



Faculty Senate Meeting Notes  
February 9, 2022, 2022

I. Call to order

Larry Smith called to order the regular meeting of the Snow College Faculty Senate at 3:30 p.m., February 9, 2022. 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, Dennis Schugk, Sandra Cox, David Fullmer, Karen Carter, Faculty Association President Garth Sorenson, Student Proxy Representative Teagan Ure, Senate Parliamentarian Erick Faatz, senator-elect Trent Fawcett

Others: Provost Melanie Jenkins, Assistant Provost Kade Parry, Dean David Allred, College Legal Counselor Mario Arango, Human Resources Director Brent Baxter, Professional Track Committee Member Morgan White

III. Minutes Approval

A. Minutes approved for January 26, 2022. Motion made by G. Sorenson, second by J. Thomas with a unanimous vote of approval.

IV. Opening and Informational Items

A. Welcome from L. Smith especially to members of the Professional Track Committee and College Legal Counselor Mario Arango.

B. Utah Council of Faculty Senate Leadership (UCFSL) meeting Friday, February 11, 2022, 9-10:00 am. L. Smith will attend and E. Faatz can attend the first twenty minutes. See the agenda.

C. The normal second Wednesday meeting time March 2022 falls during Spring Break. Is a second meeting needed besides the regular March 23, 2022 meeting? It was decided not to meet during Spring Break. No further decisions were made.

V. Good News and Committee Reports

A. A & T Committee: M. Gowans indicated that they met last week. They will meet one more time this semester.

B. Curriculum Committee: S. Cox indicated that the Curriculum Committee is reviewing syllabi. The deadline for review of courses to be taught Fall Semester 2022 is approaching. If a course is being taught in an online form, it should be

indicated on the master syllabus. They are following up on feedback about waitlists.

C. Teaching and Learning Center Committee: A. Christensen indicated no report.

D. Professional Track Committee: K. Carter indicated that not much is going on this spring. There may not be any reviews. See agenda item below.

E. Diversity, Inclusion, and Globalization Committee: W. Jamison indicated that the committee is working on the "Expect the Great" conference that they are hosting. The DIG Committee bylaws are ready. **W. Jamison will send them for Senate review.**

F. Honors Committee: J. Thomas reported that they are participating in a Concurrent Enrollment day Friday, February 11, 2022.

G. Library Committee: J. Rasmussen indicated that the committee recently met but that he could not attend the meeting. The end of February 2022 the library will send out a survey asking how the library can best serve the faculty. Please respond. There is currently a display of books recommended by faculty members.

H. Service Learning Committee: D. Schugk reported that Service Learning fellows were announced. The committee is working on tracking of service learning hours for participants.

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

J. Adjunct Information: No report.

K. Student Information: T. Ure indicated no report.

L. Ad Hoc/Other:

## VI. Senate Business

### A. Professional Track Committee Senate Visit

1. L. Smith thanked K. Carter and M. White for their service on the committee and asked how the Senate could be helpful.

2. M. White indicated that the committee has not encountered any problems, but pointed out that there have not been COLA increases for advancement steps for many years. M. Jenkins mentioned that the compensation committee is addressing the lack of COLA increases.

3. There are approximately seventeen Snow College instructors on professional track and all members of the Professional Track Committee are on the professional track.

#### B. Snow College Legal Counselor Visit

1. Mario Arango introduced himself and mentioned that he is legal counsel for Utah State University and for Snow College. Highest priority items determine how time is split between Snow and USU.

2. Information to M. Arango should be funneled through Provost Jenkins.

3. The Snow College Faculty Senate does not qualify for and is not constrained by the Open Meetings Act. "Community" needs being met is a better standard than outside dictates. Only Snow College Board of Trustees meetings meet the Open Meetings Act criteria at Snow College.

4. W. Jamison as free speech subcommittee chair requested a meeting with M. Arango. M. Arango will review the current draft of the Free Speech Policy then schedule a meeting with the subcommittee.

5. Any policy must be easily accessible and regular training is needed for implementation. Burden vs. benefit must be weighed for any policy.

#### C. Reduction in Force and Financial Exigencies Policy 319 and Return to Work Policy and Form

##### 1. Reduction in Force and Financial Exigencies Policy 319

a. B. Baxter indicated that if information is in USHE (Board of Regents) Policy, it does not have to be repeated in Snow policy.

b. The current Policy 319 only addresses staff. The revised policy would include staff and faculty. Snow College must explain reorganization protocol through the policy. It is a protection for employees as much, or more, than a punishment. The college president and Board of Trustees make the decision about when there is exigency. Should the policy make it necessary for the college president to consult with the Faculty Senate? There should be a requirement for input from the Senate and staff before the president makes a recommendation to the B of T?

c. The draft policy must go to M. Arango for review before going to the College Council.

##### 2. Return to Work Policy and Form

- a. Review carefully for discrepancies between the policy and the form.
- b. The relationship between FMLA and this policy needs to be clear.
- c. Disciplinary action is related to not following an action plan. Pay cannot be withheld but a letter of reprimand can be filed. Restricted files are kept in the HR office in case of repeat infractions.

D. Academic Freedom Now Article Discussion “Arguments That Harm—and Why We Need Them” pp. 42-46.

1. Some felt that this article was less important than others and requested that L. Smith choose some most relevant articles for discussion.
2. We need to use common sense in the face of extreme utilitarianism like the pro-rape argument brought up in the article. There are times when difficult utilitarian decisions must be made. It is good to consider theory for possible practical application/discussion.
3. How may students feel like professors want to indoctrinate them to their way of thinking? There needs to be a give and take between professors and students.

E. Shared Governance Subcommittee Report

1. A Doodle poll will be used to set a meeting time.
2. The committee will meet to set up a procedure for moving forward and to identify goals.

F. Senate Bylaws Revision Subcommittee Report

1. There are four main areas of review so far.
  - a. Section 2.1--At what administrative level may a faculty member serve and also serve as a senator?
  - b. Section 2.6.2.2—If a Senate president is being reviewed for removal from the Senate, the Senate vice president will appoint the ad hoc review committee.
  - c. Section 3.1—Separate elections should be held for Senate president and vice president.

d. Section 4.4—There should be a stipulation that at least one of five College Council members from, or selected by, the Senate be based on the Richfield campus.

e. Is there a need for a section discussing at-large senators? Are there cases when there is a need for at-large senators?

f. Adjunct faculty members have wondered about having a second adjunct faculty member serve on the Faculty Senate.

President Smith adjourned the meeting at 5:05 p.m.

The next regular meeting 3:30 p.m., Wednesday, February 23, 2022.

Minutes submitted by Erick Faatz

Revised 2/21/2022

Final minutes approved 2/23/2022