

**Deans' Council Agenda**  
**Wednesday, February 7, 2024**  
**3:00 pm–4:30 pm**  
**via Zoom | Miller Administration Boardroom**

**Attendees:** Andrea Easter-Pilcher, Eric Amsel, David Ferro, Jason Francis, Ivana Fredotovic, Doris Geide-Stevenson, Kristin Hadley, Mark Halverson, James Hedges, Wendy Holliday, Stephanie Hollist, Brenda Kowalewski, Ravi Krovi, Lais Martinez, Betsy Mennell, Brad Mortensen, Jessica Oyler, Ashley Potokar, Julie Rich, Yas Simonian, Julie Snowball, Norm Tarbox, James Taylor, Deborah Uman

**Guests:** Cori Horne, Gavin Jensen, Mary Machira, Oliver Snow

**Excused:**

**1. Approval of Meeting Minutes from December 6, 2023**

- a. The minutes were approved as written.

**2. Provost Updates - ( Ravi Krovi)**

- a. Ravi offered updates on the following topics:

- i. **MLS Accreditation:** Ravi congratulated Yas and the Medical Laboratory Sciences department members on their recent accreditation visit.
- ii. **Walker Institute:** Ravi congratulated the Walker Institute for receiving a voter engagement grant.
- iii. **Campus Climate Action Corps:** WSU will host two corps members who will work with SPARC to help make our community more climate resilient.
- iv. **EPIIC NSF Grant:** WSU was selected to participate in NSF Grant workshops, the first step in a process where the University becomes eligible to apply for grant funding to increase community engagement and student research funds
- v. **School of Performing Arts:**
  1. **Dance:** Dance will host dancers from colleges across the northwest at the ACDA regional conference. Ravi thanked Jo Blake for his efforts to bring this to WSU.
  2. **Music:** Ravi congratulated Music on receiving the NASM national accreditation.
- vi. **Sabbatical Letters:** Sabbatical letters have been distributed. Ravi shared that Trustees have requested that a consistent voice be used in the applications put forward.
- vii. **Professor Compensation Program:** Ravi explained that PCP Letters are in process.
- viii. **Academic Affairs Newsletter:** The January newsletter has been distributed. Ravi shared that the next issue will focus on completion.
- ix. **Strategic Planning Report Forms:** Ravi and Eric explained that the forms have been updated to simplify the process and make it more targeted. The form has been designed so that chairs can comment and reflect on four areas: alignment and performance on university metrics, progress on most recent program review and biennial assessment recommendations, progress on any college requirements, and a rationale for needed resources. They explained that OSSA will provide

links to the needed data in the form and that a draft will be shared ASAP. They anticipate a due date at the end of May.

- x. **Scheduling Exceptions:** Ravi asked that deans please review course schedules in an effort to minimize exceptions to the standard scheduling times.
- xi. **Spensible Balances:** Ravi requested that deans develop a plan to spend 10% of their non-E&G funds in AY 24-25. He reminded the group about R&R account restrictions. The group also discussed the ability to direct funding to scholarship accounts. Ravi also explained that Lisa Allen will be distributing a spreadsheet of all account balances to each dean. He asked Deans to come up with a plan for the upcoming academic year. Deans can spend balances in strategic areas related to faculty development, student co-curricular activities and other engagement, scholarships, other retention initiatives, technology, and any other deferred maintenance issues.
- xii. **Sub-120 Programs:** Ravi shared that a discussion about potential sub-120 programs will be held at a later date and reviewed the results of a recent collection of proposed sub-120 programs. Brad shared information about this process from his NWCCU commissioner meeting and distributed a link to a [website](#) referenced by Boyd Baggett from BYU-Idaho containing a list of graduate schools willing to accept 3-year bachelor's degrees.
- xiii. **Student Success Barriers:** Ravi led a discussion about developing a strategy around student success barriers for adult learners. Ravi has asked James Hedges to work with DOCE to review pathways and strategies that remove barriers for this group of students. James spoke about DOCE's work to develop a common visualization and committed to reporting back. Jessica also spoke about the recent survey sent to adult learners. Deans' Council discussed the long-term impacts on quality control and academic integrity. Deans requested information about students who have stopped out, but who are close to graduating. Jessica worked with her team to develop [instructions](#) on accessing the information and asked that deans let her know of outreach efforts so that they could be included in tracking efforts.
- xiv. Brad offered budget updates, including a proposed 1.5% base budget cut from the Higher Education appropriations subcommittee, which would equate to an approximately \$2 million cut. He reminded the group about the time remaining in the legislative session.

### 3. Academic Agenda/Policy Discussions

#### a. Impact of Bills ( Ravi Krovi)

- i. **Higher Education House Bill 438:** Ravi led a discussion about the proposed changes in the bill, the current and proposed language, the nature of this ongoing change process, and post-tenure reviews.
- ii. **HB 261:** The University is evaluating what changes will need to be made with the passing of this bill. Deans' Council spoke about waiting until after the conclusion of the legislative session to make changes. Laís spoke about conversations happening with affected faculty and staff. She, Brad, and Ravi spoke about the need to wait for guidance from USHE and highlighted the University's commitment to supporting underrepresented and marginalized students. Stephanie thanked the group for sending questions to her office and

asked that questions continue to be directed to her. Wendy requested continuing support for equity audit team members as they process the results of the new law.

- iii. **HB 257:** Stephanie announced that her office will distribute a FAQ document about this bill. She and Laís spoke about the ongoing work to determine how the university will navigate the implementation of the bill. Deans' Council discussed the need for guidance and education.

**b. Standardizing Deans' Lists ( Eric Amsel, Gail Niklason, Jessica Oyler & Cori Horne)**

- i. Cori shared information about the current version of Deans' Lists, called Academic Excellence and High Academic Excellence. Deans' Council discussed the benefits and drawbacks of sharing digital and physical certificates. In response to requests, the Registrar's Office will change the names of the certificates to Dean's List and Provost's Lists. Deans' Council suggested including both the dean's signature and the Provost's signature on the certificates.

**c. Endorsement Process for New Graduate Program Proposals ( Brenda Kowalewski)**  
[Process Review, Proposal for New Grad Programs](#)

- i. Brenda shared a proposal for an endorsement process for new graduate programs that will be presented at the next Faculty Senate meeting. She reminded Deans' Council that the most successfully implemented graduate programs are associated with robust undergraduate programs.

**d. College Success Teams ( Kristin Hadley & Ivana Fredotovic)**

- i. Kristin spoke about the College Success Team Collaborative and their work with Daniel Jensen to develop "next steps" language for faculty use. She explained that the group is also discussing suggestions for Starfish flag language, and has been working with Leslie Park to create a table of reasons and resources for students at risk of not persisting to the next semester. Ivana spoke about connections between this group's work and the SPR process. Ravi encouraged deans to think about these connections and plans to share this information when he meets with the Academic Strategy Group later this month. Deans' Council expressed appreciation for the guidance in connecting completion goals to the planning process.

**4. Academic Support Discussions**

**a. NC-Sara ( Kristin Hadley)**

- i. Kristin referred the Deans' Council to the following information:
  - 1. Manual reporting for any activity outside Utah from January 1 to December 31, 2023. If departments could please send an Excel or populate the [Google Sheet](#) with the student's W#, State, Activity/Subject, and CIP code (if known).
  - 2. Eric Hunter-SAO Dir. (Study Abroad) and Sherri Melton visited each College with the Department Chairs and shared the SAO fillable form for 'Field Trips' and the '[Off-Campus Activities Preauth](#)' App within eWeber. Please utilize the eWeber Portal App for Pre-authorization, as these will be collated at the end of the next year for the reporting requirements.

**b. Innovative Technology Grant Work ( Oliver Snow )**

- i. This item was tabled for the March 6, 2024 Deans' Council meeting.

**c. Study Abroad Fees ( Brenda Kowalewski & Mary Machira)**

- i. Mary reviewed the current Study Abroad fee model, highlighting the benefits and drawbacks, and referenced the budget deficits it incurs. She shared a breakdown of the 2023 Study Abroad revenue and expenses, along with a benchmarking of other Utah universities' fees. She offered a proposed solution of a flat fee of \$550/student, which will allow for Study Abroad to cover their operating costs. She also proposed another option with scaled costs for international, domestic, and exchange experiences. Deans' Council discussed the new costs associated with Study Abroad's responsibilities to cover all student group travel. The group also discussed other potential funding sources. Deans' Council suggested that a small fee also be associated with Alt Break students and expressed a preference for a flat, rather than a graduated, fee schedule. Brenda and Mary thanked the Dean's Council for their input and plan to institute the new fees as of Fall 2024.

### COMMITTEE UPDATES

Please use this space to offer any updates from your committee and to review others' updates before the meeting. These items won't be discussed in depth in the Deans' Council, but questions will be addressed.

#### Faculty Senate Committees *Charges linked from committee titles*

Committee and Liaison	Updates
<a href="#">ARCC</a> - James Hedges	<ul style="list-style-type: none"> <li>● 1/19/24 Had a meeting to discuss the timeline for proposals and the review process</li> <li>● April 1, 2024 is the deadline for proposals; review of proposals will take place the second week of April.</li> <li>● Distribution amounts:               <ul style="list-style-type: none"> <li>○ \$40, 457 Dee</li> <li>○ \$10, 131 ARCC</li> </ul> </li> <li>● 10/4/23: We had our first meeting on 9.15.23</li> <li>● Agreed that we would only review proposals in the spring since there was very little budget to distribute in the Fall and The submission process last Fall was difficult to manage.</li> <li>● The Proposal deadline of April 1 worked well last year (2022-23) and it was agreed we would use this submission deadline</li> <li>● Discussion about clarifying the proposal form and what to do when someone submits the same proposal year after year. We agreed we are not prioritizing any proposal based on previous funding and adding language to the proposal form indicating whether the proposal has received funding in the past.</li> <li>● 9/6/23: First meeting is scheduled 9.15.23</li> </ul>
<a href="#">ASSA</a> - Jessica Oyler	<ul style="list-style-type: none"> <li>● 10/4/23:</li> <li>● 9/6/23:</li> </ul>
<a href="#">Assessment</a> - Brenda Kowalewski	<ul style="list-style-type: none"> <li>● 1/7/24: Organized themselves into review groups for biennial review</li> </ul>

Committee and Liaison	Updates
	<ul style="list-style-type: none"> <li>● 9/6/23: Have not met yet.</li> <li>● 9/19/2023 Discussed charges and how to move them forward. Discussed possibility of adding personal questions to course eval through Explorance. Sending back charge 4a. Standardizing evaluation questions because this was accomplished a couple of years ago. Agreed to watch NWCCU Assessment webinar.</li> </ul>
<p><a href="#">APAFT</a>- Julie Rich</p>	<ul style="list-style-type: none"> <li>● <b>02/07/24</b> Cleanup of PPM 9-1; 9-2; 9-9 through 9-15 and 9-17. Changes will be brought to FS in March.</li> <li>● 12/06/23 Working on finalizing changes and cleanup to PPM 9-1; 9-2; 9-9 through 9-15 and 9-17. Changes will be brought to FS first part of January.</li> <li>● 10/4/23: APAFT divided into subgroups to work on the various charges shown below: <ol style="list-style-type: none"> <li>1. Ensure language of new/updated docs are inclusive.</li> <li>2. Finalize recommendations regarding PPM 9, including 9-9, 9-11, 9-14, and 9-15 for accuracy, clarity, and consistency. Add approved revisions to 1-13, 9-10, and 9-15 to these policies.</li> <li>3. Review college-specific requirements in PPM 8-11 to assure names/requirements are current/consistent with college tenure/promotion documents. Policy 8-7 was returned from stakeholders with comments that need to be addressed.</li> <li>4. Add lines in for service to clarify the way prior service (other institutions) will apply to tenure University wide</li> <li>5. Review PPM 8 - 11 for possible inconsistencies with PPM 6 - 22 (Student Code of Conduct). Specifically, clarify that candidates undergoing review for Full Professor may not select 2 classes for evaluation, as all classes are already undergoing evaluation through the new system.</li> <li>6. Review PPM 8 - 11 in regards to promotion to Full Professor. Recommended change is to make the process similar to tenure in that colleges develop separate guidelines that address the specific criteria of Teaching, Scholarship, Service (and Ethics) for promotion to full professor as there appears to be a gap with Ethics. Also review the current pathways for promotion to full professor. The recommendation is that a higher bar is needed. For example, a requirement of Excellent in at least one category and some form of an external review.</li> <li>7. In consultation with WSU Online, benchmark how USHE schools are handling digital tenure files.</li> <li>8. Based on WSU Online addressing the question of if there are issues with Rank and Tenure Files in Canvas, a survey of Faculty and Associated Administrative staff and/or Associate Deans will be administered to determine overall satisfaction with the current system of administering Digital Rank/Tenure Files</li> <li>9. Review PPM 8 - 13 for possible inconsistencies associated with PPM 8-12 and the possibility of candidates utilizing a print Rank and Tenure file. Review language in 8-13 for other possible inconsistencies based on the possibility of digital and print Rank and Tenure files</li> </ol> </li> </ul>

Committee and Liaison	Updates
	<ul style="list-style-type: none"> <li>● 9/6/23: First APAFT meeting 13 September</li> </ul>
<a href="#">CRAO</a> - Doris Geide-Stevenson	<ul style="list-style-type: none"> <li>● 10/4/23: Committee met to assign apportionment.</li> <li>● 9/6/23: n/a</li> </ul>
<a href="#">EDI</a> - Wendy Holliday	<ul style="list-style-type: none"> <li>● 11/17/23: Discussed next steps in Equity Audit process and pilots in SBS and COE; discussed next steps of collaboration with SBBFP on parental leave; discussed new Campus Climate Team and the need for clear and resources support for faculty and staff who are also experiencing mental health impacts related to bias incidents on campus.</li> <li>● 10/27/23: Ravi presented on EDI initiatives in Academic Affairs and answered questions related to climate, the recent vandalism incidents, and the plans for the future of the EDI division. Stephanie Hollist attended and answered questions related to HR policies, parental leave, and how to approach advocacy during the upcoming legislative session.</li> <li>● 10/4/23: Discussed charges. Committee had questions about the Search Advocate program and changes to the hiring process (removal of diversity points); questions about the equity audit framework (draft since sent to committee); questions about response to USHE EDI study; questions about committee structure for campus EDI initiatives and roles. Concerns brought forward from multiple faculty about students not being able to have chosen names on Wildcat IDs (to be taken to ASSA for possible discussion). Discussed preliminary results of survey on parental leave, which will be on the WALT meeting agenda in November.</li> <li>● 9/6/23: Have not met yet.</li> </ul>
<a href="#">Environmental Initiatives</a> - Andrea Easter-Pilcher	<ul style="list-style-type: none"> <li>● 02/7/23: Dates to note:  <b>Intermountain Sustainability Summit (ISS)</b> <ul style="list-style-type: none"> <li>● <a href="#">Student poster contest</a>, deadline to submit <b>Tuesday, February 20</b></li> <li>● <a href="#">ISS</a> Main day event -<b>Thursday March 21, 8-5 pm</b> (students, faculty and staff may register to attend sessions for free)</li> </ul> </li> </ul> <p><b>Worldwide Climate Education Week</b> - There is something planned for each day of the week for WSU's participation in this global initiative.</p> <ol style="list-style-type: none"> <li>1. <b>Monday, April 1, 10:30-11:20 am &amp; 11:30 am -12:20 pm</b></li> <li>2. <b>Tuesday, April 2, 9-10:15 am &amp; 10:30-11:45 am</b> Each of the Monday and Tuesday sessions is planned to include an interdisciplinary presentation, each focused on a local climate challenge (impact) and solution(s), with discussion.</li> </ol>

Committee and Liaison	Updates
	<ul style="list-style-type: none"> <li>3. <b>Wednesday, April 3, 12:30-1:30 pm</b>, Eco-Open Mic w/possible climate theater scenes</li> <li>4. <b>Thursday, April 4, 12-1:30 pm</b>, student led, hands-on learning event (details TBA)</li> <li>5. <b>Friday, April 5, 12:30-2 pm</b>, <a href="#">help</a> with the Community Permaculture Garden installation work.</li> <li>● 12/06/23: Missed last meeting due to illness, will update post receipt of the minutes</li> <li>● 10/31/23: Brainstormed ideas and began to make some tentative plans/decisions about the Climate Education Week - April 1 - 8, 2024.</li> <li>● Initial conversation on food policy in relation to this charge for EIC: <ul style="list-style-type: none"> <li>○ Explore how to further sustainability and inclusivity (e.g., vegan/gluten free options, etc.) in regular food operations and offerings on campus and make recommendations with respect to advancing toward WSU's STARS Gold goal in the <i>Amplified</i> plan.</li> <li>○ Needs to be better options for diabetics etc.</li> <li>○ Should be able to say "should have x,y,z (if they can't provide what you are asking for), then can cater elsewhere</li> <li>○ Survey about where and what people eat (does Sodexo have that/can we get access?)</li> </ul> </li> <li>● 10/10/23: Jenn Bodine reviewed Campus Green Purchasing Guidelines, issues and possibilities for policy changes:</li> <li>● Discussion points: <ul style="list-style-type: none"> <li>○ There are already people utilizing the green purchasing recommendations including those in the Green Depts.</li> <li>○ Purchasing is one of the items that WSU needs to address as part of our AASHE STARS rankings.</li> <li>○ We have a goal to be carbon neutral by 2040, and while purchasing is a scope III emission, we haven't yet been required to measure it -- but soon we will have to report on purchasing.</li> <li>○ We have had significant reductions in carbon emissions, but purchasing represents a major part of emissions (typically 40 to 80% overall).</li> <li>○ Green Purchasing guidelines are available for nine product categories.</li> <li>○ Discussion included cost, product availability, and the idea that Green purchasing has to be easy, and is best if the cost is similar.</li> </ul> </li> </ul>



Committee and Liaison	Updates
	<ul style="list-style-type: none"> <li>○ Idea: Ask some Green Departments if they could <b>pilot</b> purchasing only green products.</li> <li>● Began planning for Climate Education Week - April 1 - 8, 2024.</li> <li>● 9/19/23: Orientation and introductions for new members. Scheduled future meetings. Reviewed new charges, calendar and timelines for different events, including the Intermountain Sustainability Summit. Meet again on Oct. 10.</li> </ul> <p><b>New Charges</b></p> <ol style="list-style-type: none"> <li>1. Explore support for a mandatory carbon fee/offset related to campus parking, following trial of voluntary option in place for 2022 - 23</li> <li>2. Development of Climate Education Week event(s) in conjunction with the national/international Solve Climate by 2030 initiative in April, 2024.</li> </ol> <p><b>Additional New Charges</b></p> <ol style="list-style-type: none"> <li>3. Explore how to further sustainability and inclusivity (e.g., vegan/gluten free options, etc.) in regular food operations and offerings on campus and make recommendations with respect to advancing toward WSU's STARS Gold goal in the <i>Amplified</i> plan.</li> <li>4. Explore the need to propose updates to the campus Transportation Policy, with an eye to fostering more active/alternative transportation to and on campus</li> <li>5. Explore options to support biodiversity on campus (another STARS credit area), possibly through the creation of an interdisciplinary Living Lab project</li> </ol>
<p><a href="#">GEIAC</a>- Eric Amsel</p>	<ul style="list-style-type: none"> <li>● GEIAC was well represented among those of the WSU contingent attending the Educated Person Conference, with two reps for discussion at each Gen Ed Area Working Group table. The R470 proposal passed the Utah Board of Higher Education meeting and here is an emerging plan to begin a discussion about the implications for WSU. The committee passed a new ENGL course as HU.</li> <li>● 10/4/23: GEIAC held two meetings in the past month. Members were updated on the R470 revision and Educated Person conference. Committee members were encouraged to attend the conference, particularly to serve on Area Working Groups to address core and breadth essential learning outcomes. Invitations were also sent to other faculty to serve as members of Area Working Groups. Additional discussion focused on the new Gen Ed Course Fellows program, designed to recognize and support faculty assessing Gen Ed classes with high enrollments and concurrent enrollment exposure. A new charge (see 7) was addressed and</li> </ul>



Committee and Liaison	Updates
	<p>showed a rise in the percentage of adjunct-taught classes in Gen Ed over the past few years.</p> <ul style="list-style-type: none"> <li>● 9/6/23: First meeting, Sept. 13, 2023</li> </ul>
<p><a href="#">RS&amp;PG</a>- David Ferro</p>	<ul style="list-style-type: none"> <li>● 10/4/23: Jan 12 was deadline for travel awards. Feb 9 is deadline for spring awards.</li> <li>● 9/6/23: Oct 6 is deadline for fall awards.</li> </ul>
<p><a href="#">SBBFP</a>- Yas Simonian</p>	<p><b>12/6/23</b></p> <ul style="list-style-type: none"> <li>● Charge 12. Re-evaluate PPM 3-21a related to Sick and Family Leave, specifically explore the viability of changing the 12 weeks of paid leave to a full semester. <ul style="list-style-type: none"> <li>a. Review first draft of policy change that changes the policy from 12 weeks to a full semester of paid leave</li> </ul> </li> <li>● Presentation of the Salary Equity Review presentation to be given at Faculty Senate. Discussion on added elements of having ethnicity added to the faculty dashboard to get this data. Discussion on inversion and how it is counted within the department.</li> <li>● Student Success within and between different instructional methods <a href="#">dashboard</a> <ul style="list-style-type: none"> <li>○ Discussion on what the dashboard can do for the committee or if it should be shared with someone else. Decided it should be passed off to WSU online so they can find the useful data.</li> </ul> </li> <li>● There is concern about merit pay and how it is being done. Have had some conversations about tenure documents. Faculty creates tenure documents. Took verbiage from tenure documents for annual faculty review documents. Asked to share as an informational item with members at the college level.</li> </ul> <p><b>10/4/23: Charges</b></p> <ul style="list-style-type: none"> <li>● 1. Examine salary options for compensation increases and prioritize</li> <li>● recommendations. (Spring) (Ongoing)</li> <li>● 2. Review the dollar amounts of equity and merit adjustments from the previous</li> <li>● year. (Fall) (Ongoing)</li> <li>● 3. Review campus salary levels using CUPA data, turnover data, and data from</li> <li>● regional peer institutions. (Spring) (Ongoing)</li> <li>● 4. Review equity issues <ul style="list-style-type: none"> <li>● a. Review compression and inversion in salaries.</li> <li>● b. Review gender equity in faculty salary</li> <li>● c. Review race/ethnicity/other equity in faculty salary</li> </ul> </li> <li>● (Spring) (Ongoing)</li> <li>● 5. Review faculty hiring process in conjunction with HR. (Fall) (Ongoing)</li> <li>● 6. Work with VP Administrative Services Norm Tarbox</li> </ul>

Committee and Liaison	Updates
	<p>to explore budgetary</p> <ul style="list-style-type: none"> <li>● processes and trends. (Fall and Spring) (Ongoing)</li> <li>● 7. Review the structure of online/adjunct/overload pay across all academic units and CE (in conjunction with Provost Ravi Krovi).</li> <li>● a. Identity and address inequities in overload compensation.</li> <li>● 8. Ensure that the language of new or updated documents are inclusive. Review those documents to see how they may inadvertently impact particular communities in an adverse manner. Consult with EDI taskforce for guidance (Ongoing)</li> <li>● 9. Monitor how various colleges allocate merit pay and poll faculty to determine if decisions are fair and transparent.</li> <li>● a. The committee made recommendations to the Provost and President to encourage colleges to review the Faculty Senate Resolution document related to allocation of merit pay. Deans were asked by the Provost to review their current process and refine it to ensure that it is more transparent and fair. This work is still ongoing in several colleges.</li> <li>● This charge should continue in 2023-24 to determine if improvements have been made.</li> <li>● b. If possible, the committee should request next year (as a charge) that each Dean share their merit pay process and rubrics for review by the committee so that we may provide feedback before the next merit pay cycle.</li> <li>● 10. Based on the best practices for merit pay document available on the Faculty Senate resolutions web page, investigate the feasibility of sharing some best practices and the creation of an area to share the information.</li> <li>● 11. Finalize and implement the process for promotion of instructors and ensure that the changes to PPM 8-7 regarding these promotions is implemented.</li> <li>● 12. Re-evaluate PPM 3-21a related to Sick and Family Leave, specifically explore the viability of changing the 12 weeks of paid leave to a full semester.</li> <li>● 13. Prioritize a comprehensive one-year study to review adjunct compensation and equity issues. This review should address the full spectrum of the adjunct experience including the</li> </ul> <p><b>following:</b></p> <ul style="list-style-type: none"> <li>● Regional practices for adjunct pay; in particular, review structures that separate adjunct</li> </ul>

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	<p>pay from overload pay and align with NISS findings suggesting that WSU proceed with separating associate-seeking student activities (largely taught by instructor, adjunct representatives) from bachelor or higher seeking student activities (focused more on the tenure track, overload system)</p> <ul style="list-style-type: none"> <li>● Equity issues in adjunct pay both in general and by subgroup populations (e.g. gender, race/ethnicity, etc)</li> <li>● Approaches to institute a tiered compensation system that supports retention/promotion of high quality adjunct instructors.</li> <li>● Options for timing of adjunct pay</li> <li>● Trends in adjunct pay over time</li> </ul> <p><b>First meeting</b> Sep 11, 2023</p> <p><i>Assigned subcommittees:</i></p> <p>Overload committee - Tressa Quayle, Valerie Herzog, Fon Brown</p> <p>CUPA Salary subcommittee equity - Loisanne Kattelman, Tressa Quayle</p> <p>Compression - Valerie Herzog, Tracy Covey</p> <p>Gender Equity - Huiying Hill, Nicole Beatty</p> <p>Merit Pay - Yas Simonian, Jason Francis</p> <p>Comprehensive - Deana Froerer, Fon Brown, Kurt Ward</p> <p>Oct 2, 2023</p> <p>Worked on all charges and added more to #13</p> <ul style="list-style-type: none"> <li>a. Charge 13 - Comprehensive study of adjunct pay - Deana, Kurt, Fon</li> </ul> <p><b>January 23, 2023</b></p> <p>Overload pay - needs additional review and data</p> <p>Merit pay (review how various colleges allocate merit)</p> <p>Adjunct faculty pay review</p>
<p><a href="#">TL</a>- Kristin Hadley</p>	<ul style="list-style-type: none"> <li>● 1.19.24. Subcommittee reports - working on guidelines for peer review observations.</li> <li>● 12/6/23. The subcommittees are working on the charges.</li> <li>● 10/4/23: Charges <ul style="list-style-type: none"> <li>1. In collaboration with EDI provide guidelines to faculty on how to incorporate diversity, equity and inclusion into their teaching, scholarship and/or service. <ul style="list-style-type: none"> <li>a. Provide guidelines for faculty to highlight their efforts toward this goal, and the results during faculty evaluation processes.</li> <li>b. Provide guidelines for faculty to conduct</li> </ul> </li> </ul> </li> </ul>

Committee and Liaison	Updates
	<p>pedagogy and curriculum reviews, and engage in deliberate dialogue to successfully identify and approach issues of diversity and inclusion.</p> <p>c. The EDI subcommittee has conducted internal surveys in each college and reviewed EDI practices at other universities. This wealth of information needs to be synthesized and organized into actionable guidelines.(report)</p> <p>2. Review needs from the new CETL to determine our role in supporting their initiatives. Next years committee can work with the director of CETL in determining faculty needs and supports in the area of teaching and learning</p> <p>3. Ensure that the language of new or updated documents are inclusive. Review those documents to see how they may inadvertently impact particular communities in an adverse manner. As issues are identified, consult with the EDI committee for guidance (Ongoing).</p> <p>4. Review the suggested syllabus language on Academic Dishonesty (Cheating and Plagiarism) approved by the Provost.</p> <ul style="list-style-type: none"> <li>● 9/6/23: Nothing yet</li> </ul>
<p><a href="#">UCC</a>- Deborah Uman</p>	<ul style="list-style-type: none"> <li>● 10/4/23: UCC has been meeting and reviewing programs, courses, etc. The College of Social &amp; Behavioral Sciences has a new Associates degree. The Masters of English has developed an online degree. For details see Senate minutes.</li> <li>● 9/6/23: UCC has split into two subcommittees to investigate workload and processes.</li> <li>● The workload group is hoping to expedite a move to add members to the UCC so the review process of proposals can be distributed among more people.</li> <li>● The process committee is reviewing PPM language for proposals to make the language clearer and improve proposals. A big area of focus is the difference between substantive and nonsubstantive changes.</li> </ul>

**University Advancement Updates**  
(Betsy Mennell)

Area	Updates
Marketing &	A series of new 15-second “Be Brilliant” commercials are nearing completion.

Area	Updates
Communications	<p>The vignettes depict different facets of the Weber State experience as they relate to our three primary target audiences: quality seekers, pragmatic life balancers and strivers.</p> <p>Weber State is launching a three-month campaign with Univision, looking to recruit more students from Utah’s Spanish-speaking population. The campaign will include interviews with WSU staff who help support first-generation and Hispanic and Latino students, as well as Spanish-language versions of the “Be Brilliant” commercials.</p>
Alumni	Rebrand to Alumni and Friends to be more inclusive
Development/Campaign	<p><b>Amplify Weber State: The Campaign for Weber State University</b>  Comprehensive campaign in year four (started July 1, 2020), working goal of \$200M. Total as of December 31, 2023: \$74,383,027</p> <p>“Big W” fundraising priorities:</p> <ul style="list-style-type: none"> <li>· Completion (‘CATapult)/Access scholarships</li> <li>· Emerging Hispanic-Serving Institution goal</li> <li>· Learning Communities</li> <li>· Teaching Excellence</li> <li>· Signature Clusters</li> </ul>
Events	<p>Weds. Mar. 27, 2-4pm, H. Aldous Dixon Awards  Thurs. Feb. 8 Men's Basketball Pregame Alumni Carnival  Thurs. Feb. 29 Davis Chamber Pre-Game (men’s bball) reception  Tues. Mar. 19 Hinckley Scholarship Luncheon  April 26-27 Commencement  Fri. June 7 Alumni Golf Classic</p>

**Equity, Diversity, & Inclusion Division Updates**

(Lais Martinez)

Area	Updates
Updates	Due to HB 261 EDI is moving back under the SAS division. SAS and EDI have teamed up to work on a timeline plan and support for staff directly impacted.
Search	
Space	
Events	Upcoming EDI events are updated and shared on the EDI events calendar.

## Information Technology Updates

(Mark Halverson)

Updates
DUO Rollout for Student - February 16th Deadline
Google Account Migration - Students, Spring Break
Cloud and Software Review Audit
New IT Security Training for all Faculty and Staff