



Faculty Senate Meeting Notes  
March 23, 2022

I. Call to order

Larry Smith called to order the regular meeting of the Snow College Faculty Senate at 3:30 p.m., March 23, 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, Adam Burningham, Faculty Association President Garth Sorenson, Student Representative Jade Douglas, Senate Parliamentarian Erick Faatz, senator-elect Trent Fawcett

Others: Provost Melanie Jenkins, Assistant Provost Kade Parry, A&T Committee Members Steve Zollinger, Danni Larsen, and Milinda Weeks

III. Minutes Approval

A. No minutes available.

IV. Opening and Informational Items

A. Welcome from L. Smith especially to members of the Advancement and Tenure Committee.

V. Good News and Committee Reports

A. A & T Committee: See agenda item below.

B. Curriculum Committee: S. Cox indicated that there was recently a dramatic meeting regarding syllabus approval. See later agenda item.

C. Teaching and Learning Center Committee: A. Christensen indicated that they are working to improve the sabbatical review of applications. They are in the process of deciding which is the best model for awarding the \$25,000 set aside for sabbaticals from the AOL money.

D. Professional Track Committee: No report.

E. Diversity, Inclusion, and Globalization Committee: W. Jamison indicated that there will be a longer report with an agenda item. The Expect the Great Conference, hosted by Snow College, will take place via Zoom video conferencing this coming weekend. There is a black student focus but information will be helpful for all students.

F. Honors Committee: J. Thomas reported that Pizza with Professors is happening this evening. The Honors Program Banquet is scheduled for April 20, 2022.

G. Library Committee: J. Rasmussen indicated that faculty members should be encouraged to complete the recent library survey.

H. Service Learning Committee: D. Schugk reported that they are working to select a new director.

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

J. Adjunct Information: A. Burningham indicated that adjuncts are happy about the prospect of a raise.

K. Student Information: Jade Douglas reported that they are very busy with elections for the student body government.

L. Ad Hoc/Other:

1. L. Smith indicated that Faculty Association President G. Sorenson and he will visit the Richfield campus next week.

## VI. Senate Business

### A. Advancement and Tenure Committee Senate Visit

1. L. Smith thanked committee members for the important work that they do.
2. Committee chair Steve Zollinger, said that the new A&T/FET process is going well. The A&T committee only needs to carefully review the most difficult cases.
3. Tweaks that have been made to the policy over the last couple years have been good.
4. The committee will have a full docket next year with many reviews.
5. Senate representative to the committee M. Gowans mentioned that giving feedback to FETs is an area for improvement. Eighty to eight-five percent of FET reviews are well done. A feedback process would let FETs know how well they do? Some worry that this process could be punitive. A rubric with clear expectations is probably needed. Maybe FET "best practices" would be a better approach. What happens if an FET, or member of an FET, does not meet expectations? Currently there are no consequences for underperformance. A letter in a faculty member's file might be a consequence. Should a dean, who has chosen FET members,

write a letter? If a review is not well done, the A&T Committee must work harder and the process is unnecessarily extended, but the A&T Committee is willing to do what it needs to do. The applicant is cheated of meaningful feedback. Not meeting due dates in the process can be a legal issue. There are different positions and “rankings” among FET members. Two members are usually from the same department/division as the applicant and the outside member may not know as much about the discipline and department/division structure. The situation can be especially uncomfortable for an FET member of a lower rank than the applicant. Protection of the institution is important.

6. Election of a committee chair is usually done according to committee bylaws or a constitution. The A&T Committee probably needs bylaws or a constitution in addition to the A&T Policy.

7. Committee member recommendations include keeping a dossier up-to-date, knowing what is in your packet before an interview, and not being afraid of weaknesses. Be open about what you need to work on.

#### B. Budget Priorities Discussion

1. What are priorities and how should money be allocated?

2. A “release” for the Senate president should be a priority.

3. L. Smith will submit a Senate budget request for \$1,000.00 through the outlined process by March 31, 2022.

#### C. Academic Freedom Now Article Discussion

1. J. Thomas made a motion seconded by G. Sorenson with a unanimous vote of approval to move this agenda item to the end of the agenda.

#### D. Curriculum Committee Full Report

1. S. Cox indicated that a syllabus in the Outdoor Leadership and Entrepreneurship (OLE) Program for Humanities General Education credit was recently approved by the General Education Committee and came to the Curriculum Committee for review and approval. Offering GE credit for a course outside the home division and instructor credentials were brought into question. It is unclear whose responsibility it is to decide GE area and instructor credentials for a course. A new policy and/or process is needed for the Curriculum and the General Education Committees for making decisions about this.

2. How would the GE Committee feel about a Senate representative sitting on the committee? It is okay with the CC Committee, but it is more of a problem for the GE Committee.

## E. Diversity, Inclusion and Globalization Committee Full Report

1. W. Jamison reported that there are not any Ukrainian students attending Snow College but that there are multiple Russian students attending. Signage recently was put up on the Snow College campus in support of the Ukrainian people in opposition to Russian military action. DIG and GEAC personnel met with Russian students to see how they were impacted by the signage. They expressed that they did not cause the military action. Upon careful review of the situation by several entities, campus signage was removed.

## F. Senate President and Vice President Election Process

1. E. Faatz and J. Thomas (parliamentarian-elect) will work together on this process.

2. There will be an informational meeting Wednesday, April 16, 3:30 pm for all interested, eligible senators. Candidate statements will be solicited from interested persons and elections instructions will be disseminated to senators.

## G. Free Speech Policy 125 Review Update

1. W. Jamison requested that this be prioritized for the next meeting agenda.

## H. Student Complaints Policy/Procedure Preliminary Discussion

1. It is required that a student complaint policy be clearly posted on the Snow College web site.

2. It should follow the traditional process of referring a student 1. to the professor, 2. to the department chair, 3. to the dean, and 4. to the provost.

3. Ties to academic freedom must be clear.

President Smith adjourned the meeting at 5:04 p.m.

The next regular meeting 3:30 p.m., Wednesday, April 13, 2022.

Minutes submitted by Erick Faatz

Revised 4/13/2022

Final minutes approved 4/13/2022