

## Meeting Minutes

October 12, 2022, 3:30 p.m.

[Zoom Meeting ID: 824 1109 2322, Passcode: 180732](#)

*\*The regularly scheduled meeting for September 28 was canceled so that senators could attend a diversity and inclusion training hosted by the Provost's Office and Dr. Susan Madsen from Utah State University.*

### I. Call to Order (M. Gowans) & Roll Call (J. Thomas)

- A. **Senators Present:** Andrew Bahlmann, Adam Burningham, Karen Carter (Zoom), Sandra Cox, Trent Fawcett, David Fullmer (Zoom), Matthew Gowans, Wes Jamison, Jed Rasmussen, Jeff Wallace
- B. **Senators Absent:** Alan Christensen, Dennis Schugk
- C. **Guests:** Jacob Thomas (Parliamentarian), Anita Slusser (Faculty Association Secretary), Melanie Jenkins (Provost), Kade Parry (Asst. Provost), David Allred (Dean's Council)

### II. Informational Items (M. Gowans)

- A. New GE Committee At-Large (Ephraim) Representative member: **John Van Orman, Fines Arts & Communications**, who will serve 2022-2024. 63% of full-time faculty voted (96/152 eligible voters).
- B. First sabbaticals approved after implementation of new policy: **Scott Allred**, Visual Arts (Spring 2023); **Bryant Jones**, Chemistry (Spring 2023); and **Kevin Holdsworth**, English (Fall 2023). Two sabbaticals are eligible to be awarded for applicants every semester.

C. **Snow College Pedagogy Conference, Saturday, October 15, 9am-3pm.** Keynote speaker: Dr. Elizabeth Yost Hammer, Xavier University. Faculty Workshop **Friday, October 14, 11am-12:30pm.** Contact David Rodriguez for details and signup.

D. **Update on UCSFL meeting** held on Friday, October 7. M. Gowans reported that the discussion centered on the upcoming revision of R470, which is the governing document for General Education. This revision is intended to create consistency for GE at all USHE institutions. M. Gowans was able to report on Snow College's recent compensation strategies, which includes raising full-time salaries to at least 90% of the CUPA average and raising the adjunct, overload, and summer pay baseline from \$800 to \$1,000 per credit hour.

M. Gowans added that there was also discussion at the UCSFL meeting on how to best measure teaching effectiveness, and whether there was an over-reliance on student evaluations. This point led to discussion among senators about how Snow College teaching evaluations were conducted. There is a consensus in the A&T process that student evaluations are a piece of the puzzle when deciding advancement and tenure, but that trends are more important than outlying comments. Consistency is measured by the Faculty Evaluation Team, Department Chair and Dean observations, as well as A&T Committee oversight.

J. Rasmussen noted that qualitative evaluation software may also prove beneficial in this process, though there was agreement that the way the software is programmed would need to be reviewed and approved before being implemented for consideration by A&T.

M. Gowans invited A. Bahlmann to bring up this question with the A&T committee, and to make sure that FETs are fully instructed on the purposes of student evaluations in this process.

E. **Update on discussion with President McIff.** M. Gowans reported what Pres. McIff had learned from a recent USHE meeting in St. George. Of biggest import to our institution was the Board of Higher Education rolling out new cost-sharing measures to reduce any overlap between schools. The Board believes that certain costs can be minimized this way, such as software, financial resources,

payroll services, Basic Needs Directors, etc., such as we already do with Canvas. All institutions of higher ed will be required to pair with another. Snow is the only college that has been given the chance to choose our partner: either Utah State University or Southern Utah University. The decision needs to be made in a matter of weeks.

Pres. McIff is concerned about potential impact to Snow employees, especially when a smaller institution is paired with a bigger one. She noted that there is always risk in talks like this of losing people, but is optimistic that it could benefit Snow in the long run. Regardless, she wants to ensure a rational approach to this directive, and to make sure that Snow College autonomy is protected.

J. Rasmussen asked how the Senate could best engage in this conversation, and suggested maybe some committee-level engagement, such as pairing library subscription fees between schools. M. Jenkins emphasized that Snow gets to have a say in what services are chosen for partnership. Administration will focus on many of these agreements, though faculty will be involved in any academic decisions, including 3+1 or 3+2 discussions (i.e. students staying three years at Snow, and in their third year getting university credit before transferring to a four-year school afterwards).

- F. **Good News from Divisions:** (1) Adam Teichert (Science & Math) just finished his Ph.D. (2) The student creative works publication *Weeds* is now open for submissions from across campus; contact Anita Slusser.

### III. Minutes from Previous Meeting

- A. Review of minutes from September 14, 2022 (attached; J. Thomas)
- B. Vote to approve or amend minutes (M. Gowans)  
Moved: J. Rasmussen; 2nd: A. Bahlmann  
Unanimous approval save 1 abstention

## **IV. Committee Reports**

### **A. Advancement & Tenure (A. Bahlmann)**

A&T is revising some of the tenure reduction policies discussed in the previous senate meeting. The issue involves faculty who have made advancement or received tenure at other institutions before coming to Snow, or those who were at Snow but left for a while and later returned. This new policy would allow candidates to negotiate with hiring committees for status when being hired.

### **B. Curriculum (S. Cox)**

Curriculum Committee is now meeting every week on Microsoft Teams. S. Cox reminded senators that if syllabi aren't revised and approved by the committee for five-year review, those courses can't be included on the calendar for registration.

### **C. Academic Standards (A. Bahlmann)**

No report.

### **D. General Education (T. Fawcett)**

GE has met twice so far and approved syllabi. Foundations syllabi will soon be up for review, especially in regards to learning objectives: how well these standards are being met, how well they are defined, what the approval process for new Foundations sections looks like, etc.

M. Gowans asked M. Jenkins how the R470 revision would affect GE, and when Snow would begin those conversations of any changing requirements. She indicated that the issues would be discussed at the Educated Persons conference coming up, and that in about a year the faculty will be involved in discussions about implementation.

### **E. Diversity, Inclusion, and Globalization (W. Jamison)**

DIG met recently and set an agenda, and will be meeting again soon.

**F. Honors Committee (A. Christensen)**

No report.

**G. Library Committee (J. Rasmussen)**

The library has encouraged everybody to suggest journal subscriptions, for digital access in particular.

**H. Professional Track Committee (K. Carter)**

The committee is in the process of changing its chair, and whether it might be beneficial to have the chair based on the Ephraim campus (traditionally the position is held by someone at Richfield).

**I. Service Learning Committee (D. Schugk)**

No report.

**J. Teaching & Learning Center (D. Fullmer)**

The committee has been helping David Rodriguez with the Pedagogy and Practice Conference on October 15, which is being held on the same day as Homecoming. The good news is that the conference is ready to go with a finalized schedule and an impressive group of presenters. The bad news is that our football game opponent canceled on us (like last year), and the new team Snow is playing against wanted to have the game at 1pm, not in the evening. This change in schedule affects dozens of events that are now stacked on top of each other, including the conference itself. Everyone across campus is making the best of it.

**K. Adjunct Faculty (A. Burningham)**

More avenues for communication need to be opened between adjunct faculty; emails don't seem to be working well. There are 3-6 individuals on board who regularly give feedback to A. Burningham, but more need to be included. The

adjuncts overall are excited for the pay increase from \$800 to \$1,000 per credit hour that started in the summer.

**L. College Council (M. Gowans)**

No report.

**M. Faculty Association (J. Wallace)**

In communication, nothing to report.

**N. Deans Council (D. Allred, J. Rasmussen)**

D. Allred noted his appreciation for J. Rasmussen attending Deans Council every week, and suggested that his views from the Senate strengthens their discussions.

M. Gowans added that Senate reps to Deans Council will have 15 minutes or so to bring up topics once a month, and that the visiting Dean will also have the same opportunity in the Senate.

At the most recent meeting, J. Ramussen reported that there is an ongoing discussion about credit releases for some committee work, which would be funded from ongoing money and so could be available year after year.

He further added that senators generally could help with communication and keep more positive talk going. There is certainly work that needs to be done in finding solutions to complex issues our campus faces, but we should be proactive in encouraging positive dialogue.

**O. Academic Affairs (M. Jenkins, K. Parry)**

K. Parry reported that online faculty mentors have reviewed over 200 unique courses based on online design standards. One hundred percent of Snow online courses have been approved for this semester with a couple pending for spring. He further noted that Snow has grown in our online offerings but we continue to meet all of the standards.

M. Jenkins reported that the President's Cabinet has been developing new ways to communicate more effectively with staff and faculty, based on the feedback given on the survey from the Back to School event in August. Town Halls will continue to be held regularly. A monthly newsletter will also be published. Each Cabinet member will be able to include 250 words; so will the Faculty Senate and Faculty Association. If faculty have anything they'd like to be highlighted in the newspaper, they can contact Melanie Jenkins.

#### **P. Student Body (Student VP)**

A student representative needs to be invited to Senate meetings, which has traditionally been the Student Body Vice-President. M. Gowans will contact the SBO advisor.

### **V. Senate Orientation (M. Gowans, J. Rasmussen)**

#### **A. The Role of Faculty Senates (M. Gowans)**

Review pamphlet, *Shared Governance in Colleges and Universities* by the Higher Education Program and Policy Council (attached); see also Faculty Senate Mission Statement

M. Gowans provided training and discussion on the role that faculty senates play in higher education. The most important roles include representing the faculty in shared governance, helping Senate committees, reviewing policies that affect faculty, developing curriculum and programs, working with the Faculty Association on personnel advocacy, and protecting faculty interests (including academic freedom).

#### **B. The Role of Senators: Division Reps & Committee Members (J. Rasmussen)**

J. Rasmussen provided further training and discussion on how senators serve as both representatives of their divisions as well as members of committees. Senators serving on committees have an opportunity to contribute and report back to the senate so that faculty are informed. A senator's role on a committee

is not one of “lordship,” but one of contribution and partnership. Senators also have a responsibility to report back to their divisions on what the Senate does and what it has been working on.

M. Gowans added that every faculty member is part of “Senate,” and so are Senate committees. The sitting senators are not “overseers.” The committees accomplish a duty that has been given to the Senate, protected and empowered by Board of Regents statute. This mandate can’t be taken away (except by the state legislature).

J. Rasmussen reminded senators that their role is to be a part of whatever committee they’ve been assigned to *as a normal member*—because that’s what they are! Senators should go to committee meetings and help out with committee projects. This will go a long way in building trust and opening avenues of communication with the faculty.

**C. Vision for the Snow College Senate, 2022-2023 (M. Gowans) – TABLED**

This item was tabled for the next Senate meeting in the interest of time.

## **VI. Senate Initiative Discussions**

**A. Update on the Free Speech Policy (W. Jamison) – TABLED**

This item was tabled for the next Senate meeting in the interest of time.

W. Jamison moved that this item be placed near the top of the agenda for the next Senate meeting. 2nd: T. Fawcett. Unanimous approval save 3 abstentions.

## **VII. Adjournment**

Motion to Adjourn: W. Jamison; 2nd: J. Rasmussen  
Unanimous approval save 2 abstentions



## VIII. Action Items & Assignments

Assignment	Personnel	Deadline
Supervise election for GE Committee at-large position (Ephraim campus rep.)	M. Gowans, J. Thomas	Completed
Update online Senate roster with new committee assignments	J. Thomas	Completed
Get access to adjunct emailing list	J. Thomas	Completed
Work with Steve Hart to develop a Lunch Bunch discussion of academic freedom and free speech policies	M. Gowans, W. Jamison	Completed
Student rep. needs to be invited.	M. Gowans	10/26

## IX. Next Meeting

The next Senate meeting will be held on **Wednesday, October 26**, 2022 from 3:30-5:00 p.m. in the Academy Room, Noyes Building.

## X. Attachments

Meeting Minutes, September 14, 2022  
Faculty Senate Mission Statement  
HEPPC, *Shared Governance in Colleges and Universities*

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Minutes by Jacob L. Thomas, Parliamentarian  
Minutes approved by the Senate, 10/26/2022