SNOW COLLEGE

Faculty Senate Meeting Minutes
February 12, 2020

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 12, 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, Jed Rasmussen, Adam Burningham, Chelsea Scadlock, Chad Price, Mike Snyder

III. Opening and Informational Items

A. Welcome from Larry

1. Adam Burningham was recognized as the new adjunct representative through June 30, 2020.

2. Larry asked that in order to get as much done during the meeting as possible, we recognize only the most important Good News and Committee/SEM reports.

IV. Minutes from January 22, 2020 approved with clarifying, non-substantive changes: motion made by Jonathan, second by Jay, and unanimous vote of approval.

V. Good News/SEM

A. Jay mentioned that nine Snow College students had placed in a recent State DECA competition and a risk management in Agricultural studies grant had been reapproved.

VI. Committee Reports

A. A & T Committee: No report.

B. Curriculum Committee: No report.

C. Faculty Development Action Committee: Jacob reported that faculty development presentations will begin this month. They will be recorded and available on the new Faculty Development Canvas web page. Details forthcoming in an email message from Kathy Fellers.

D. Global Engagement Committee: No report.

E. Honors Committee: Jonathan reported that Jacob Thomas and Kellyanne Ure were selected as the new Honors Program co-directors.

F. Library Committee: No report.

G. Professional Track Committee: No report.

H. Service Learning Committee: No report.

I. Teaching and Technology Committee: No report.

J. Faculty Association: No report.

K. Adjunct Information: No report.

L. Student Information: No report.

M. Ad Hoc/Other:

    1. No report.

VII. Senate Business

A. College Council Election Process

    1. The Senate decided that if during the first election, to begin the week of February 18-21, 2020, a candidate does not receive a majority of votes cast, the two candidates who receive the largest number of votes will be candidates in a run-off election. Erick will coordinate the voting with Amy Noblett.

    2. There needs to be at least a full week for voting in the election(s).

    3. Nick made and motion with a second by Jay and unanimous approval to proceed with the College Council election process according to the preceding instructions to Erick.

B. Intellectual Property (IP) Discussion

    1. Larry provided the following information as background to the discussion: The Faculty Senate has been working on an IP policy for more than five years. Senators have done research on policies at other institutions and reported back to the Senate. Drafts of a policy have been created by former Senate president Kari Arnoldson with input from senators and at least one subcommittee. Morris Haggerty has reviewed drafts and sent feedback to the Senate as recently as September 2019.

The current draft was adapted to the Snow College template for policies by Larry and includes Haggerty's recommendations up through Section 3. There are many intricate issues related to finding a balance between Snow College institutional interests and the interests of faculty members. Larry feels that the Senate has some latitude to meet faculty member concerns with the current Snow College administration. Larry would like to have a draft of the policy ready for submission and review by the College Council well ahead of the March 9, 2020 meeting. There is one more (February 26, 2020) scheduled Senate meeting before the College Council meeting.

2. Jonathan found that SLCC uses a three-tiered approach to evaluating IP. If a similar three-tiered approach were used in the Snow College policy, definitions and the table elements in the current draft would need revision.

3. The following issues were discussed: Course continuity is important especially if a faculty member leaves Snow before the end of a course. What is a reasonable period of use after a faculty member leaves? Snow should be able to use an instructor's course materials at least through the end of an academic year and possibly through the next academic year.

4. How can "substantial use of resources" be defined? What is the difference between "incidental use" and "substantial use"? What is "fair compensation"? There is the possibility of a need for contractual agreements up front for some cases. Is there a need for examples of most, or some, cases? There have been cases of curriculum being siphoned to private entities by administrators, students and others. How would an IP policy relate to the new CBE program?

5. Larry read Section 3.1.2 to clarify the college's responsibility: **"Snow College has a claim of ownership and equity in any Intellectual Property when an individual produces it as part of an assigned duty or with substantial use of College resources, facilities, or funds, except as provided in written agreement."**

6. According to Section 3.4 a dispute over IP would go to the college president. Is independent arbitration a better way to go? What does independent arbitration look like? Who would pay for external, independent arbitration? A representative committee from campus might work.

7. How does sabbatical product fit with IP? More specific language from the SLCC policy might be needed in Section 2.9 to clarify ownership of sabbatical product with substantial use of college resources. Faculty members own IP unless a contract was created that indicates otherwise.

8. Are there contradictions regarding IP ownership between Sections 3.1.1 (creator ownership) and 3.1.2 (college ownership)?

9. Is a Section 3.1.3 disclosure policy needed? A disclosure form could be created. The college needs a contract and the faculty member needs to disclose.

10. Section 3.5 provides a grandfather clause for IP created before implementation of this policy. Is arbitration on a case-by-case basis needed?

11. Larry will make revisions.

C. Sabbatical Policy Draft Review

1. Jonathan transferred the sabbatical policy to Snow College policy format.

2. Should Section 9 review criteria be in the policy, or not? Probably keep the rubric in the policy for applicants and for the Faculty Development Committee (FDC). This would still allow for some flexibility on the part of the FDC.

3. Where did the number of up to six applications being forwarded from the FDC for review come from? Probably, don't indicate a specific number in the policy. The FDC could decide how many to send forward.

4. Section 9.1 should probably include direction about from whom colleague letters could come. Outside Snow College? Maybe use the phrase "interested stakeholders."

5. All full-time faculty members, academic and professional track, are eligible. Six years between sabbatical applications is indicated in the policy.

6. Jonathan will proofread the draft and send it to Steve Hood for the March 9, 2020 College Council meeting as soon as possible.

7. Jacob made a motion with a second by Wes and unanimous vote to send the document forward for College Council review with recommended changes from this meeting.

Adjournment
    Larry adjourned the meeting at 4:58 p.m.

The next regular meeting will be 3:30 p.m., Wednesday, February 26, 2020.

Minutes submitted by Erick Faatz
Revised 2/24/2020
Final minutes approved 2/26/2020