



Matthew Gowans, President
Jed Rasmussen, Vice-President
Jacob L. Thomas, Parliamentarian

Meeting Minutes

September 14, 2022, 3:30-5:00 p.m.

Minutes approved 10/12/2022

[Zoom Meeting ID: 824 1109 2322, Passcode: 180732](#)

I. Call to Order (M. Gowans) & Roll Call (J. Thomas)

- A. **Senators Present:** Andrew Bahlmann, Alan Christensen, Sandra Cox, Trent Fawcett, David Fullmer (remote), Matthew Gowans, Wes Jamison, Jed Rasmussen, Dennis Schugk, Jeff Wallace
- B. **Senators Absent:** Adam Burningham, Karen Carpenter
- C. **Guests:** David Allred (Dean's Rep), Erick Faatz, Kade Parry (Provost's Office), Larry Smith, Jacob Thomas (Parliamentarian)

II. Opening Remarks (M. Gowans)

- A. Recognition of and remarks by Snow College Interim President **Stacey McIff**.

Pres. McIff extended appreciation for the Senate's service. She indicated that she was soon going to St. George to meet officials to get a new social sciences building approved. She believed that Snow had a good chance of being the top priority for a new building. She also announced that Snow College was in talks to purchase land in both Ephraim, adjacent to the college, and Nephi.

At the beginning of the term, the President's Office had asked faculty and staff for feedback on a two-question digital survey. The first question asked what employees thought was going well. The most common responses included excellent students, great colleagues, collegial environment, and friendly

community. The second question asked what could be improved, and two things stood out from the responses: (1) growth and (2) improving communication. The idea of “growth” wasn’t immediately clear, especially whether the responders were concerned about growth for positive (we need more growth) or negative (we’re growing too much) reasons.

The second response however was more clear: improving communication. As a result, the administration has developed some initiatives to help get information out to employees more effectively. Similarly, the administration is planning to hire an external marketing firm to handle “external” college advertisement; this will free internal marketing staff to focus on internal advertisement.

Pres. McIff further noted that the 5.75% compensation increase approved last year has been implemented, and that HR was working on getting everyone within a 90% compensation equivalency ratio.

M. Gowans asked how the Senate could help with her charge as interim president. Pres. McIff replied that helping with the college’s efforts to better serve the six-county area and involve underserved populations in these rural environments would be of great value to the overall mission of the college.

- B. Recognition of new Senate Presidency: **Matthew Gowans**, President (2022-2023); **Jed Rasmussen**, Vice-President (2021-2023); and **Jacob Thomas**, Parliamentarian (2022-2026).
- C. Recognition of returning senators: **Karen Carter**, Business & Technology; **Alan Christensen**, Business & Technology; **Sandra Cox**, Fine Arts & Communications; **David Fullmer**, Fine Arts & Communications; **Wes Jamison**, Social & Behavioral Science; and **Dennis Schugk**, Social & Behavioral Science.
- D. Recognition of new senators: **Andrew Bahlmann**, Humanities; **Trent Fawcett**, Natural Science & Mathematics; and **Jeff Wallace**, Faculty Association VP.
- E. Recognition of **David Allred** as Dean’s Council representative, a nonvoting advisory position. **Mike Brenchley** will also attend monthly; the two of them will alternate Senate meeting attendance.

- F. Recognition of **Larry Smith**, former Faculty Senate President (2018-2022) and **Erick Faatz**, Parliamentarian (2018-2022), for outstanding years of dedicated service to shared governance at our institution. They were awarded letters of appreciation as well as some pens as a personal gift from M. Gowans.

III. Informational Items (M. Gowans)

- A. Updates on Faculty Senate budget request of \$1,000 (M. Gowans)

Our request for a Senate budget was not approved. The college had many priorities in deciding how the new money should be allocated, and the Senate did not rise to a high priority level. The President's Cabinet had the final decision. K. Parry, who was a part of the deliberations, noted that L. Smith had been involved in the prioritization process in his role as then-Senate President. The Provost's Office has agreed to continue to fund necessary Senate expenditures through its budget.

IV. Minutes from Previous Meeting

- A. Review of minutes from April 27, 2022 (attached; J. Thomas)
- B. *Motion to approve minutes:* A. Bahlmann
Seconded: S. Cox
Votes: YEA, unanimous

V. Committee Reports

- A. **Advancement & Tenure (M. Gowans)**

M. Gowans attended his last A&T meeting on Sept. 13. A&T will be working on some issues that have arisen regarding tenure. First, the committee is concerned about those individuals who previously worked for the college, received tenure, left the institution, and then have since returned. Many of these faculty are finding that they have to begin the tenure process over again. Another issue is hiring faculty who have received tenure at another institution; these also often have to start over. The only provision currently for faculty in

these situations is to apply for a three-year reduction, but even this process seems to be unnecessarily restrictive. A&T further acknowledges that the research and teaching process at another institution may not have the same expectations as Snow College. To help the committee work on this issue, they will soon be meeting with former Provost (then called “VP of Academic Affairs) Steve Hood, who still works in USHE. He helped create the current A&T policy, and will provide further information and context for these deliberations.

Referring to the Workforce Reduction policy, M. Gowans noted that the phrase “will consult the faculty” has been added to language about any reduction measures initiated by administration.

K. Parry added that there may soon be some favorable adjustment for faculty to payscales. Instead of faculty receiving raises only when their title changes (e.g. from “assistant” to “associate” professor), they would also receive segmented salary increases in the years in between.

B. Curriculum (S. Cox)

The Curriculum Committee will meet this upcoming Monday. It meets every other week. The committee is focusing on ways to help faculty submit syllabi by the deadlines.

C. Academic Standards (A. Bahlmann)

The Academic Standards Committee as needed, usually via email.

D. General Education (A. Bahlmann)

Heather Holland is the new chair of the GE Committee. The committee is particularly interested in attending the annual Educated Person conference in October, as the focus of the conference will be on general education regulations stipulated in R470. The conference will facilitate feedback groups among attendees, and GE feels that this training and collaboration will be essential in carrying out its mission. As such, GE members will likely have priority for attendance.

GE will soon need a new at-large committee member from the Ephraim campus (the three at-large positions consist of 2 members from Ephraim and 1 from Richfield). The Senate is in charge of the election, and needs to start the nomination process ASAP.

E. Diversity, Inclusion, and Globalization (W. Jamison)

Kyunghwa Michaels is the new committee chair; first meeting on Sept. 30.

F. Honors Committee (J. Thomas)

Honors met the previous day. Kellyanne Ure and Larry Smith are the program co-directors. An Honors Foundations course will be offered for Spring 2023. This will be a reduced course of 45 students with three instructors. J. Thomas, Renee Faatz, and Mark Andreasen will be piloting this initiative with their Foundations course on natural disasters.

Student participation has decreased due to a number of factors, the most prominent being that many Honors-type students come to Snow with a significant amount of credits, including English 2010 (preventing them from wanting to take English 2014: Honors Thesis). Many are also here for only one year, which makes participating in the four-semester program model challenging. Significant changes in the program need to take place so more students can participate. The Honors Committee's next meeting will focus on this issue, where they will consider moving to a points-based instead of a course-based requirements model.

To help with these initiatives, the Honors Committee needs more buy-in from faculty in all divisions. J. Thomas recommended that the senator to replace him on the committee be someone from Fine Arts & Communications or Business & Technology. This would allow those divisions to help spread the vision to all of campus more effectively.

G. Library Committee (J. Rasmussen)

The Library Committee will meet for the first time on Sept. 15.

H. Professional Track Committee (K. Carter)

No report.

I. Service Learning Committee (D. Schugk)

J. Pugmire is the new program director. The committee will set goals soon.

J. Teaching & Learning Center (A. Christensen)

The committee had met to review UQI and sabbatical requests. A. Christensen reminded the Senate of the Pedagogy & Practice Conference on Oct. 15. The theme is “Promoting Student Engagement.” A few more proposals are yet needed for presentation sessions.

K. Adjunct Faculty (A. Birmingham)

No report.

L. College Council (M. Gowans)

No report.

M. Faculty Association (J. Wallace)

No report.

N. Student Body (Student VP)

No report.

VI. Committee Assignments

A. Committee assignments reviewed and vacancies filled. The Senate rep. for GE will be nonvoting for this academic year; voting rights will begin 2023-2024.

See Committee List (attached)

VII. Senate Initiative Discussions

A. Update on the Free Speech Policy (W. Jamison)

W. Jamison reminded senators of the need for an updated Free Speech Policy. He feels (as do others) that the current FSP is mostly weak and punitive. Previously, his rewrite was almost passed by the Senate, but the college's legal counsel at the time discouraged such an action, recommending that we keep the current policy and make a more generalized statement on free speech separately (like our adoption of the FIRE Principles in 2020). The current legal counsel believes that a new FSP will open a Pandora's Box of potential legal issues that are better avoided.

J. Wallace noted that a statement doesn't have any legal "teeth" and wouldn't protect faculty, but that a policy would. M. Gowans reminded everyone of the difference between free speech and academic freedom, and A. Bahlmann suggested that maybe the Senate's focus should change to the latter. M. Gowans acknowledged that this would be easier for us to tackle as a body, though there is of course overlap. He further suggested his hope that in the case of a free speech or academic freedom complaint, that the faculty member would be assured due process by faculty from the same discipline to help determine whether a line was crossed—faculty, not administration, should make the final decision. Of course, such a process would also need to protect the rights of students.

J. Rasmussen noted that the real concern for the college is the potential cost of a free speech complaint, such as the heavy cost of legal representation. M. Gowans agreed, and added that some institutions have let faculty go rather than allow a more expensive due process in the faculty member's defense. Perhaps, he noted, the Senate's task on this issue would be to create a policy that establishes this due process for faculty regarding academic freedom. After all, the Senate itself plays an important role as a safeguard to academic freedom.

D. Allred suggested that we look to other existing policies first to see if there already is a due process established: for instance, the current FSP, academic freedom statements in other policies, and the faculty grievance policy. He asked

whether our main goal should be to improve or clarify the current language of policies or create an entirely new one.

W. Jamison believes that the key in getting momentum on a free speech and/or academic freedom policy is faculty buy-in. M. Gowans noted that Steve Hart, who is in charge of the biweekly faculty “Lunch Bunch,” asked if the Senate would like to take one of these meetings to talk about anything we felt would be of importance. This issue may be it. T. Fawcett added that an appearance by the Senate on such an important issue at Lunch Bunch would help faculty become more familiar with the Senate and its mission. M. Gowans agreed to talk with S. Hart more on this possibility.

B. Update on shared governance discussion with the Deans (M. Gowans, J. Rasmussen, A. Christensen)

J. Rasmussen reported that discussions are still underway, but that both parties agreed to send a nonvoting representative to the others’ regular meetings to offer comments and additional perspective. M. Gowans and D. Allred added (and J. Rasmussen concurred) that the meetings had resulted in a better partnership between the Dean’s Council and the Faculty Senate. Future meetings will oblige them to discuss whether further definition of the various roles of the two groups is needed, such as in an organizational flowchart describing the specifics of shared governance at our institution. Regardless, M. Gowans suggested his belief that further clarity was needed.

Due to some teaching time conflicts for M. Gowans, the senator who will attend Dean’s Council will be VP J. Rasmussen. From the Deans, D. Allred will attend the Senate on its first meeting of every month, and Mike Brenchley will alternately attend for the second meeting of every month.

VIII. Senate Orientation – TABLED

Discussion on the role of faculty senates and senators’ roles as committee members was tabled for the next meeting. The Senate will have this discussion as its top priority.

A. The Role of Faculty Senates (M. Gowans)

Review pamphlet, *Shared Governance in Colleges and Universities* by the Higher Education Program and Policy Council (attached)

B. The Role of Senators: Division Reps & Committee Members (J. Rasmussen)

C. Vision for the Snow College Senate, 2022-2023 (M. Gowans)

IX. Action Items & Assignments

Assignment	Personnel	Deadline
Supervise election for GE Committee at-large position (Ephraim campus rep.)	M. Gowans, J. Thomas	09/19/22
Update online Senate roster with new committee assignments	J. Thomas	09/27/22
Get access to adjunct emailing list	J. Thomas	09/27/22
Work with Steve Hart to develop a Lunch Bunch discussion of academic freedom and free speech policies	M. Gowans, W. Jamison	ASAP

X. Next Meeting

The next Senate meeting will be held on **Wednesday, September 28**, 2022 from 3:30-5:00 p.m. in the Academy Room, Noyes Building.

XI. Attachments

Meeting Minutes, April 27, 2022

Faculty Senate Roster, 2022-2023

Faculty Senate Committee Assignments

HEPPC, *Shared Governance in Colleges and Universities*