



Faculty Senate Meeting Notes  
January 13, 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 January 13, 2021. The Senate met via Zoom video conference.

II. Roll Call

Senate Members: Senate President Larry Smith, Senate Vice President Matt Gowans, Karen Carter, Jay Olsen, Jacob Thomas, Jed Rasmussen, Sandra Cox, Wes Jamison, Nate Seamons, Faculty Association President Renee Faatz, Adjunct Representative Adam Burningham, Student Representative Brady Curtis, Senate Parliamentarian Erick Faatz

Others: College President Brad Cook, Provost Melanie Jenkins, Human Resources Director Josh Hales, Diane Gardner

III. Minutes approved for December 9, 2020 Senate meeting. **Motion made by J. Olsen, second by M. Gowans and unanimous vote of approval.**

IV. Opening and Informational Items

A. Welcome from L. Smith. President Brad Cook was recognized and welcomed to the meeting.

B. President Brad Cook addressed the Senate.

1. He appreciates L. Smith's and R. Faatz's advocacy for Snow College faculty members. They have met monthly.

2. Cook petitioned for the same level of vaccine priority as K-12 teachers because of most Snow courses meeting face-to-face but the priority level was not granted. Vaccines might be available February 2021.

3. N-95 masks are available for those who would like them. More can be ordered if needed.

4. Cook has served on several Northwest Accreditation review teams and this has helped him recognize how great Snow College is in comparison. Snow College's 7-year accreditation evaluation is soon.

5. The college will continue with monthly Zoom townhall meetings for general meetings and Cook and Jenkins will visit department and division meetings to address more specific issues.

6. Cook has decided to not move forward with the provost search immediately because there is too much going on for a major administrative change. Melanie Jenkins will serve through the next academic year and a search process will begin fall/spring 2021-2022. The new provost would begin July 2022.

#### C. Utah Council of Faculty Senate Leadership (UCFSL) Meeting

1. L. Smith reported that they discussed the Dixie name change and encourage interested parties to contact legislators.

#### D. L. Smith reported on the Snow College Board of Trustees Meeting held January 8, 2021

1. There was a financial audit report. There has generally been solid, on time reporting. Some concern was expressed about some partnerships related to AOL. There is a new financial investment advisor. A new degree in the nursing program was approved. A new effectiveness committee has been tasked to make Snow more efficient. A new recruitment video was shown at the meeting.

#### E. College Council Meeting Report from January 11, 2021

1. Several policies that had been through the 30-day review process will go to the Board of Trustees. Various campus entities are working to expand benefits to attract the best employees and because it is the right thing to do. Specifically, language will be drafted to offer a death benefit to adjunct employees with an extended amount of time working for Snow College. Scholarship policies need more review.

#### F. Academic Integrity Policy Update

1. Provost Jenkins mentioned that another policy is already in place. S. Cox and Jenkins will meet to discuss combining the policies.

#### G. Free Speech Policy Update

1. Wes Jamison has a draft and will run it by Jacob Thomas and Jed Rasmussen. There will be a draft for review by the next Senate meeting.

H. W. Jamison announced that Dennis Schugk will be the new Social and Behavioral Science division Senate representative.

#### V. Good News

1. L. Smith mentioned a link that he sent to Senate members earlier today of new recruitment videos that were shown in the last Board of Trustees meeting.
2. N. Seamons mentioned Snow participation in playing the “Star Spangled Banner” at Governor Cox’s inauguration.
3. J. Olsen mentioned a significant grant that the Snow Agricultural program received from the National Science Foundation.
4. M. Gowans reported that Snow College students won the regional Ethics Bowl competing against much bigger schools. The team will participate in the national competition.
5. K. Carter reported that a 2-year RN program has been approved and will begin Spring Semester 2022.
6. W. Jamison announced that Mike Brenchley was selected as the dean of the Social and Behavioral Sciences Division.

## VI. Committee and SEM Reports

A. A & T Committee: M. Gowans indicated that the first meeting is coming up. Friday, January 22, 2021 is a hard date for faculty interim or tenure review submissions.

B. Curriculum Committee: S. Cox reported that they had their first meeting today. The committee will meet 3-4:00 pm each week so she may be late to Senate meetings.

C. Faculty Development Committee: See Teaching and Technology Committee below.

D. Teaching and Technology Committee: J. Olsen and N. Seamons reported that the combined committees will meet January 21, 2021. They will review a sabbatical application.

E. Professional Track Committee: K. Carter reported that there are about twelve people on professional track. The committee will meet later in the semester.

F. Global Engagement Committee: W. Jamison reported that they will meet Friday, January 22, 2021. The conversation about privilege in December 2020 went well.

G. Honors Committee: J. Thomas is the lead Honors Committee co-chair this semester. They need to catch honors students early at Snow so that they can complete the program. A recruiting program is being developed. Four-year

students can complete the regular two-year requirements. There is not a four-year honors program at Snow.

H. Library Committee: J. Rasmussen said that they have not met.

I. Service Learning Committee: N. Marsing reported that they have planned a meeting schedule and that everything is going well.

J. Faculty Association: R. Faatz reported that the monthly meetings with President Cook have gone well. High risk faculty members can be accommodated; N-95 masks are available; and they are working toward Covid-19 vaccine availability as soon as possible.

K. Adjunct Information: A. Burningham indicated no report for now.

L. Student Information: B. Curtis mentioned that Snow students are readying themselves for the semester. They are having some fun and safe orientation activities.

M. Ad Hoc/Other: L. Smith reported on a meeting with President Cook and CFO Carson Howell.

1. Garth Sorensen helped to explain some possible discrepancies with Covid-19 tracking numbers.
2. Over the holiday break, there was flooding in a science building laboratory space and below due to a frozen pipe. The lab is being repaired.
3. Private faculty offices on the Richfield campus was discussed. C. Howell is now in the loop.
4. An approved AOL course that is not being taught was discussed.
5. L. Smith is talking with Marci Larsen and Marlin Mason about mass email list use.

## VII. Senate Business

### A. College Council Position Selection Process for Spring Semester 2021

1. E. Faatz went through a document distributed to Senate members that outlines past processes and issues. L. Smith gave further background information.

2. It is difficult to have fair distribution of College Council membership among faculty divisions and staff. This has been an ongoing conversation related to the Senate selecting four faculty representatives. (The reorganized College Council appointed the Faculty Senate President as a member and asked the Senate to select four at-large faculty representatives.)

3. Would it be possible to codify a way to spread out division representation? Think about how this could happen and bring ideas to the next Senate meeting. Discussion tabled.

#### B. Faculty Corrective Action Policy Legal Comments

1. Provost Jenkins had not had time to carefully review College legal counselor Morris Haggerty's comments. R. Faatz agreed to look at the policy with M. Jenkins.

#### C. Employee Code of Conduct Policy Preliminary Discussion

1. Human Resources Director Josh Hales indicated that the current policy (387) is well beyond the review date.

2. The current policy does not seem to align with the current culture.

3. J. Hales shared a screen indicating Spirit of Snow Behaviors. This should probably be mostly aspirational. It is important not to penalize people who do not comply in detail. Do other schools have a code of conduct specifically? Is it redundant with other policies? It should be more informational than punitive. How about a vision statement rather than a policy? A rationale statement is probably needed.

4. J. Hales will rejoin the Senate with a draft.

D. There was a short discussion about Covid-19 testing. Could there be later afternoon times to accommodate a larger variety of schedules? M. Jenkins will look into this.

#### E. Senate Support of Subcommittees Discussion

1. Following a short discussion, the Senate decided to invite one committee at a time to discuss how the Senate could support them. The discussions will be near the beginning of meetings so that committee members can leave the Senate meeting if they like. L. Smith and E. Faatz will coordinate with Senate committee representatives and committee members to invite them to respective meetings.

Adjournment

President Smith adjourned the meeting at 5:03 p.m.

The next regular meeting will be 3:30 p.m., Wednesday, January 27, 2021.

Minutes submitted by Erick Faatz

Revised 1/25/2021

Final notes approved 1/27/2021