



WEBER STATE UNIVERSITY

Faculty Senate

FACULTY SENATE MINUTES

March 16, 2023

MEMBERS - Alphabetically

Jude Agboada

Clinton Amos

Jennifer Anderson

Aaron Ashley

Andrea Baltazar

Kendal Beazer

Rebecca Brasso

Amy Buckway

Ryan Cain

Christy Call- Absent

Heather Chapman

Michele Culumber

Rebekah Cumpsty- sub Courtney Cragget

Shirley Dawson

Andrea Easter-Pilcher

David Ferro

Jason Francis

Deana Froerer

Conrad Gabler

Doris Geide-Stevenson

Eric Gibbons

Youn Soo Goldstein

Andrea Gouldman

Kristin Hadley

Sarah Herrmann

Bridget Hilbig - sabbatical

Wendy Holliday- sub Nicole Beatty

Randy Hurd

Aubrey Jones-sub Amanda Sowerby

JoEllen Jonsson

Ravi Krovi

Leah LaGrone

Cully Long

Brad Mortensen

Cory Moss-Heather Merkley

John Mull

Cora Neal

Marjukka Ollilainen

Jazmyne Olson – Student Rep- absent

Christie O'Neil

Matt Paulson

Brad Peterson

Tressa Quayle

Carrie Quesnell-Excused

Julie Rich

Ryan Ridge

Yas Simonian

James Hedges-absent

Norm Tarbox-absent

Deborah Uman

Hugo Valle

Barb Wachocki -sub for Bridget Hilbig

Kurt Ward

Mary Beth Willard

Kris Williams

Stacie Wing-Gaia

Stephen Wolochowicz-absent

David Yoder

Alyssa Zimmerman – Student Rep- Absent

Administrative Associate: Belinda McElheny

Parliamentarian: Gary Johnson

Guests:

Cade Mansfield

Brenda Kowaleski

Ryan Stewart

Ashley Hilton

Aubrey Jenkins Lord

Shaun Adamson

Mary Anne Boles

Azenett Garza

Kathleen Cadman

Mary Anne Reynolds

Cynthia Beynon

Valerie Herzog

Loisanne Kattelman



WEBER STATE UNIVERSITY

Faculty Senate

Faculty Senate Minutes
Lindquist Hall 101, 3 pm
Thursday March 16, 2023

Roll call

Action Items

1. Approval of the Faculty Senate meeting minutes **February 9, 2023**

Motion to Approve: Hugo Valle

Second: Aaron Ashley

Outcome: Unanimous

2. Administrative Update for Faculty Senate - Brad Mortensen

Shared the Legislature powerpoint showing that Weber State University is strong and at a good place overall.

Provost Ravi Krovi is in the process of completing a third year review and the faculty will be receiving a survey today or tomorrow to provide feedback.

Meeting with the salary negotiating team from the Faculty Senate to discuss faculty increases this week. The legislature did not give enough for an 8.75% discretionary salary increase for higher education, which means only 7.7% was funded by the legislature, about \$11.8 million. Performance funding of \$4.6 million was given on a one time basis. President MOrtensen concluded that we may not hit the 8.75 % but will try to get as close as we can.

The Study of Diversity, Equity and Inclusion, House Bill 283, did not pass in the legislature and was tabled. Weber State University will be involved in the conversation. This is an opportunity to educate people on why we have DEI and also to be a model for others of why, how and what it means.

Question: Are we going to be involved in the study of the DEI here in Utah? We plan to be active and engaged in the conversation. The Salt Lake City business community is in support of the DEI in higher education and feels it is important for the success of the state and the communities.

3. Curriculum -Cade Mansfield (see bottom of page)

Curriculog Justifications for Curriculum February 14, 2023 or Curriculog Agenda FS March 16, 2023

Reviewed 11 proposals and that included two new certificates. Asked for questions.

Motion to Approve: Amy Buckway

Second: Christie O'Neil

Outcome: Unanimous

4. SAC agenda items - Aubrey Jenkins Lord

SAC generally holds its elections at this time of year. SAC is delaying the elections because of the restructuring of Student Affairs and Vice Presidents, which affects apportionment. They do not know how many staff will be needed from each division.

5. Wildcat Bookstore Affordability presentation- Ryan Stewart & Ashley Hilton

Weber State feels strongly about affordability. The Bookstore has approval from administration to look at how to reduce the cost of materials. They conducted a faculty survey and are exploring affordable options. They also conducted a study of students a year and half ago. The student case study included 480 initial participants who were required to complete six assignments. They were given free reign on where they bought textbooks and asked to report back. As a reward for participating, 320 students qualified to receive free textbooks in the fall of 2023. Suggestions for lowering the costs of textbooks from students included increasing rentals, including materials in tuition (DOA or Day One Access), more digital materials, and many others. The Bookstore is currently exploring OER resources for general education courses.

Changes to committees

6. Assessment Ad Hoc Committee- Shaun Adamson, Mary Anne Boles

Assessment committee has been an Ad Hoc committee and is moving to become a permanent committee. The committee conducts training to help people learn how to assess the programs and meets with programs, colleges, and individuals to develop meaningful assessments and coordinate with institutional effectiveness. Assessment communities of practice that are in their own college to help provide feedback in the college.

7. EDI Ad Hoc Committee- Azenett Garza, Kathleen Cadman

The Equity, Diversity, and Inclusion Ad Hoc Committee is moving to become a permanent committee. It started as a task force for two years and an ad hoc for two years and tried to complete charges and worked with other committees, HR, and the Provost to examine policies.

8. ASSA Committee change in ex-officio seats- Mary Anne Reynolds

ASSA wants to change the number of ex-officio members in the committee. The membership currently states that it will not exceed one fifth of the total membership of the committee. The change is being added, "unless otherwise specified in B 5 section 4." An additional change was made to the general definition of membership stating that this committee may have up to may have up to five ex-officio members.

9. Center for Excellence in Teaching and Learning - 2023- Nicola Corbin, Brenda Kowalewski

This is a proposal to change the name of the teaching and learning forum to the Center for Excellence in Teaching and Learning.

History 1993 FS created an ad hoc committee 1994 TLA (Teaching, Learning, and Assessment) with a chair. In 2019 TLA had its first program review and found there was a lot of confusion between TLA and TLF (Teaching and Learning Forum) so the recommendation was to make it clear. That led to the creation of a center that separates the Teaching Learning Committee (TLC), Assessment Committee (AC), and the Teaching and Learning Forum (TLF). Formalizing the TLF into a center aligns with national trends. Becoming a center will help gain more resources internally and externally.

The TLC will still support the Center for Excellence in Teaching and Learning (CETL) but not all service from the committee should be for the Center. The TLC is a stand alone committee and will also be working on other teaching and learning concerns.

The TLF has a budget associated with the program and will continue to have one as a center. The role of the director will not change yet, currently receiving a two course load reduction. But, in the future, it will need a full time director, and that is resource related. Question: In the future, will the director be a non-faculty member? No, I do not think so but that would need to be addressed at the Faculty Senate. Faculty development has been faculty driven. Brenda Kowalewski said she did not think that the position would be shifted to a staff member.

Motion to approve: Marjukka Ollilainen

Second: Ryan Cain

Outcome: Unanimous

10. APAFT- Cynthia Beynon

- a. APAFT - 8.17; 8.18 - Action by Department Ranking Tenure Evaluation Committee and Action by College Ranking Tenure Evaluation

Straight forward change in the addition of a line in each of the PPM that says this "The recommendation for simultaneous advancement in rank and tenure may be provided in a single letter."

- b. APAFT - 8-11 - 8-11: revisions for the College of Engineering, Applied Science & Technology

The charge for APAFT was to clean up some of the discrepancies and some of the outdated vocabulary, or even some of the college names or department names, which had been changed and updated. This charge particularly addresses the updates to the College of EAST. The task was accomplished by the EAST member of our APAFT committee together with other members of a subcommittee. They pulled the language directly from the college tenure document and there are a few changes and several updates to the wording. But it does follow right along with the college document. That document was updated a year ago.

- c. APAFT - 8-8; 8-24 - Service at other universities in relation to rank and tenure

The change revised the name to include that time served at Weber State may be considered. And there was another change to align the number of years credited in PPM 8-8 and 8-24. The credit was changed to two years. The rationale was to allow people adequate time to prepare for their tenure reviews. In PPM 8-8, there is also a clause that says that there is a way that more than two years can be awarded with consideration of the Provost and the College Ranking Tenure Evaluation Committee.

- d. APAFT - 3.25 - Faculty Sabbatical Leave

The faculty sabbatical updated the definition of sabbatical leave and created a paragraph of acknowledgment about the importance and value of sabbatical leave. Sabbatical activities contribute to the institution and the community, placing more value and emphasis on what sabbaticals can mean to the institution.

There is another line in 3-25 section VI about a one course reduction for a tenure track faculty. Members contracted workload for one semester may be available for the purpose of promoting scholarly activity before tenure is granted.

Motion to approve all four proposals: Amy Buckway

Second: Marjukka Ollilainen

Outcome: Table EAST new motion

Discussion: Representatives from EAST pointed out that the PPM states that Weber State University requires a doctorate for tenure where the doctorate is offered. They claimed that this was not clearly indicated in the current proposal to update the language of the EAST section of PPM 8-11. Dean Stevenson also reminded that the language of the proposed changes should not refer back to the College tenure document because the PPM trumps the college document. It was recommended that the proposal be returned to APAFT. APAFT chair, Cynthia Beynon, explained that the original charge was to address the discrepancies between the PPM evaluation for rank and college requirements for tenure. This proposal was sent back to APAFT.

Motion to approve all proposals except EAST: Casey Neville

Second: Amy Buckway

Outcome: Unanimous

11. Presentation of Salary Analyses - CUPA, Equity, and Compression - Valerie Herzog, Loisanne Kattelman

Weber State uses College and University Professional Association (CUPA) for salary comparisons. This information is available in the faculty portal. What we did is compare the CUPA amounts, which are based on salary surveys from the prior year, to the actual amounts of Weber State salaries in the current year. Pointed out that the salaries are the nine month amounts for the actual salary. It does not include stipends or overload. The CUPA amounts that were used in the comparison are based on calculations provided by the provost office, and are based on the median salaries from 420 public institutions. It includes four Utah schools and eight of ten peer universities that we have identified for Weber State University.

We did have some concerns that were expressed about using CUPA to mark the equitable or market amount of salaries based on who and what universities are in that population. That is something that the community has talked about. However, right now the information provided from Weber State University does use CUPA and we have continued to use that. But it is definitely being looked at to see if there are different ways that can provide a more accurate comparison of actual salaries to this equitable amount. Presented on the equity outcomes of salaries in relation to underrepresented (race/ethnicity), sex/ gender, rank, and inversions.

- a. Update from the Salary, Benefits, Budget, and Fiscal Planning Committee—Valerie Herzog, Loisanne

One of the charges that has been given in the Salary and Benefits Committee is identifying and addressing any inequities in overload and adjunct pay. We did not get the salary data until the spring semester, and a lot of that is what was needed. We started by developing the questions we need to answer in order to identify and address inequities. We put together a bunch of subcommittees to work on it. The entire committee is working in one committee or another. We're still in the process of putting the data together. The last few survey questions seen on the survey went out for additional data, but we have not developed a formal recommendation as to how to handle the situation. The goal is to put together a report for administration. So we may end up with a report that has a very strong recommendation one way or the other, or it may just be a list of pros and cons.

12. Faculty Senate Chair and Vice Chair Election

Belinda will send out an electronic ballot to all of the Faculty Senate on the Chair and the Vice Chair tomorrow to remain open over the weekend.

Information Items

1. New Executive Committee for 2023-2024

Marjukka Ollilainen, CSBS
Mary Beth Willard, CSBS
Ryan Ridge, AH

Ryan Cain, Education
Mary Foss, EAST
Amy Buckway, HP

Michele Culumber, Science
Jason Francis, Library
Jennifer Anderson, GSBE

2. New senators elected for AY 23-24

Abdulmalek Al-Gahmi,
EAST
Brad Peterson, EAST
Mary Foss, EAST
Clinton Amos, GSBE

Randy Boyle, GSBE
Stephen Wolochowicz, AH
Justin Burr, HP
Andrea Lalumia, HP
Casey Neville, HP

Brandon Burnett, COS
David Yoder, CSBS
Sarah Herrmann, CSBS
Mary Beth Willard, CSBS

3. Committee Assignments March 23, 2023

Program Changes Organizational Communication Emphasis (45 credit hours)

Health Professions

Annie Taylor Dee School of Nursing

Course Deletion NRSG - 7080 - Healthcare Finance/Economics

EAST

Department of Electrical & Computer Engineering

Course Revision ECE - 6730 - Robotics

School of Computing

New Program Autonomous Vehicle Software Post Baccalaureate Certificate

Program Changes Master of Science in Computer Science (MS)

Program Changes Master of Science in Data Science (MS)

Business & Economics

Department of Economics

New Program Basic Economic Analysis Certificate

Master of Business Administration Program (MBA)

Program Changes Cybersecurity Post-Baccalaureate Certificate

Education

Department of Teacher Education

Course Revision EDUC - 6314 - Reading Instruction in Elementary Schools

Course Revision EDUC - 6890 - Student Teaching and Seminar in Special Education

Program Changes Elementary Teaching Graduate Certificate

Motion to adjourn: Eric Gibbons

Second: Marjukka Ollilainen

Outcome: Unanimous