



Faculty Senate Meeting Minutes  
January 8, 2020

I. Call to order

Larry Smith called to order the regular meeting of the Snow College Faculty Senate at 3:35 p.m. on January 8, 2020 in the Noyes, Academy Room.

II. Roll Call

The following persons were present: Jonathan Bodrero, Erick Faatz, Matthew Gowans, Larry Smith, Milinda Weeks, Nick Marsing, Weston Jamison, Jacob Thomas, Renee Faatz, Jay Olsen, Chad Price, Sandra Cox, Steve Hood, President Brad Cook

III. Opening

A. Welcome from Larry

IV. Good News/SEM

A. President Brad Cook mentioned an article from the Chronicle of Higher Education that indicates that Snow College has an 85 % student success rate which is the highest in the nation. (See Addendum 1 below and the related article.)

1. This success could be used as part of an argument for performance-based funding.
2. Faculty members were recognized by President Cook as being largely responsible for this success and he recognized that they have done it with minimal resources.
3. Cook announced the President's Open Forum to be held January 14, 2020.
4. President Cook and Provost Hood plan to meet with divisions Spring Semester 2020.
5. Several important items are on the agenda for an upcoming Board of Trustees meeting. See the following URL for Snow College Board of Trustees schedules, agendas, minutes and other information.  
[https://www.snow.edu/offices/administration/board\\_agenda.html](https://www.snow.edu/offices/administration/board_agenda.html)
6. Please send any recommendations for Commencement speakers to President Cook.

7. Sabbaticals can be very helpful at an institution if done correctly. A possible funding mechanism would be to use a percentage of growth dollars set aside for sabbaticals. See sabbaticals agenda item below.

8. Governor Herbert's budget proposal is the largest ever for the state of Utah. He is asking for no tuition increases.

9. Nick asked about restructuring of higher education at the state level. President Cook mentioned that it might be on hold for twelve months.

B. Jay mentioned a recent reaccreditation of the Business Department.

C. Milinda announced that auditions for Joseph and the Amazing Technicolor Dreamcoat are in process.

#### V. Committee Reports/SEM

A. A & T Committee: Matt reported that they are gearing up for the semester.

B. Curriculum Committee: Sandra mentioned that they have not met this semester.

C. Faculty Development Committee: Jacob reported that the committee will meet soon. They meet every other week.

D. Global Engagement Committee: Wes reported that they will meet next week.

E. Honors Committee: Jonathan reported that the committee will meet soon.

F. Library Committee: Milinda reported that the committee has not met.

G. Professional Track Committee: No report.

H. Service Learning Committee: Nick and Renee reported that the Service Learning Center is open several days per week with student worker assistants. It is located in the Humanities and Visual Arts building room 170.

I. Teaching and Technology Committee: Jay commented that the committee has not met since November 2019.

J. Faculty Association: No report.

K. Adjunct Information: No report.

L. Student Information: No report.

M. Ad Hoc/Other:

1. Milinda reported that the Budget Task Force meets Thursdays 3:30 p.m. on an irregular schedule--often weekly.

VI. Informational Items

- A. Sandy will finish Milinda's senatorial term and a replacement for Milinda is currently being selected.
- B. Send parliamentary procedure questions to Erick.

VII. Approval of Faculty Senate meeting minutes for December 11, 2019. Jonathan made a motion; Sandra seconded the motion; and the minutes were approved without modification by a unanimous vote.

VIII. Senate Business

- B. Senate adjunct representative nominations are open. Send nominations and short credential statements to Erick by Friday, January 17, 2020.

C. Sabbatical Policy Draft Review

1. Steve mentioned that there are mostly one-semester sabbaticals at other institutions. Usually faculty members on sabbaticals retain 100 % pay and benefits for one-semester sabbaticals and 70ish % or only benefits for two-semester sabbaticals.
2. In the decision making process, the Faculty Development Committee would decide merit and prioritize requests, and send the list to the CAO who would send the list to the college president for final decisions.
3. There was extended discussion regarding value of sabbatical activities to the institution, whether a self-funded sabbatical application should be prioritized over others, faculty exchanges between institutions as a way to cut costs to Snow College, how many applications the Faculty Development Committee (FDC) can handle reviewing per year, what elements related to sabbaticals should be in policy rather than elements of procedure, time between eligibility for sabbaticals, whether an applicant should be allowed to attend an FDC meeting to argue for his or her application, and making sure that there is fair distribution of sabbaticals among divisions.
4. Jonathan agreed to take the draft back to the FDC and the discussion will continue as a Faculty Senate agenda item January 22, 2020.

#### D. At-Large College Council Selection Process

1. Larry and Erick explained the process for choosing an at-large College Council faculty representative. When created, the College Council requested that the Faculty Senate choose three at-large faculty representatives on a three-year rotating schedule: each representative serves a three-year, renewable term. (The Senate president and Faculty Association president are also members of the College Council.) The process is open. Usually there have been nomination, primary election, and final election processes overseen by the Senate president and recently the Senate parliamentarian. Traditionally there has been at least one representative from the Richfield campus and two from the Ephraim campus.

2. Jonathan made a motion and Jacob seconded that the nominees not be restricted to the Ephraim campus: nominees can be full-time faculty members from either campus. There was a unanimous vote of approval.

3. Erick will start the nomination process as soon as possible.

#### E. Intellectual Property (IP) Continued Discussion

1. Larry mentioned that there is a draft of an IP policy with comments from Morris Haggerty and a partial email text with his musings. There might only need to be minor changes from the document that includes Morris's comments. Erick will send these documents to senators as soon as possible so that they can prepare for further discussion in the next Senate meeting. (See email message with attachments sent January 9, 2020.)

2. It seems that rather than forming a subcommittee for further review, senators agree that this should continue as a general Senate discussion.

#### Adjournment

Larry adjourned the meeting at 4:55 p.m. The next regular meeting will be 3:30 p.m., Wednesday, January 22, 2020.

## Addendum 1

### 4-year public colleges that primarily offer associate degrees

Page 1 of 6 &gt;

Rank	Institution	Adjusted cohort entering in 2012	Completers within 150 percent of normal time	Transfer-out students	Still enrolled, 2018	No longer enrolled, 2018	Completed, transferred, or still enrolled
1	Snow College	1,108	44.9%	39.5%	0.6%	14.9%	85%
2	Foothill College	1,040	62.7%	11.1%	6.3%	20.0%	80%
3	Alfred State College	976	53.5%	25.9%	0.1%	20.5%	80%
4	State U. of New York College of Technology at Delhi	820	42.7%	35.0%	0.2%	22.1%	78%
5	East Georgia State College	1,171	10.8%	66.0%	0.0%	23.2%	77%
6	Santa Fe College	1,274	57.3%	15.3%	2.4%	25.0%	75%
7	South Georgia State College	965	12.5%	61.0%	0.9%	25.5%	75%
8	Cypress College	678	30.4%	17.6%	24.2%	27.9%	72%
9	Brazosport College	330	20.0%	22.1%	30.0%	27.9%	72%
10	Vermont Technical College	140	55.0%	15.7%	0.0%	29.3%	71%

Minutes submitted by Erick Faatz  
 Revised 1/21/2020  
 Final minutes approved 1/22/2020