



Faculty Senate Meeting Notes
September 22, 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 22, 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, Weston Jamison, Alan Christensen, David Fullmer, Dennis Schugk, Sandra Cox, Faculty Association President Garth Sorenson, Student Representative Preston Moon, Senate Parliamentarian Erick Faatz

Others: Provost Melanie Jenkins, Assistant Provost Kade Parry, Director of Human Services Brent Baxter, Diane Gardner

III. Minutes approved for September 8, 2021 with minor changes of statistics related to the Faculty Association Compensation Survey. Motion made by G. Sorenson, second by J. Thomas and unanimous vote of approval with an abstention by S. Cox who could not attend the September 8 meeting.

IV. Opening and Informational Items

A. Welcome from L. Smith especially of the new student representative Preston Moon.

B. Members of the Curriculum Committee will probably be invited to attend the next Senate meeting.

C. L. Smith attended a Board of trustees meeting summer 2021. Compensation was a main issue especially regarding some faculty members' children qualifying for the reduced price school lunch program. Board members seemed to be sympathetic to the issue of low faculty salaries at Snow College.

D. L. Smith reported on the monthly meeting with President Cook. The Information Technology Advisory Committee (ITAC) role and membership came up. Bill Schuetz would like to reorganize the committee and is looking for genuine input from stakeholders.

1. The Senate needs to encourage faculty members to attend committee meetings and actively participate in committee work.

a. Committee work may be an element of A & T reviews. Who is most responsible to make sure that faculty members are actively serving on committees?

- b. Committee reports for division and/or departments are important.
- c. Committees should keep track of attendance.
- d. Committee service is a contract expectation.

E. Review Robert's Rules. The goal is to facilitate respectful exchange of ideas.

V. Good News Committee and SEM Reports

A. A & T Committee: M. Gowans indicated that the committee is working very well.

B. Curriculum Committee: S. Cox will be able to continue as Senate representative this year. They recently met with the General Education Committee and talked about the relationship between the two committees. A list of courses due for 5-year reviews was sent out.

C. Teaching and Learning Center Committee: A. Christensen reported that the committee is reviewing UQI and sabbatical requests and preparing for the Pedagogy and Practice Conference scheduled for October 16, 2021. TLC guided brownbag trainings are happening in divisions.

D. Professional Track Committee: No report.

E. Global Engagement Committee: W. Jamison indicated that Provost Jenkins has approached him about taking on diversity and inclusion with global engagement. The committee is discussing possibilities. See related agenda item below.

F. Honors Committee: J. Thomas reported that they held the Honors Program Opening Social. Four students committed to the program. The first Honors Committee meeting is scheduled for 3:30 p.m., Wednesday, September 29, 2021.

G. Library Committee: J. Rasmussen reported that the committee will meet next week. They have monthly meetings.

H. Service Learning Committee: D. Schugk indicated that he will be able to serve on the committee. They are working on program assessment and need to include and educate more faculty members.

I. Faculty Association: G. Sorenson indicated no report.

J. Adjunct Information: No report.

K. Student Information: Preston Moon introduced himself to Senate members. He is excited to represent the students of Snow College.

L. Ad Hoc/Other:

1. David Fullmer will be given a committee assignment later on.

VI. Senate Business

A. Academic Freedom Now, “The Outrage Peddlers Are Here to Stay”

1. Academic freedom and free speech are not the same.
2. Does the Senate need to take a stance?
3. Code of Conduct: Depending on the context of a situation, administration may not approve of a faculty member’s speech. There is a difference between attacking a professor or not approving of a professor’s view. There needs to be a constructive meeting with faculty members.

B. Reduction in Workforce and Financial Exigencies Policy 319

1. B. Baxter mentioned that this is a very legal heavy policy that Morris Haggerty worked on first.
2. Take a close look at the policy and provide feedback to B. Baxter.
3. Some elements are in state code: Which are and which are not? Snow College policies must align with state codes.
4. B. Baxter will include external policy references.
5. Board of Regents policy R482 is quite long. There is probably significant overlap.
6. Going forward, B. Baxter will include routing form information indicating who has reviewed policies. Policy numbers will be maintained when possible. Latest version statements will be included.

C. Role of the Global Engagement Committee

1. W. Jamison indicated that a recent question is about whether to bring together the Global Engagement Committee with Diversity and Inclusion.
2. Is this more about international student or domestic student experience, or both? Faculty with student involvement is important.
3. W. Jamison read a GEAC statement to the Senate.

4. Is diversity and inclusion bigger than the Senate and faculty? There has not traditionally been great faculty buy in for diversity and inclusion.

5. What would the new structure look like? Fernando Montano is in favor of bringing the committees together. Is there a problem(s) with diversity and inclusion at Snow College? There is a need to be proactive now. Would the GEAC mission be subsumed by Diversity and Inclusion? They could be placed together now and separated in the future. There could be an alternating focus from meeting to meeting.

6. J. Thomas made a motion and W. Jamison seconded that the issue return to the GEAC for further discussion and a vote then bring the results back to the Senate. Unanimous vote in favor.

D. Shared Governance Preliminary Discussion

1. M. Jenkins framed the discussion by asking: What is the role of, and relationship between, the Faculty Senate, the Deans Council, and the Provosts Office?

2. What are good resources to educate ourselves? What could we read?

3. What is broken? What are issues?

4. M. Jenkins created a chart on the whiteboard, indicating relationships between the Snow College Board of Trustees, the College President (outward looking), the Provosts Office, Students, Academic Deans, and the Faculty Senate (Senate Committees). Not all of these entities have accountability. Other institutions have an Associate Vice President to whom the Faculty Senate reports. What structure should be adopted at Snow College? The Faculty Senate and Deans Council overlap now. It might be good to have cross-representation between the Senate and the Deans Council.

5. The conversation will continue in future meetings.

E. Senate Bylaws Possible Revisions

1. Possible bylaws revisions have been discussed regarding Committee changes, the College Council representative selection process, the Senate president and vice president selection process, the Senate/Provost budget relationship, and others.

2. E. Faatz and L. Smith will work on language for presentation to the Senate. Proposed language from others is encouraged too.

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

The next regular meeting 3:30 p.m., Wednesday, October 13, 2021.

Minutes submitted by Erick Faatz
Revised 10/11/2021
Final minutes approved 10/13/2021