

Meeting Minutes

November 12, 2025 @ 3:30pm

I. CALL TO ORDER & REVIEW OF MINUTES

A. Assembly & Attendance

The Senate assembled in the Academy Room, Noyes Building, at 3:30 p.m.

Senators Present: Trent Fawcett (Pres), Dennis Schugk (VP), Karen Carter, Trent Hanna, Steve Hart, Heather Holland, Rachel Keller, Jay Moosman, Kade Parry, Jason West, Klarissa Wilkinson, Hilary Withers

Guests: Jacob Thomas, Parliamentarian; Stacey McIlff, College President; Michael Austin, Provost; David Allred, Assoc Provost; Jay Olsen, Associate VP for Tech Ed & Workforce Development; Mike Brenchley, Dean of Social & Behavioral Science and Deans Council Representative; Anthony Beal, Dean of Business & Applied Tech; Robert Holt, Director of Advisement; Micah Strait, Senior Data Analyst; Justin Thorpe, Director of the Teaching and Learning Center; David Barker, Lindsey Barker, and Derek Rosencrans, instructors; Dyson Winsor, student body representative

B. Review of Minutes

Senators reviewed the minutes from the two previous meetings.

(1) October 8: Minutes reviewed; minor edits suggested by Pres. Fawcett. **MOTION** to approve by K. Parry. **2nd:** J. West. **Motion carried** unanimously.

(2) October 22: Minutes reviewed; minor edits suggested by K. Parry. **MOTION** to approve by T. Hanna. **2nd:** J. West. **Motion carried** unanimously.

C. Recognitions

President Fawcett expressed congratulations to Senator Rachel Keller (Humanities) for her recent recognition by the Utah Academy of Science Arts and Letters.

II. SENATE MEMBERSHIP

A. Adjunct Senator Stipend

1. Bylaws Amendment. New language has been drafted for an amendment to the bylaws for the Faculty Senate President to petition for adjunct senator stipends on a yearly basis, as follows. Text in **red** indicates the added section.

2.3.2 The adjunct senator shall be selected by an early fall semester, electronic mail-in nomination and election process administered by the Faculty Senate. The adjunct senator will serve a 3-year, renewable term while employed by Snow College. Service will be limited to two consecutive terms with a minimum one-year break before reelection.

2.3.2.1 The Faculty Senate President shall notify the Deans Council and/or Office of Academic Affairs each academic year to ensure that the Adjunct Senator is compensated for service beyond contractual obligations, in an amount deemed fair and appropriate by Academic Affairs.

MOTION to approve by J. West. **2nd:** H. Withers. **Motion carried** unanimously. The new section will be added to online bylaws.

III. ADMINISTRATIVE UPDATES

***Parliamentarian's Note:** Because a few participants arrived late, some business was addressed out of its original sequence. The minutes below are organized according to the agenda to maintain clarity.*

A. Remarks from Stacey McIff, College President

1. Institutional Direction & Enrollment Landscape. President McIff addressed the Senate, first reviewing the college's long-term direction through the Badger 140 plan, emphasizing the updated mission, core values, and the need to maintain institutional focus. She noted demographic pressures affecting enrollment—Utah's college-age population is declining more slowly than elsewhere, but other states are actively recruiting Utah students, and K–12 numbers in Utah have begun to fall. Concurrent enrollment continues to grow statewide, especially at SUU and SLCC, raising questions about academic standards, transitions from high school to college, and how Snow should position itself within that educational ecosystem. She also pointed to adult learners in Sanpete County as a significant opportunity for future growth.

2. Performance Funding Outcomes. President McIff then outlined Snow's current standing in performance-funding metrics: Access, Timely Completion, and High-Yield Graduates. While the system as a whole did not meet Access goals, Snow performed strongly in the other categories.

The college fell just short of its ambitious Timely Completion goal but still posted one of the highest completion rates among degree-granting institutions, with a substantial year-over-year increase attributed in part to faculty support for student registration. Snow met its High-Yield goal, regaining lost funding and demonstrating effective collaboration across campus. She also noted increases in per-student funding and gave brief context on Snow's overall FY25 budget.

3. Faculty Roles, System Pressures & Appreciation. Finally, President McIff discussed faculty roles in enrollment, workforce readiness, and operational excellence, highlighting ongoing work with adult learners, new programs, apprenticeships, internships, and credential pathways. She addressed broader system pressures, including conversations about free first-two-years models, tuition-matching initiatives at other institutions, and the possibility of revised performance metrics for research universities. Despite these challenges, she emphasized Snow's positive momentum, thanked the faculty for their substantial contribution to completion and retention improvements, and encouraged continued collaboration in advancing the college's goals.

B. Deans Council

Dean Brenchley reported that funding for new positions is constrained and any proposals will need to be weighed against retirements and other vacancies. He noted that a broader discussion on this issue will be forthcoming.

C. Office of Academic Affairs

1. Proposed Instructional Reorganization

Provost Austin presented a proposed restructuring of Snow's instructional organization—endorsed by Cabinet and the Deans—which includes renaming divisions as “schools.”

a. Divide Business & Tech. The Provost proposed dividing the current Business & Technology Division into two separate schools: one for clock-hour-based technical education and one for credit-based professional programs. The first is to be called the **School of Professional Studies** and the other the **Okerlund School of Technical Education**.

He explained that the proposal aims to resolve three persistent issues: (1) the “Two Masters” reporting problem, in which Tech Ed faculty receive unclear, overlapping direction from Academic Affairs and the Tech Ed director; (2) the “Square Peg” problem, where Tech Ed faculty on clock-hour contracts are being treated as if they were tenure-track credit-hour faculty, leading to inequities in committee expectations and compensation; and (3) the “Dead Dean” problem, in which the existing dean role is unmanageable due to overseeing two campuses, multiple contract types, and wide-ranging responsibilities.

The new structure is intended not to create separate campuses or faculty tiers, but to align existing contract types more logically and create a sustainable model for growth. Tech Ed

administrators voiced strong support, noting that the proposed change would simplify workloads, support accreditation alignment, and allow for more agile response to industry needs.

b. Senate Governance, Representation, and Curriculum Questions. The Provost emphasized that Academic Affairs would not direct how the Senate organizes its representation under the new structure, but stressed the importance of ensuring that all faculty groups have a voice without imposing committee burdens that Tech Ed contracts cannot support. Senators discussed the need for some form of Tech Ed representation, though the practical challenges of scheduling and compensation were acknowledged.

Several questions were raised about curriculum processes: whether Tech Ed courses would remain under the Curriculum Committee's purview, how state-aligned objectives for technical programs fit into CC standards, and whether committee membership terms or expectations might need adjustment. The Provost reiterated that curriculum authority remains with the Senate and that Academic Affairs welcomes a collaborative solution that ensures representation while respecting contract differences.

c. Timeline, Feedback Process & Leadership Roles. The Provost requested Senate and faculty feedback prior to presenting the reorganization to the Board of Trustees, expressing hope that implementation could begin as early as January to avoid "lame-duck" leadership gaps. He also described the planned Tech Director role, which would be comparable in scope to an academic director but not a dean-level position, focusing on program development, industry engagement, faculty support, and advisory-board coordination—functions that align closely with Tech Ed needs.

Senators were asked to take the proposal back to their divisions for discussion and to return with questions and recommendations at the next meeting. The Senate agreed that this item will require formal follow-up and will appear at the beginning of the next agenda, and how this restructuring will change cross-campus representation on the Senate, College Council, Curriculum Committee, and General Education (GE) Committee.

2. LMS (Canvas) Use & Limitations Document

a. Document Timeline. The Senate briefly reviewed the LMS (Canvas) Use and Limitations document. Members asked about the implementation timeline. Administrators clarified that the only urgent issue is the burden older systems place on staff and the confusion caused for students.

b. Canvas Course Deletions. The college intends to delete Canvas courses older than five years, though this has not yet begun. Senators were encouraged to remind their divisions,

and the administration confirmed that ample notice—and a college-wide message—will be provided before any deletions occur.

3. Course Evaluation Language Changes

Associate Provost Allred indicated that this document was more pressing and should be discussed soon by the Senate.

4. Classroom Presence Document

President Fawcett indicated that senators should email him or Associate Provost Allred with any suggestions or concerns.

D. Calendaring Committee

Item tabled until the next meeting.

IV. SENATE BUSINESS

A. General Education (GE) Committee

Senator Hart reported a challenging recent meeting of the GE Committee centered on tensions created by changes to the GE model, including some Integrated Exploration (IE) requirements no longer counting toward graduation. Instructors hoping to maintain enrollments are seeking new Knowledge Area designations, sometimes crossing divisional lines, and the committee lacks a fully developed procedure for evaluating such requests. While an older process exists and has been recently revised, members agreed it does not adequately address the current issues. With committee turnover and rising concerns about fairness and clarity, both the Deans Council and the Senate will need to weigh in. Committee Chair Michael Olson was notably concerned about potential misunderstandings, and senators acknowledged the need for a clear, widely accepted process moving forward.

B. Committee Unification & Streamlining

1. IRB update: starting procedural documents. President Fawcett noted that the IRB has begun developing its procedural documents, and that the Mission Statement should be finalized as soon as possible with full procedural documentation completed by January 2026.

2. SPARC: Service Learning & Student Undergraduate Research. Senator Hart noted that SPARC currently lacks momentum and expressed interest in revitalizing the exploratory ad hoc committee's work (made up of himself and Senator Holland with discussions from Professor Jared Breakall, UR Director). Because his GE duties are substantial, Senator Hart invited any

senator willing to take over his GE role so he can focus more on SPARC, where colleagues are hoping for increased Senate involvement. The Senate tabled the issue for now.

3. Merger of TLC & Library Committees. Senator Wilkinson reported that the Library Committee members are not supportive of merging with the Teaching and Learning Committee (TLC), citing concerns about increased workload, accreditation responsibilities, and the risk of losing direct faculty connection. TLC members similarly noted they are already at capacity and that a merger might merely shift burdens rather than reduce them. President Fawcett added that the Faculty Fellow for TLC has requested pausing the discussion until next semester, and he does not plan to advance the proposal unless the Senate expresses strong interest, particularly as efforts continue to reduce overall committee load.

4. Offloading GAB from Senate purview. President Fawcett reported that discussions with the Globalization and Belonging Committee (GAB) Chair Alex Peterson suggest no strong objections to removing the committee from Senate oversight, particularly since its former curriculum-related functions have long since ended. Division feedback indicated support once it was clear the committee would continue to exist independently. President Fawcett plans to revisit the matter at the next meeting, with the likely outcome being that divisions will no longer be required to provide representatives and membership may become more open.

C. Senator Requests & Concerns

1. Flagging students enrolled without required prerequisites. Senators discussed ongoing issues with students registering for sequenced courses before final grades are posted, only to discover later that they lack the required prerequisite. Senator Keller reported that prerequisite “flags” previously sent by the Registrar to department chairs are now the responsibility of departments, though Academic Affairs is exploring a more automated system. Several senators noted inconsistent communication across divisions and emphasized that clearer, systematic notification is essential to prevent students from investing time in courses for which they are unprepared. Concerns were raised about the academic consequences of delayed grading and the need for timely information without automatically dropping students, which could create additional instability.

2. Improving how senators track and relay follow-ups with divisions. Senator Parry raised concerns about how effectively senators relay ongoing Senate business to their divisions, particularly when a division’s senator is absent. He suggested a more consistent system or template to ensure reliable communication. The Senate agreed that improved dissemination would be helpful. Parliamentarian Thomas will develop an AI-supported follow-up summary to be sent after each meeting.

V. ADJOURNMENT

President Fawcett noted that the next regularly scheduled Senate meeting, Dec. 10, will be during finals week. He requested that the Senate consider whether to move the date to the week earlier, Dec. 4.

The Senate meeting concluded at 5:04 pm. **MOTION** to adjourn by J. West. **2nd:** S. Hart. **Motion carried** unanimously.

Meeting minutes by Jacob L. Thomas, Parliamentarian
Approved by the Faculty Senate, December 3, 2025