



Faculty Senate Meeting Notes  
February 10, 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 February 10, 2021. The Senate met via Zoom video conference.

II. Roll Call

Senate Members: Senate President Larry Smith, Senate Vice President Matt Gowans, Jay Olsen, Jacob Thomas, Jed Rasmussen, Sandra Cox, Wes Jamison, Faculty Association President Renee Faatz, Adjunct Representative Adam Burningham, Student Representative Brady Curtis, Senate Parliamentarian Erick Faatz, Karen Carter and Nick Marsing excused due to other commitments

Others: Provost Melanie Jenkins, Paul Gardner (Chair Library Committee), Library Director Jon Ostler, Human Resources Director Josh Hales, TLC Committee Chair Kade Parry, Dean David Allred

III. Minutes approved for January 27, 2021 Senate meeting with changes to names for a more formal, consistent presentation. **Motion made by J. Olsen, second by W. Jamison and unanimous vote of approval.**

IV. Opening and Informational Items

A. Welcome from L. Smith.

B. Guests from the Library Committee were welcomed.

C. After a short discussion, the Senate decided not to meet during Spring Break Wednesday, March 10, 2021.

D. M. Jenkins and S. Cox reported that they are comparing the draft academic integrity policy and other disciplinary documents for cross-over elements and consistency.

V. Good News

1. J. Olsen reported that the GRIT Center awarded \$32,000 to 35 student business ventures. There was a significant donation from the Allan Hall family.

2. N. Seamons appreciates all the help from across campus with Covid-19 issues for Fines Arts, Communications, and New Media Division success.

VI. Committee and SEM Reports

A. A & T Committee: M. Gowans indicated that they are down to the last two interviews for the academic year. Thirty-four people will have been interviewed by the committee.

B. Curriculum Committee: S. Cox reported that they are discussing inclusion and diversity statements for master syllabi.

C. Faculty Development Committee: N. Seamons mentioned that the committee has not met since the last Senate meeting. He has coordinated with K. Parry regarding committee meeting schedules.

D. Teaching and Technology Committee: J. Olsen mentioned that the committee has not met since the last Senate meeting.

E. Professional Track Committee: K. Carter no report.

F. Global Engagement Committee: W. Jamison reported that they will meet next week with students.

G. Honors Committee: J. Thomas no report.

H. Library Committee: See agenda item 1 regarding Library Committee representatives attending the Senate meeting.

I. Service Learning Committee: N. Marsing no report.

J. Faculty Association: R. Faatz no report.

K. Adjunct Information: A. Burningham mentioned that all is going well for adjuncts considering the current circumstances. Art works of many adjuncts is on display in the current gallery show in the Humanities and Visual Arts building.

L. Student Information: B. Curtis mentioned that Snow students are doing quite well and that student services are sponsoring small, Covid-safe events.

M. Ad Hoc/Other: N/A

## VII. Senate Business

### A. Library Committee Visit

1. Committee chair Paul Gardner, Library Director Jon Ostler, and Senate Representative Jed Rasmussen were thanked for their service.

2. P. Gardner reported that all is going well with the committee and that Jon Ostler keeps the committee members well informed of what is going on. Library staff members and faculty provide strong support. Faculty requests for resources are nearly always met.

3. J. Ostler mentioned that the committee is a great support for the library. Division representatives provide important guidance for library operations. Sadly enough, the Holocaust exhibit has been delayed until 2023. It is a big coup for Snow College to get it.

4. Committee operations: The committee meets once per month usually before monthly division meetings. Division representatives deliver any questions or recommendations. J. Ostler informs the group of any new library services or acquisitions. P. Gardner sends a short meeting report to the Natural Sciences and Mathematics division and other division representatives are encourage to report to their divisions. J. Ostler has a vote on the committee. The biggest hurdle is finding a common time for committee members to meet. Communication via email is very important to the group.

5. There is a link from the Senate web site to the main library home page. L. Smith asked the committee to develop a committee specific web site including a roster and bylaws/constitution for the committee similar to that of the Curriculum Committee.

6. Several Senate members expressed their appreciation for library services now and in the past. Keep it up!

#### B. Free Speech Policy Review

1. W. Jamison has received a lot of good feedback related to the policy especially from L. Smith and B. Curtis. He plans to do an overall revision of the policy for distribution to Senate members by next week. A revision to shorten the document is probably needed.

2. There is not a clear scheduling procedure for activities. This could go into procedural information in an appendix or a separate document. There should probably be a reference to triggers. Refer to the Snow Syllabus Policies in Canvas for guidance on triggers. In Section 4.2.1 the relationship of topics to courses should be clear. Definitions regarding especially agricultural topics and programs is important. Off-campus rented venues should be covered.

#### C. College Council Position Selection Process

1. Senators received a draft at-large faculty election process document including language to limit nominations excluding members of the Natural Sciences and Mathematics division since four of five current College Council faculty representatives are from that division: Senate president, Faculty Association president, and two at-large faculty members.

2. A faculty member sent an email message directly to Senate members asking them to reconsider limiting who is allowed for nomination among full-time faculty members for an at-large College Council position.
3. Senate members indicated a need to carefully consider diversity of faculty representation on the College Council, but also consider the ideas behind the concept of at-large representation.
4. The possibility of using some sort of ranked choice voting system was brought up as a partial remedy for heavy representation from one division. Some Senate representatives felt more comfortable about not limiting nominations if such a system were used.
5. It was indicated that there will be a discussion of the make up of the College Council in the March 1, 2021 College Council meeting which could possibly change the scenario for choosing a replacement at-large faculty representative. After discussion, J. Thomas made a motion that the selection process for a College Council at-large faculty representative be tabled until after the March 1, 2021 College Council meeting. N. Seamons seconded the motion with a unanimous vote of approval.

#### D. Faculty Serving in Administrative Assignments

1. A draft policy from HR Director Josh Hales had been distributed to Senate members for review. The purpose of the document is to clarify how other institutions of higher education in Utah encourage faculty moving to part-time and full-time administrative positions and how Snow College can clarify such movements.
2. It is important that a document be consistent with other policies at Snow College. AAUP encourages faculty involvement in administration. A guarantee that faculty members who move into administration can return to a faculty position allows them to speak out in ways that they may not otherwise dare. Faculty administrators should not be considered traitors. Faculty members in administrative positions may help guard against corporatization of higher education.
3. Should faculty administrators not serve as voting members or officers on the Senate or on Senate committees? Would a faculty member with an administrative assignment have an administrative bias when considering some issues? At other institutions faculty members usually don't serve in both areas, but at Snow there are not enough faculty members to go around. Serving on academic committees while in administrative jobs can help people keep in touch with faculty concerns. Should department chairs, deans, the Faculty Association officers not be eligible to serve in Faculty Senate related positions? What teaching load should faculty administrators carry to be considered for ongoing A&T advancement? Should teaching be required of faculty members who accept full-time

administrative assignments? Send feedback to J. Hales and M. Jenkins.  
Tabled until the next Senate meeting Wednesday, February 24, 2021.

#### E. Faculty Corrective Action Policy

1. M. Jenkins has made changes to the policy based on Morris Haggerty's legal recommendations and comments from Senate members with a few hanging questions. In 5.3.1.7 "regular" or "regularly" needs to be defined. In cases of "may" vs. "should", it is recommended that "may" be used to allow for more latitude.

2. Look at the clean version for the next Senate meeting. M. Jenkins would like to forward it for College Council consideration in the March 1, 2021 meeting.

#### F. Availability of Campus-Wide Email Lists

1. L. Smith informed the Senate that there is no plan to return to mass email lists. Other ways of mass communication need to be identified. Senate members did not have any feedback from divisions.

2. Could the ITAC committee come up with a solution?

#### Adjournment

President Smith adjourned the meeting at 5:06 p.m.

The next regular meeting will be 3:30 p.m., Wednesday, February 24, 2021.

Minutes submitted by Erick Faatz

Revised 2/22/2021

Final notes approved 2/24/2021