

FACULTY SENATE MEETING MINUTES

October 19, 2023

4:00-5:30pm

Approved

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

Not Attending: John Benedict, David Hatch, Amanda Roundy

Proxies: Scott Lanning for Chris Younkin

Guests: Jon Anderson, James Sage, John Lisonbee, Jake Johnson, Camille Thomas, Matt McKenzie, Alexis McIff, Heather Ogden, Carlos Medina, Tiger Funk, Katya Konkle, Patrick McFadden

1. Call to order (4:03)
2. Recognition of Presenters and Guests
 - a. Dr. Patrick McFadden, Assistant Professor of Psychology
 - b. John Lisonbee, Staff Association President
 - c. Alexis McIff, SUUSA VP of Academics
 - d. Camille Thomas, Asst. Provost of Faculty Engagement
 - e. Jake Johnson, Asst. Provost of Leadership Development and Compliance
 - f. James Sage, Associate Provost
 - g. Jon Anderson, Provost
 - h. Carlos Medina, Chief of SUU Police
 - i. Tiger Funk, VP of Operations
3. Proxy Representation:
 - a. Scott Lanning (LIB)
4. Approval of Meeting Minutes: [October 5, 2023 minutes](#) (4:04)
Minutes were approved.
5. Events and Announcements (4:05)
 - a. Please submit textbook requests to the Bookstore asap
 - b. [Pumpkin Walk](#) – sign up to host a display! Please sign up by Oct. 20. Event is Oct. 24 6:30-8:00pm

- c. [SUU Women's Network](#) (Nicole Dib)
- d. [DEI and You: The history of diversity, equity, and inclusion in higher education.](#) Oct. 26, 5:30pm. Shooting Star Room, Hunter Alumni Center
- e. [Accessibility: Perspective & Practices Conference.](#) Nov. 16.

6. Information Items: (4:07)

- a. Policy 6.3 – Internships have been withdrawn by the working group. The Utah State Legislature updated the requirements for internships under state law in 2023 (https://le.utah.gov/xcode/Title53B/Chapter16/C53B-16-P4_1800010118000101.pdf) Right now, it appears that the Utah Legislature has expanded liability for the University to all interns regardless of compensation or employment. Legal Affairs is contacting State Risk Management to get some guidance on how these updates have been applied at other institutions. The working group will take that guidance, review the policy and forms, and then reach out to the Senate to involve faculty before reintroducing the policy for a discussion and vote.
- b. Recommended 2024-2027 Academic Calendar (James Sage)

- i. [2024-2027 Academic Calendar v.1.2](#)

We started last spring semester – Abi Larson will be continuing with this committee. The calendar has been shared in the link above. This will go to the President's Leadership Council. This is the first introduction of this – we expect more discussion and feedback. Based on our current calendar with a couple of changes – one is a complex change having to do with the global calendar. In spring semester for the next three years we have needed to move spring break to week nine. We also moved the FOE to a Wednesday to week 12 (April 2nd). Options are to hold FOE on a Tuesday or Wednesday – impact on holding it on either of these days are under consideration.

Concerns were expressed on the event being held on a Wednesday.

- ii. [Academic Calendar Packet](#) (cover memo, explanation of how the Academic Calendar is formed, copy of recommended calendar)

7. Action Items: (4:22)

- a. None (see above)

8. Discussion Items: (4:23)

- a. Safety and Security on Campus (Dr. McFadden)
- b. <https://www.suu.edu/ad/em/plans.html>

Pat McFadden: is the head of the SUU Behavioral Assessment Team (along with Heather Ogden and Chief Medina) questions we are asking is what we can do to maximize security on campus. This starts with good conversations to know what

good procedures and policies to increase some set level of sensitivity and sense of safety. There have been two incidents in this country where faculty were killed by students. We as a university should be talking about these things – one of the things that I proposed with Heather Ogden in our winter learning and development session is that we need a panel on university safety to go over these things. I am willing to go to department meetings and listen and take it back to the Assessment Team. It will take a collaborative effort to see some growth with this.

Bryan Koenig: One of the things that happened is sharing scary experiences – it is not uncommon that faculty feel threatened by students. A lot of faculty have had these experiences. What do we do if we feel threatened? What are the steps we can take?

Pat: What can be done? What are the realistic limits? One of the worst things we can do is ignore it. With Graduate students the stakes are higher when their academic performance is poor and they retaliate.

John Lisonbee: Staff perspective may not completely understand the risks for faculty. Reach out to John for any staff support or feedback.

Heather Ogden: It is important that academic and student affairs come together and jointly take these things seriously. Having a larger educational component on ways to stay safe and as a community to support each other.

Tiger Funk: The VP of Operations works closely with Carlos on these types of issues. This is an important issue for the president. We can't let the conversation die – we need to figure out how to collaborate and come together. Crime Prevention Triangle – Opportunity, Ability, Desire. If we reduce opportunity we reduce the probability that a crime will take place – this is where the focus will come across campus. We are all the eyes and ears in this process. I encourage every department to come together and formulate an operation level response to emergency management – exits, response plans to different scenarios, etc. Risk Management, Police University, and Tiger/Facilities can be resources.

Lots of development on access control on campus. We have over 300 security cameras on campus but we need more. This coming year we have \$300k for more cameras. Every year we add security enhancements and we are maintaining what we have.

Carlos Medina: When I first started, the university wasn't aware of resources and this has been changed with new leadership and adding new qualified officers. Our best ally is each other. When the library, for instance, had a concern they brought it to us and they now have a security management plan. We are here to

train and help you make sound decisions. We are more than willing to come and address your needs. Every building/department is different and we are more than willing to come in and help with your plan.

Gary: I've taught at other institutions where cameras do really well. But as far as the classroom and basements goes, depending, there is the emergency button, which works through the Ethernet network. You press that button and immediately alerts the police department, and it tells the exact room, and they show up. It doesn't cost near as much as cameras, and I think that would help. Thank you.

Grant: A template would be helpful to help us address an emergency response – something standardized to help us get started.

Michelle: We really need to take this seriously and come together. I've only had one scary experience in 13 years. We had wonderful support and it was dealt with. I know some others have had experiences that were not taken seriously. It still comes down to having administrators who are willing to listen and take these threats seriously.

Kelly: Perhaps training or resources for supervisors on how they should respond to reports from faculty and staff in their division could be helpful.

Scott: A colleague told me that we can ask the provost in our proposals for more cameras in our budgets.

Tiger: A request to Facilities Management would be a more direct route. So that we can understand what people are perceiving so we know the areas of campus that are in need of surveillance and can catalog these things and build it out as needed.

Regarding panic buttons and an emergency response – we will look into this and how to go about putting these in classrooms. We'll look into grant money, etc.

Pat: A part of the process is educating everyone on campus and the other piece is the culture of reporting and whether we feel something will happen once we bring up concerns. This culture is vital to this process in thinking about who our representatives are and whether they will take these things seriously.

Bryan: Some things are more vague than someone with a gun/knife, like behaviors that are intimidating and threatening and how we can track this.

Heather: We are tracking these things – please send those to Heather as we are keeping track of these reports and we have an assessment team reviewing these.

If it's a definite threat do call law enforcement for this – our team looks at these too.

Carlos: Your worries are always going to be accepted and listened to. We can keep you anonymous and document your concerns until you are comfortable with making a full report. We are willing to talk to anyone and get to know you and your departments and begin building trust so you know you can rely on us.

John: Mentioned a vague threat with hate speech on a white board outside a faculties office. It was reported we learned it is becoming more and more common. What happens with these/how are we keeping track? What can I tell my faculty?

Kelly: We are aware of this incident and others involving hate speech on campus (recently about LGBTQA+). We brought this up to the President's Council and also sent a specific email to leaders on campus. My understanding is there was a substantive conversation in the President's Cabinet. We were told if we see something like this or vandalism – call and report it and SUU Police will document, Facilities will remove graffiti while maintaining evidence. We are challenged in identifying who is responsible for these acts. This will be a process and I feel optimistic about the responses we are getting from administration and are aware of how this impacts all of us. These actions are not tolerated on campus and we are united in this as we decide together how we respond.

Tiger: How can we tighten up access control? Take a look at your building schedules.

Scott: Camera placement should be prioritized in the places where these incidents are happening.

John: Our campus culture is one of caring – remember to turn to colleagues for support.

Carlos: We care about everyone on campus. We care about this graffiti. We will treat every case the same as we work to solve these cases/issues. That is our mission and goal as we make sure everyone is safe.

Kelly: How do we support individuals who are involved in investigations (title 9/ethics, etc.)? Many don't feel support after these things happen. Who is the point person to support folks in these situations? We will be discussing this with campus leadership on how to best support people.

- c. Adjunct Faculty representation on Faculty Senate (Kelly Goonan)

- i. See [Policy 6.0](#) Definition of Faculty (IV.C.2.c.Adjunct/Part-time Faculty: *Appointees to these positions... shall not be eligible for election to the Faculty Senate, and shall not be eligible to vote for members of the Faculty Senate*)

Currently, as written, adjunct faculty are not allowed to be elected to Faculty Senate. We would like to explore other ways to get feedback and engage with adjunct faculty. Some ideas have been Town Halls with our adjunct faculty so we can address concerns, needs, etc. If there is a good number of them interested then we can explore opportunities. So far it seems to come from a small number of folks.

9. Standing Committee Updates: (5:22)

- a. Faculty Review Board (Daniel Eves)
- b. Parking Ticket Arbitration Committee (Daniel Eves)
- c. Staff Association (John Lisonbee)
Employee Giving Campaign – please contribute.
<https://gift.suu.edu/faculty-staff-giving-wings-to-t-bird-dreams>
- d. General Education Committee (Ryan Siemers)
Making progress on revising expected learning outcomes for core and breadth areas.
- e. University Curriculum Committee (Rachel Parker)
Have not met yet.
- f. Student Association (Alexis McIff)
Senators are working on a resolution to encourage faculty to implement midterm feedback to students. Working with Kelly on those logistics and how faculty would feel about it. Please reach out about your thoughts. We are seeking feedback and mindful of the timing so that we can respond before the semester is over. We have not been getting a lot of responses from faculty/staff/etc. if you have feedback about any of our initiatives, please let us know how we can best support you and work with you. Contact Alexis here: Alexis McIff, VP of Academics, SUUSA, suusa_academicsvp@suu.edu.
- g. Benefits Committee (Cody Bremner)
We had our first meeting last week. We talked about a number of issues. One question that came up – is whether UMR is up this year – we found out that the state does not require us to go up to bid but our bid with UMR is up. Please let me know how you feel.
- h. Faculty Awards Committees:
 - i. Distinguished Faculty Lecturer and Grace A. Tanner Committee (Christopher Graves) There is a candidate – Douglas Ipson
 - ii. Inclusion & Diversity Awards 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)
- i. Treasurer's Report (Daniel Eves)
- j. Past President's Report (Abigail Larson) - Academic Affairs Committee; University Faculty Leaves Committee

Just a couple of updates, Academic Affairs met last week or a couple of weeks ago, we formed a couple of subcommittees to work on some specific things, one of which was some revisions to 6.1 which are ongoing and then we are also talking about intellectual property. I met with that committee last week, and we'll be meeting again next week. If you or your colleagues have any specific concerns about 5.5.2 the intellectual property policy that hasn't been updated since the year 2000, send comments to me. The Faculty Leave Committee is gonna be meeting next week as well to review sabbatical applications, which is maybe my favorite committee to be on because what would be more fun than reviewing sabbatical applications? Maybe taking a sabbatical yourself. But if you can't do that for another 6 years, then you might as well review applications.

- k. President Elect's Report (Scott Knowles) – UCFSL; Workload and Faculty Salary Equity Committee (WaFSEC)
- l. President's Report (Kelly Goonan) - Policy/Procedure Arbitration Committee; President's Council; Dean's Council
 - i. Draft severe weather scoring tool:
 1. [Factors and scores](#)
 2. [Example data and response spreadsheet](#)
 3. [Winter Weather Conditions Response Categories](#)Notify by 10pm the night before or 6am the morning of.

Tiger: We are working on this process – the overarching intent is to communicate more effectively.

- ii. Response to anti-LGBTQ+ graffiti on campus
We are formulating a response to this – the President's Council met on Tuesday.

10. Call for Executive Session

11. Adjourn (5:38pm)