



Thursday, December 7, 2023
3 pm, LI 321

EXECUTIVE COMMITTEE AGENDA SETTING MEETING

Click on links to review items

Present: Jason Francis, Amy Buckway, Jason Francis, Jennifer Anderson, Ryan Cain, Michele Culumber, Mary Foss, Marjukka Ollilainen, Ryan Ridge, Mary Beth Willard, Ravi Krovi, Brad Mortensen, Belinda McElheny

Guest: Amanda Geilman, Deana Froerer, Jessica Oyler, Jake Cain, Rob Reynolds, Heather Chapman, Andrea Garavito Martinez, and Mariadelmar González-González

Excused:

1. Approval of [November 2, 2023](#) meeting minutes

Motion to approve: Ryan Ridge
Second: Ryan Cain
Outcome: Unanimous

2. Curriculum -Carrie Jeffrey (see bottom of page)

Curriculog **Agenda EC December 7, 2023**

Discussion on the curriculum there were 54 that came through UCC and 41 were brought forward to EC.

Question on the Social and Behavioral Science Associate degree, there are some DV attached to the courses. There are no longer diversity courses and should now have an EDI designation.
Discussion on the Capstone course and who will teach the capstone course in SBS.

Motion to approve: Amy Buckway
Second: Jennifer Anderson
Outcome: Unanimous

Informational:

3. SAC agenda items - ~~Amanda Geilman~~ Belinda McElheny

Nothing new to share at this time.

4. Replacing Lighted W on the hill- Jessica Oyler, Jake Cain

EIC endorses the proposal for a solar panel W. Jessica stated that what they are looking at doing the flaming W in solar panels that would be permanent. It would be funded by donors and environmental savings. So nothing will come out of the student fees. The facilities are being designed keeping things in mind like solar flare, how it will affect the environment, and minimize any effect. It will be net metered to the Dee Event center. This will contribute back to the grid the amount of energy that the new recreation center uses annually. It should be about 200 ft tall and 160 feet wide. In the winter it will stick out and it will blend in the background in the summer. Looking at a lifespan of around 40 years. The grade is really steep this will help to protect the panels from vandalism. It will be lit for homecoming, graduations, and maybe some games. It will be celebratory not on all the time. Trying to minimize light pollution when it is on.

Motion to bring to the senate: Marjukka Ollilainen
Second: Amy Buckway
Outcome: Unanimous

5. Policy on Service Leave - Stephanie Hollist & Steven Richardson

This PPM was asked to broaden the Service leave policy for staff to allow for different kinds of service. It was requested by the Community engaged learning department. The redlined document was reviewed and discussed.

Motion to move forward to Faculty Senate: Michele Culumber
Second: Marjukka Ollilainen
Outcome: Unanimous

6. [FMLA survey findings](#)- Andrea Garavito Martinez & Mariadelmar González-González

Presentation on the FMLA survey results that was shared with the WALT team. When we did the survey we found that the process was not as clear. We focused on parental leave. We had a range of when people took the leave and broke the data. There was no consistency on how the reduced load was given. There was no consistency in how it was done. Also looked at the reasons why they did or did not take the leave. If the two parents are working on campus they have to split leave. What can be done at the moment for people at the university while the committees work on addressing the Family Medical Leave Act (FMLA) issue and how the procedure should be implemented and addressed in Policy. It is important that faculty is involved in the process of the college documents. It seems that junior faculty are being affected by this more often. There was a discrepancy in the ways that it approached parental leave.

[Parent leave college document](#)

The Equity Diversity and Inclusion (EDI) committee is asking that colleges talk to Human Resources. This is just a document that is in process to acknowledge that there is a menu of possibilities and will be decided by the faculty and chair then the dean. This is a memorandum of understanding that is in progress. Discussion on the FMLA and parental leave. Human Resources needs to be involved because of equity. The EDI would like to see that training be given to supervisors on what the Family Medical Leave Act and parental leave. The EDI committee is working with the Salary, Benefits, Budget, and Fiscal Planning (SBBFP) committee to help with the charge that will spearhead the university changes. Valerie Herzog would like for the conversation to be between SBBFP, HR, and legal on how to involve faculty in the decisions.

Motion to take the survey forward to Faculty senate: Amy Buckway

Second: Ryan Ridge
Outcome: Unanimous

7. Discussion on AFRS

Annual faculty reviews (AFRS) are being done and there were some concerns with some of the AFRS this year. There was a concern about the changes being made to an AFR process in college. The SBBFP committee would like to see the AFR follow the same process as the tenure process. To make it a formal process since it is a form of faculty review. There was a concern in the AFR and the transparency of documents and communications. This could relate to tenure too, because the AFR is used for merit pay on post tenure review. The EDI committee is concerned with transparency and creating clearer language for annual faculty reviews.

Action Items:

8. Ad hoc committee (Concurrent Enrollment)

Discussion on concurrent enrollment and why it is needed. The people that have been recommended have met and begun conversations unofficially.

9. [Presentation of Faculty Salary survey](#)- Valerie Herzog, Loisanne Kattelman, Huiying Hill, Tracy

Covey, Tressa Quayle

Presentation given to the EC on the Faculty Salary Survey. Walk through the way it will be presented to the Faculty Senate. Discussed what the differences are between last year and this year. As well as the salary, gender, levels, and gaps in pay. Compression as well as inversion were also addressed in the presentation. Average salary by gender and rank. Would like to see median salaries instead of average salaries. Instead of the underrepresented can it be broken down to smaller levels. Discussion on raw data is shared with the deans.

Motion to bring forward to the Faculty Senate: Marjukka Ollilainen
Second: Michele Culumber
Outcome: Unanimous

10. [Adjunct Report](#)- Deana Froerer

Shared the presentation from the adjunct retreat in October of this year. Would like to recommend an Adjunct Advisory Council be created, similar to the Staff Advisory Council. Spoke about adjunct faculty being unaware of some of the resources available to them. Discussion on the pay for adjuncts and inequities that exist. Also shared that there is no recognition for time as adjunct faculty or time on the job.

Motion to bring forward to Faculty Senate: Amy Buckway
Second: Marjukka Ollilainen
Outcome: Unanimous

Curriculum:

Education

Department of Teacher Education

Course Revision EDUC - 3230 - Media and Data Science for Elementary Settings Ryan Cain
Program changes Elementary Education (BS)

Department of Health, Physical Education, and Recreation

Course Revision PEP - 3520 - Curriculum and Assessment Mandy Kirkham

Health Professions

Department of Health Administrative Services

Program changes Health Administration (BS) Brian Cottle
New course PUBH - 2050 - Case Management in Behavioral Health Miland Palmer

Department of Athletic Training

Course revision RHS - 3200 - Psychology of Sport, Injury & Rehabilitation Alysia Cohen

Science

Department of Mathematics

New program Data Science and Applied Statistics Certificate of Proficiency Sandra Fital-Akelbek

Department of Microbiology

Course revision MICR - 4253 - Cell Culture Daniel Clark

Department of Zoology

New course ZOOL - 3920 - Toxicology Ron Meyers

Social & Behavioral Science

College of Social & Behavioral Sciences Interdisciplinary Programs

New program Social & Behavioral Sciences (AS)
New course SBS - 2950 - SBS Capstone: A Current Events View Brent horn

Department of Sociology and Anthropology

Course deletion SOC - 3550 - Organizations in Society Huiying Hill
Course deletion SOC - 4550 - Sociology of Work
New course SOC - 4050 - Sociology of Work & Organizations

Arts & Humanities

Department of Visual Art and Design

New course ARTH - 3200 - The Art and Archaeology of Greece Stephanie Kimmey

Department of Performing Arts

Course revision MUSC - 3824 - Music for Elementary Teachers Thomas Priest

EAST

Department of Mechanical Engineering

Program changes Pre-Engineering (APE) Tariq Arif
Course Revision ENGR - 2030 - Dynamics

Department of Electrical & Computer Engineering

Program changes Biomedical Engineering (BS) Tye Gardner
Course revision BME - 3090 - Project Management Fon Brown
Program changes Computer Engineering (BS)

Program changes	Electrical Engineering (BS)
Course Revision	ECE - 3090 - Project Management
Course Revision	ECE - 3710 - Embedded Systems

School of Computing

Program changes	Cybersecurity and Network Management (AAS)	Andrew Drake
Program changes	Cybersecurity and Network Management (BS)	
Program changes	Cybersecurity and Network Management (Minor or BIS Emphasis)	
Course revision	NET - 2415 - Routing and Switching	
Course revision	NET - 2500 - Practical Cybersecurity Infrastructure	
Course revision	NET - 3210 - Cloud Architecture and Security	

Department of Mechanical Engineering

Program changes	Energy Engineering (BS)	Randy Hurd
New course	ME - 4050 - Thermal-Fluid Laboratory	
Program changes	Mechanical Engineering (BS)	
Program changes	Mechanical Engineering Technology (AAS)	

Construction and Building Sciences Department

Course revision	IDT - 1050 - Design Documentation, Visualization & Modeling I	Kristen Arnold
Course revision	IDT - 2020 - Design Documentation, Visualization & Modeling II	
Course revision	IDT - 2080 - Design Documentation, Visualization & Modeling III	
Course revision	IDT - 3040 - Design Rendering	
Program changes	Interior Design (AAS)	
Program changes	Interior Design (BS)	

Informational items:

Administrative Update for FS – Brad Mortenson

As May arise

Free speech initiatives have been approved in the Utah legislature. The legal department is working on it and there will be a task force created. It will not be a faculty senate task force, it will include SAC and students, and some faculty. It will be cleaning up policies as well as potentially creating a new policy.

Adjourned at 5:24