



FACULTY SENATE MINUTES

April 14, 2022

MEMBERS - Alphabetically

Clinton Amos
Jennifer Anderson
Aaron Ashley
Andrea Baltazar
Laine Berghout
Dustin Birch
Rebecka Brasso
Hannah Brooks
Amy Buckway
Christy Call
Kenton Cummins
Rebekah Cumpsty-Chris Scheidler sub.
Maren Dawson
Mark Denniston- S '22 Sarah Hermann
C. Ryan Dunn
Andrea Easter-Pilcher
Ben Ferney - Absent
David Ferro
Jason Francis
Deana Froerer - Absent
Conrad Gabler
Katie George
Eric Gibbons
Andrea Gouldman
Kristin Hadley
Bridget Hilbig
Wendy Holliday - Absent
Dianna Huxhold
Aubrey Jones – S'22 Youn Soo Goldstein
Kennedy Jones - Absent
JoEllen Jonsson
Ravi Krovi
Cully Long
Brad Mortensen
Cory Moss
Matt Mouritsen

Cora Neal
Blair Newbold
Tanya Nolan
Marjukka Ollilainen
Matt Paulson
Brett Perozzi
Tressa Quayle
Carrie Quesnell
Julie Rich
Jeffrey Richey
Ryan Ridge - Absent
Sheryl Rushton
Yas Simonian
Brian Stecklein
Norm Tarbox - Absent
Deborah Uman
Hugo Valle
Barb Wachocki
Kris Williams
Joshua Winegar
Stacie Wing-Gaia-Bryan Dowdell sub.
David Yoder

Administrative Associate: Patti Glover
Parliamentarian: Gary Johnson

Senate Elect: Andrea Baltazar, Kendal Beazer, Ryan Cain, Michele Culumber, Shirley Dawson, Youn Soo Goldstein, Randy Hurd, Leah LaGrone, Alex Lancaster, Christie O'Neil-Absent, Kurt Ward,

Guests: Brady Brower, John Cavitt, Paul Crow, Doris Geide-Stevenson, Becky Jo Gesteland, Michelle Paustenbaugh,

- 1) Approval of [March 17, 2022](#) meeting minutes as circulated
- 2) ROLL CALL
- 3) Curriculum - John Cavitt (see bottom of page)
Curriculog [Justifications](#) for Curriculum or [Curriculog Agenda](#) Faculty Senate April 14, 2022
MOTION: To approve all curriculum proposals by Cora Neal
SECOND: Clinton Amos
OUTCOME: Unanimous approval

Information Items

- 4) Faculty Governance Award - Tim Herzog, Previous Recipient
Presented to Sheryl Rushton
- 5) Recognition of Service Certificates - Laine Berghout, Chair
- 6) Administrative Update – Brett Perozzi, VP Student Affairs
WSU received money from the legislature for a Regional Pathway Coordinator to work with high school and technical colleges to help with articulation, agreements and relationships. The State Auditor has been interested in student and course fees. The focus is on three things 1) implementation of solid, articulated policy 2) documented appropriate use of the fees, 3) 100% transparency with students so they know what the fees are for and how the money has been spent over time. It is anticipated that the report will be good in all these areas. The Utah Board sold the Utah Higher Education Assistance Authority, this generated a pool of money which was put into an endowment. This has been primarily reserved for scholarships, though some will be awarded for innovations within higher education.
- 7) FBR Report - Becky Jo Gesteland, Chair
In 2020-21 there were no complaints filed. In 2021-22 a formal complaint was filed. The case is on-going and FBR recommended an outside investigator come to do an investigation.
- 8) SBBFP [Faculty Salary Survey](#) – Doris Geide-Stevenson, Chair
The Faculty Salary Survey which had a 62% response rate was reviewed. The results indicate that 70% of faculty prefer that salary increases include an option that has some portion based on merit. It was also important that the issue of salaries below CUPA be prioritized for funding. The final negotiations with the president's office resulted in a \$1000 base increase for a regular employees working full-time (funding for this purpose is equivalent to a 1.25% increase for all regular employees.), a 2.5% general salary increase for all regular employees performing at a satisfactory level, and distribution of an amount equivalent to 1.5% to employees based on merit. An amount equivalent to 0.5% will be targeted to help the university address its most urgent salary equity issues. The negotiating team felt that this aligned very well with their recommendation. Other SBBFP recommendations include 1) Increase Adjunct/Overload pay – what is commonly referred to as the CE rate of \$970 per credit hour. 2) Gradual phasing out of the online pay of \$35/SCH. 3) Address equity issues among colleges. 4) Consider new sources of revenue, for example differential tuition for high-demand programs.

Action Items

- 9) 22-23 [Committee Assignments](#) - Laine Berghout, Chair
MOTION: To accept committee assignments by Marjukka Ollilainen
SECOND: Amy Buckway
OUTCOME: Unanimous Approval
- 10) Executive Committee Replacement for Laine Berghout 2022-23 - Michelle Culumber
Motion came from Executive Committee to have Michelle Culumber replace Laine Berghout

OUTCOME: Unanimous Approval

- 11) FBR Committee Vote (2022-23 senators, ballot sent via email) - Laine Berghout, Chair
Final Results: Two-year term: Doris Geide-Stevenson, B&E; Tim Herzog, S; Susan Matt, SBS;
Melissa Neville-Norton, HP; One -year term: Michelle Arnold, S; Alternate: Hal Crimmel, A&H;
Justin Jackson, EAST
- 12) FBR Chair Ballot available April 19 - 26, 2022 (2022-23 senators sent via email) - Laine Berghout
The nominees for Chair – Wade Kotter, and Alternate Chair – Tim Herzog were approved by an
electronic vote.
- 13) ASSA - Charge 2 [Disability Accommodation Letter](#) and [Survey Interpretation](#) - Michelle
Paustenbaugh & Brady Brower

The Disability Accommodation Letter gives clear guidelines that outline what faculty is responsible for, (i.e., define “reasonable accommodations”), what resources are available and responsibilities of WSU Disability Services in regard to disability accommodations.

ASSA worked with WSU Disability Services and Legal Counsel to create a survey that was sent out to faculty to gauge their experience, knowledge, etc. with student accommodations. The survey was circulated in October and the responses were evaluated by ASSA. It seems that faculty are aware of the disability accommodation requirements and are using recommended language in their syllabi. Two areas that need additional training include 1) undue hardship, this seemed to be viewed by faculty as something they needed to deal with and often are not going through Disability Services.2) timeliness of ADA verification letters. This could be addressed as an item in the TLF meetings.

MOTION: To adopt the report of ASSA and post to the Senate Resolutions page on the Faculty Senate website by Aaron Ashley

SECOND: Barb Wachocki

OUTCOME: Unanimous approval

14) [PPM 6-22 Student Code](#)

The Student Code was changed as applicable to hybrid and online classes and the amendment process especially regarding inclusion of the WSUSA committee as a policy reviewer. Open hearings were held, minimal comment was made and WSUSA was also contacted for comment.

MOTION: To adopt changes to PPM 6-22 Student Code by Clinton Amos

SECOND: Jason Francis

OUTCOME: Unanimous approval

15) APAFT – Paul Crow

a) [Dean's Leadership and Management Evaluation](#)

The Deans' Evaluation was edited for effectiveness, clarity, consistency of language and inclusiveness. The changes were mostly centered on using consistent language for Likert scale questions, and making sure that the question was clearly stated. Questions regarding development efforts, transparency in budget and policy matters and support for diversity were added to the survey.

MOTION: To accept the changes to the Dean's Leadership Evaluation by Amy Buckway

SECOND: Barb Wachocki

OUTCOME: Unanimous approval

b) [PPM 8-7 Senior Instructor](#)

This proposal would change PPM 8.7 (instead of PPM 8.6 as listed in the original charge) to create the position of senior instructor. The senior instructor position would be available to a faculty member only through promotion from instructor after employment at the instructor level for a minimum of six years. The proposal establishes criteria for promotion to senior instructor

and makes clear that promotion to senior instructor does not come with tenure either immediately or in the future.

MOTION: To accept the PPM 8-7 change as proposed by Tressa Quayle

SECOND: Eric Gibbons

OUTCOME: Unanimous approval

16) Other Items

- a) University Holidays [PPM 3-39](#) - Send comments to policy@weber.edu by April 30, or notify Laine Berghout if you believe the Senate should be addressing these concerns.

Curriculum

Arts & Humanities

New Course HUMA 1010 - Introduction to Humanities Deborah Uman

Gen Ed Humanities HUMA 1010 (HU) - Introduction to Humanities Deborah Uman

Microbiology

New Course MICR 3813 Bioinformatics Matthew Crook

Business & Economics

Marketing

Course Revision MKTG 4400 Marketing Strategy Karen Hicks

Social & Behavioral Science

Political Science & Philosophy

Course Revision POLS 3330 - American Political Thought: Contemporary Thom Kuehls

New Course POLS - 3320 - American Political Thought: The Founding Thom Kuehls

Military Science

New Course MILS 3000 - Leadership in Military History Alejo Sanchez/Angelique Pifer

Meeting adjourned at 4:15 pm