #6.1 Updates (Wendy Sanders)
 - i. [Summary of edits](#)
 - ii. [Draft Policy #6.1](#)

A link to the policy was provided. We've been taking into consideration all the feedback and corrections were made. Also, changes are being made to the faculty dashboard. Thanks were expressed to the committee's work.

- c. Spring 2024 Faculty Survey Results
Kelly: Survey results will be made available next week.
- d. [Response from WaFSEC to faculty feedback](#)

Lynn: Apologies for the late response – it took awhile to go through the responses. There was confusion between policies and procedures. There is a policy for employee compensation but no procedures on how to implement the policy. WaFSEC is not rewriting the policy, we are working on the procedures. Another is if we should require successful FEC reports in order to move through the service tables. This is hotly debated so we have removed FEC reports from the resolution for today. Today we are looking for support to move forward to explore the procedures other than FEC reports. Another contested item was merit or one time bonus amount for meritorious bonus in a year. because this was a big issue for some, we are tabling this for now. Some people wanted to see actual numbers in the services table – we can suggest some – but we can't accurately determine this and are not at a point to suggest numbers. We need a cooperative effort in order to do this. The last issue was COLA – right now the legislation usually decides how COLA is distributed and historically it is a percentage of someone's base salary. We had proposed that it be changed to a flat amount to be equally divided among the faculty. We then modified that to say if you fall below the median COLA increase that year we would find funds to bring you up to the median. Right now, we don't feel comfortable deciding on this. There is still a lot to work out. So what we are looking for today is the Faculty Senate's endorsement to continue working on this.

Scott: We are not voting to adopt a set of procedures today. That was the committee's request. What Lynn is saying is that there's not enough information right now to vote on procedures. So what the resolution is specifically saying is that we're not going to consider COLA. So right now in the resolution, the only thing that mentions COLA is that faculty should be guaranteed salary increases yearly over and above COLA, which is point number 2. But we've removed the language that specifically outlined that, if at all possible, when COLA comes from the legislature, if they allow it, that we distribute it at a flat rate. So we took that language out to say, whatever the legislature gives us. We just do what they say at this point. That might come up again. But it's not currently listed in the 4 priorities.

Kelly: Proposed a motion to move item D to the top of our item list.

Motion to amend was given. Carried.

7. Action Items:

- a. [Senate resolution on WaFSEC](#) and the drafting of faculty compensation procedures

Kelly: At our April 4th meeting, we tabled the faculty compensation procedures because there was agreement that we needed some more discussion and faculty wanted some more time with those procedures based on the feedback that came in and based on the discussions of the committee. They have asked that we dismiss the procedures and rather introduce a resolution. The resolution outlines 4 points that hopefully everybody was able to review prior to the meeting. The first point simply says that the priority for faculty salaries should be that everybody is at 100% of the CUPA medium for their zip code at least. The second priority is that faculty should be guaranteed salary increases yearly over and above COLA. The third priority is that these compensation increases should be determined by a service table which specifies a dollar amount increase for each year, based on the number of years of service, that is, years at the University, plus any relevant prior service up to 4 years at SUU. The fourth point is just that the WaFSEC committee should continue their work developing this model, including, but not limited to working to determine the details of the service table in response to faculty feedback and available funds and keeping the Faculty Senate informed of any necessary adjustments to this plan based on feasibility conditions, or if new information should come to light.

So what WaFSEC is asking is, does the Senate support the three priorities and the direction that they are currently moving. If we don't, then the committee needs to go back and reassess their priorities and the direction that they're working in. If we agree with the direction that they're moving in, then they would like the Senate to pass this resolution essentially affirming the direction WaFSEC is moving in as they develop their recommended faculty compensation procedures.

Motion to dismiss the resolution was given. A second was given. The vote was carried to table the motion.

A new motion was given to introduce the WaFSEC resolution and the four points outlined. The motion carried. 1 opposed.

- b. Vote to approve [Policy #6.62 – Grad Studies: Graduation Requirements](#)

We have 2 policies that did not get introduced initially as discussion items and we've been requested to vote on them. The first policy, 6.6 2 graduate studies graduation requirements. The amendment is to specify that once a degree has been awarded to a student, they may not retake courses to increase their GPA on that degree. We had a similar policy in place for undergraduate degrees. But we did not have this policy in place for graduate degrees. That policy has been vetted and approved by the Dean's Council and the Graduate Council. And so they are asking for the Faculty Senate's

approval of that policy. Do we have a motion? Motion was given (Aaron) and seconded (Cody). Motion carried.

c. Vote to approve [Policy #6.60 – Graduate Studies: Personnel and Curriculum](#)
This removes mention of the Dean of Graduate and Online Studies as that position at UU no longer exists with the reorganization of the university and it makes some other clarifications to that. This policy has also been approved by the Dean's Council and vetted by the Graduate Council. It removes the official graduate council but we have a group of graduate program directors who still meet regularly to coordinate graduate programs.

Jake: That's correct. My understanding is the program directors that meet to coordinate matters that impact graduate studies.

Kelly: Jake, Stephen has noticed that there's still one mention of the Graduate Council in point 3 of the policy – section 4, point C point 3. The Graduate Program Ordination.

Jake: I see that.

Steve Hawkins: Is this the process by which we are selecting Grad Program directors or are they appointed to a certain body?

Jake: It's a collaborative process with the Deans and department chairs making these determinations. By virtue of being the Program Director they serve on this group.

Steve: What is the group? If not Graduate Council?

Scott: Right now, the way it looks there is not a title for the organization. The subheading B is just titled Graduate Program Coordination. Currently we are not naming this group but it sounds like maybe you want it to have a name?

Rachel/Kelly: Jake, it sounds like Donna Handley was not familiar with the changes of dissolving the Graduate Council. So there is a question as to whether this version of the policy went through the Graduate Council.

Jake: We can certainly table until Donna is familiar with it?

Motion was made to table and a second. The motion was to table the vote on this policy until it has been reviewed by the Graduate Program Director. The motion was voted on and approved to be tabled.

d. Vote to install Dr. Michael Ostrowsky (HSS) on WaFSEC for 2024-25

Lynn White will be on sabbatical all next year. To be a second representative for HSS. Motion was moved and seconded. Vote carried.

8. Discussion Items:
 - a. April 11 active shooter/campus lockdown incident
 - i. [Letter from AFT](#)
 - ii. [Feedback collected from faculty](#)
 - iii. [Update from Faculty Senate President](#)

Kelly: I was traveling when this incident happened and I received a lot of questions from faculty members and senators about discussing the incident and the response at this meeting. I'm really grateful to VP Tiger Funk and Chief Carlos Medina for rearranging their schedules on very short notice this afternoon to join us here today. I have linked in the agenda information that has been provided by faculty. The first link is a letter from the SUU Chapter of AFT and the feedback that they collected from faculty. I did send out an email to the Senators after the all clear was given that night and several folks did either email me directly, or email me with feedback from their departments. I felt it was important to just provide the follow-up information of what has happened since the 11th. So that information is just in that update that I wrote. So the follow up has included an after action meeting that I was invited to and attended. In that meeting also included all of Cabinet, all of the SUU emergency response folks with responsibilities in that area, John Lissombe from Staff Association attended, and Carson Brown from SUUSA attended to present those constituent perspectives. This is just an opportunity, I don't want to spend too much time, but if folks have questions, feedback anything that they would like to discuss in this forum, especially since we do have Tiger and Carlos, and we also have President Benson present. We can open up that discussion. We would appreciate actionable feedback.

Kyle: Thank you for taking care of us.

Bryan: I have not provided my department feedback. Can I still submit? And can we find out what happened, if possible?

Kelly: Yes.

Carlos Medina: Shared what was going on 4/11. The initial call was a text. Crisis worker was alerted that help was needed. Law enforcement arrived on campus. And roles and responsibilities were distributed. Helicopters and SWAT teams were mobilized. Information started coming in on what buildings needed to be checked, etc. Then we started clearing the buildings. 1-3 hours in we suspected it was a prank call but we are trained to follow through so we did, until we gave the all clear. Thanks were expressed to all participants and President Bensen.

Voice over the internet made the call and hijacked someone's phone number in Cedar City. IP addresses were in Milford and PA and then here in Cedar City. Sent a ping to the house and got search warrants. He was not home – truck driver in Dallas. Will meet with the man and go through his logs to try and find the culprit. FBI is helping to provide information.

Bryan: Was there continuous interaction with the caller?

Carlos: There was a conversation not sure how long with dispatch. The caller was pinged. He described big grassy areas. Clearing a building involves if it's silent they check rooms and look for anomalies and if they find none, they clear the building.

Bryan: Were there plain-clothes police officers involved?

Carlos: We have a reserve officer who was nearby training dogs with other officers from around the state. So they joined us to see if they could help.

Bryan: Could the call from a previous incident be connected?

Carlos: We don't think so but we are not leaving out the possibility?

Tiger Funk: After we received the first alert we sent out a message to campus. If you are not signed up you can do so through your portal. We were careful about not speculating and only sharing information that could be confirmed. Anytime you have a situation like this you have to err on the side of safety so until we knew for sure we couldn't back off on the safety measures. It was important to us to keep updates going out. There were some comments on repetitiveness. There was a purpose to this as we didn't want to go dark on people. We received comments about professors in a room with 20-40 students and not knowing what to do regarding food, water, restrooms, and other resources. We are beginning to work on this to provide resources for gathering points. Stay tuned on this. We are open to more feedback. Thank you!

Chris: Last year when this happened at the library. We put a plan in place and everything went smoothly and had supplies and gathered students in secure areas. Please let me know if you'd like to see our plan for your reference. This is very important to have.

Kelly: It's hard to want information and to not be getting it. The Faculty Senate was in the loop throughout. We were at the After Action Meeting and getting a lot of information. This is an ongoing response, there is still the investigation taking place. Please go back to your departments and share all this so you can have these discussions as well and engage in building plans for your departments.

Mindy: Thank you for coming together. I know it was hard and frustrating. We will have emergency kits in rooms. We weren't sure after the trauma if we could continue with

classes so we decided to close campus for the day for campus wellness. We are looking at improving our processes and making sure our police department is staffed for this. This is evolving – campus safety is important to us. In our debrief we talked about the difference between run/hide/fight and lockdown.

Kelly: Grateful for the decompression spots and after response stations on campus.

9. Standing Committee Updates:

- a. Faculty Review Board (Daniel Eves)
- b. Parking Ticket Arbitration Committee (Daniel Eves)
- c. Staff Association (John Lisonbee)
Expressed gratitude to be a part of the discussions here. The vision we had as a Staff Association was to build bridges. We all serve the same purpose, which is to assure that our students are succeeding and that we have a job. Today was our last meeting. John presented a gift – coins were given for service to the Faculty Senate. Thank you!
- d. General Education Committee (Ryan Siemers)
- e. Graduate Council (Donna Handley)
- f. University Curriculum Committee (Rachel Parker)
- g. Student Association (Alexis McIff)
Introduced the new SUUSA representative, Om. Thanks for the finish strong stations! Finals week wellness kits- similar to the midterm wellness kits we did before spring break. Funding for outlet/paper towel dispenser in science building for microwave. Resolution for secondary education academic advising. Secondary ed students currently only have an advisor for their focus area, but it would be great to have a liaison in the COEHD. Closing events for academic clubs/colleges (COEHD subs & sketches today!). Please attend if you can! Student leader induction ceremony- tomorrow @3 in Church Auditorium. Thanks for a great year!
- h. Benefits Committee (Cody Bremner)
- i. Faculty Awards Committees:
 - i. Distinguished Faculty Lecturer and Grace A. Tanner Committee (Christopher Graves)
 - ii. Employee Commitment for Access & Belonging Award Committee (Kelly Goonan)
 - iii. Outstanding and Distinguished Educator Award Committee (Bryan Koenig)
 - iv. Distinguished Scholar/Creative Award Committee (Christian Bohnenstengel)
 - v. Distinguished Faculty Service Award Committee (Andrew Misseldine)
- j. Treasurer's Report (Daniel Eves)
- k. Past President's Report (Abigail Larson) - Academic Affairs Committee; University Faculty Leaves Committee – changes to 6.1 were accomplished and we would like

to do some learning and development in the fall. Take a look at those committee changes. We hope this policy gives more freedom to depts. In the 6.33 policy, we will also offer learning and development opportunities for this in the upcoming months. The Intellectual Rights policy 6.52 we have been working on this as well.

- l. President Elect's Report (Scott Knowles) – UCFSL; Workload and Faculty Salary Equity Committee (WaFSEC)
- m. President's Report (Kelly Goonan) - Policy/Procedure Arbitration Committee; President's Council; Dean's Council

I will add a summary to the minutes of what we accomplished.

- i. Policy #6.3 went to the Arbitration Committee earlier this week. Clarified some language and specifics for graduate students.
- ii. PLC:
 - 1. Addressed the active shooter/lockdown incident
 - 2. Several policies moved forward. Good discussion on Policy #8.0
 - 3. Maureen Redeker leaving to become VP of Legal at Kent City University

10. Thanks to Senators and Executive Committee with terms ending; Introduction of new Senators and Executive Committee

- a. Chemistry and Physics: Daniel Eves → **Jacob Dean**
- b. Computer Science and Cybersecurity: Gary Wallace → **Alexander Nicholes**
- c. Economics: Josh Price → **Elijah Neilson**
- d. Geosciences: Grant Shimer will be serving a second term
- e. Kinesiology and Outdoor Recreation: Cody Bremner → **Nathan Slaughter**
- f. Political Science & Criminal Justice: Joel Vallett → **Jeanne Subjack**
- g. Past President: Abigail Larson → **Kelly Goonan**
- h. Incoming President: Kelly Goonan → **Scott Knowles**
- i. President Elect: Scott Knowles → **Chris Monson**
- j. Nominations and vote for Executive Committee:
 - i. Treasurer - John Karpel
 - ii. Parliamentarian - Grant Shimer
 - iii. Secretary - Chris Graves
- k. Committees needing Faculty Senate representation:
 - i. Faculty Review Board - Maren Hirchi
 - ii. Distinguished Faculty Service - Jacob Dean

11. Call for Executive Session

12. Adjourn (5:42)