



Faculty Senate Meeting Notes  
September 8, 2021

I. Call to order

Larry Smith called to order the regular meeting of the Snow College Faculty Senate at 3:30 p.m. on September 8, 2021. The Senate met face-to-face in the Noyes, Academy Room with Zoom video conferencing available.

II. Roll Call

Senate Members: Senate President Larry Smith, Senate Vice President Jed Rasmussen, Matt Gowans, Jacob Thomas, Wes Jamison, Karen Carter, Alan Christensen, David Fullmer, Dennis Schugk, Faculty Association President Garth Sorenson, Adjunct Representative Adam Burningham, Senate Parliamentarian Erick Faatz

Others: Provost Melanie Jenkins, Assistant Provost Kade Parry, Faculty Association Vice President Sheryl Bodrero,

III. Summary minutes approved for March 24, 2021, April 14, 2021 and April 28, 2021. Motion made by J. Thomas, second by W. Jamison and unanimous vote of approval.

IV. Opening and Informational Items

A. Welcome from L. Smith especially of new senators D. Schugk, A. Christensen, and D. Fullmer

B. L. Smith reported on the Board of Trustees summer meeting.

1. The low salaries of Snow College Faculty members was shocking to some trustees.
2. USHE institutions of higher education generally pay comparatively low salaries.
3. L. Smith will attend a Board of Trustees meeting Friday, September 10, 2021. Let him know if there are items that you would like him to bring to their attention.

C. UFSL (Utah Faculty Senate Leadership) General Report

1. L. Smith reported that mask and vaccine requirements were major concerns over the summer. A white paper was created and submitted to the Utah Board of Higher Education.
2. A resolution for Faculty Senate "compensation" was also a major topic of discussion.

V. Good News Committee and SEM Reports

A. A & T Committee: M. Gowans indicated that the committee has met twice already. They are up and running. Gowans is willing to continue serving on the committee this year.

B. Curriculum Committee: No report. S. Cox will be contacted about serving as Senate representative this year.

C. Teaching and Learning Center Committee: A. Christensen reported that the committee has not met. The Pedagogy and Practice Conference is coming up.

D. Professional Track Committee: No report. Audio/Video difficulties connecting with the Richfield campus.

E. Global Engagement Committee: W. Jamison indicated that they will meet the third Friday of each month. They are working on an application for a Fulbright Scholar.

F. Honors Committee: J. Thomas reported that the Honors Program Opening Social will be Thursday, September 9, 5:30 pm. An Honors Program web page is up. It will be linked to the Senate web page.

G. Library Committee: J. Rasmussen reported that the committee will meet September 29, 2021.

H. Service Learning Committee: No report. D. Schugk will tentatively serve as Senate representative to the committee. Schugk will confirm whether his schedule will work with the committee schedule.

I. Faculty Association: S. Bodrero and G. Sorenson reported on the Faculty Association Survey - August 2021 - Compensation Satisfaction

1. There were 123 responses from 156 full time faculty members.
2. 85% responded that they did not earn enough to support two adults and one or more children.
3. 40% indicated that their families qualify for reduced price school lunches.
4. 65-75% say that they teach overload courses to make ends meet.
5. 80% have sources of income beyond their Snow College job.
6. 75% would prefer to not have to do extra work.
7. Real estate costs have gone up significantly in the area.

8. Some indicated that they have taken pay cuts to come to Snow College.
9. Salaries are lower than salaries in Public Education.
10. There are concerns about salary compression for those who have taught at Snow College for quite a while.
11. COLA vs. Inflation concerns are significant.
12. Leaders of the Faculty Association have the full report: President Garth Sorenson, Vice President Sheryl Bodrero, and Treasurer Michael Huff.

J. Adjunct Information: A. Burningham indicated there are a large number of new adjunct instructors and all adjuncts are excited about having jobs. The Provosts Office is developing an adjunct list from payroll action forms.

K. Student Information: No report.

L. Ad Hoc/Other: N/A

## VI. Senate Business

### A. Senate Focus for the 2021-2022 Academic Year

1. L. Smith will meet individually with each Senate member soon.
2. W. Jamison feels that the Free Speech Policy is important. Snow College is interviewing for a new legal representative. This will facilitate review of this policy and others.
3. J. Rasmussen would like to work with the Faculty Association to showcase faculty accomplishments and faculty social involvement.

### B. Advancement and Tenure Policy 401 Revisions

1. The changes result from experience with the policy over recent years. The recommended changes are not substantive enough for a full review, but they will be an informational item for the next Board of Trustees meeting.

### C. Snow College Faculty Senate Budget

1. Travel to meetings, voting application costs, and other minor budget items were discussed.
2. Should the Senate make a budget request? Provost Jenkins recommended against a request in the current budget situation. The

Provosts office has been and is willing to continue covering reasonable Senate related costs.

3. Senate bylaws revisions could codify the fiscal relationship between the Provosts office and the Faculty Senate.

D. Academic Freedom Now Discussion, "Is Academic Freedom in Mortal Peril?"

1. As evidenced by many articles, academic freedom is in the headlines today.

2. Higher education is seen by some as a social justice factory rather than being an entity for teaching critical thinking.

3. There can be conflicts between public image and donations vs. freedom of ideas.

4. Academic freedom and freedom of speech are separate but related issues.

5. Classrooms cannot be used as political platforms.

6. Instructors often wonder what students can do to them and if the institution back them if there are problems. Enough media attention may force an administration to act against academic freedom.

7. See the Faculty Senate Free Speech Resolution linked to the Senate web site.

President Smith adjourned the meeting at 5:00 p.m.

The next regular meeting 3:30 p.m., Wednesday, September 22, 2021.

Minutes submitted by Erick Faatz

Revised 9/21/2021

Final minutes approved 9/22/2021