



FACULTY SENATE MINUTES

January, 16, 2025

MEMBERS - Alphabetically

Abdulmalek Al-Gahmi
Clinton Amos
Jennifer Anderson
Tariq Arif
Isabel Asensio
Andrea Baltazar
Kendal Beazer
Randy Boyle
Rebecka Brasso
Brandon Burnett
Justin Burr
Ryan Cain
Heather Chapman
James Cohen
Brian Cottle
Michele Culumber
Rebekah Cumpsty
Shirley Dawson
Bryan Dowdell
Andrea Easter-Pilcher
David Ferro
Mary Foss
Mia Foster (student)
Jason Francis
Deana Froerer
Doris Geide-Stevenson
Eric Gibbons
Youn Soo Goldstein
James Hedges- absent
Sarah Herrmann
Wendy Holliday

Ravi Krovi
Leah LaGrone
Andrea Lalumia
Alexander Lancaster
Cully Long
Cass Morgan
Brad Mortensen
Casey Neville
Marjukka Ollilainen
Christine O'Neil
Jessica Oyler-absent
Brad Peterson
Annyssa Reyes (student)-absent
Julie Rich-Brent Horn
Elizabeth Sandquist
Yas Simonian
Emily Sorensen (student)
Brandon Stevenson
Janicke Stramer-Smith
Norm Tarbox-absent
Deborah Uman
Kurt Ward
Jordan West
Mary Beth Willard
Stephen Wolochowicz- Sub Ryan Ridge

Administrative Associate: Belinda
McElheny
Parliamentarian: Gary Johnson
Guests: Marc Gangwer, Carrie Jeffrey, Cora
Neal, Stephanie Hollist, Cori Horne, Melissa
Neville, Valerie Herzog

**Faculty Senate agenda
Lindquist Hall 101, 3 pm
Thursday Jan. 16, 2025**

Roll call

Approval of [Nov 14, 2024](#) meeting minutes

Approval of [Dec 12, 2024](#) meeting minutes

Motion to approve : Christie O'Neal

Second: Mia Foster

Outcome: Passed

Informational items:

1. Administrative Update –Brad Mortensen

The budget situation involves two main parts: one is positive, but the other involves cuts and reallocations that have been discussed by Speaker Schultz. Specific criteria for these cuts are still awaited. Legislation is expected to mandate administrative and program cuts, requiring degree-granting institutions to submit plans for approval by the Board of Higher Education and the Legislature's Executive Appropriations Committee. If criteria are met, funds will be reallocated.

A specific bill will be sponsored by Representative Karen Peterson. Additionally, the Utah Legislature will remove \$60 million from degree-granting institutions' budgets, with the University of Utah's share being approximately \$6.2 million to \$6.7 million. There are concerns about administrative bloat and underperforming or duplicate academic programs. Data to guide these

Concurrent enrollment is interesting because the legislature is talking about opening it up to more institutions that may be opened nationally.

Institutional neutrality I had thought that we should create a policy that pulled all of the information about neutrality into one spot. There have been some concerns and it has been heard. There is still a changing landscape in the legislature on what this will look like.

Discussed the changes in program reviews and the legislature exploring the way it is done in Utah. May even be looking at duplicate programs across institutions. It is unknown how the reviews will be done yet. It is still in planning.

Institutional neutrality is also an ongoing conversation and USHE will provide more feedback on what this will look like in April 2025.

2. SAC agenda items - Marc Gangwer

The Staff Advisory Council (SAC) has been getting back on track and things are moving in the right direction. One thing to share is that WSU will be hosting the Utah Higher Education Staff Association (UHESA) conference this year over the summer. This will be where staff advisory chairs from across the state will come to WSU for a 2 day conference.

Action Items:

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

[Curriculog Agenda EC](#) Jan. 16, 2025 or the [UCC agenda/minutes](#)

There were 64 proposals last month and 57 are coming to the faculty senate.

Motion to approve : Sarah Herrmann
Second: Casey Neville

Discussion on Economics and Legal Studies BS. Gavin Roberts has added the other courses from SBS as elective options in a proposal.

Outcome: Unanimous

Informational: UCC is currently reviewing 175 proposals for the month of January. The committee has asked people to be patient. Reference point was shared that last year there were 88 proposals reviewed. Asked senators to share with colleagues to have patience, be respectful, and professional when communicating with UCC committee members.

4. [Institutional Neutrality policies](#)- Stephanie Hollist

In December 2023, USHE required implementation at the university level by June 2024. A group was created to review the policies, and USHE promised guidance, but none was provided by the June deadline. USHE gave guidance to WSU in October. Institutional processes incorporate much of this guidance. Efforts to start before the legislature's involvement were made. Recently, USHE announced more guidance will come in April, so the decision was made to wait for this update.

There is also free speech training available, conducted by Molly Ward and Stephanie Hollist, and registration is open in the training tracker.

Policies will not move forward at this time.

5. [Salary, Benefits, Budget, and Fiscal Planning Committee - PPM 3-21a - Sick and Family Leave \(Faculty\)](#)- Valerie Herzog

This looks like a lot of changes but it is not actually a lot. Discussion on why the policy was changed. Went through the changes to the policy including having Human resources involved from the beginning. Some of the changes were cleaning up language and moving some things around. Also updated some of the areas that were cleaned up but added language to clarify such as leave not being counted over holidays and weekends.

A question came out about if married couples have a child and how the FMLA. Couples that are not married would each get 12 weeks. but married couples must share the 12 weeks if they both work here. Discussion on the language that is provided from the department of labor. Involving HR is the idea is to protect the individual from being asked too much for the remaining three weeks. Approved by HR is in the policy.

Motion to approve: Brandon Burnett
Second: Brian Cottle
Outcome: Unanimous

6. [Salary, Benefits, Budget, and Fiscal Planning Committee - PPM 8-28 - Annual Faculty Performance Review Documents](#)

There is no redlining in the policy because it is a new policy. Shared the history of where the concerns came from merit pay. There was a resolution that came from the Faculty Senate in 2019. But in the process of creating the ppm there was legislation that came through that stated that tenured faculty has to have annual faculty review. The policy was worked on with the deans and with feedback from APAFT. The approval process was changed to go through the provost. Outlined the role of the chair, dean, and the provost.

Question: Was APAFT consulted? Yes they were consulted in the process.
paragraph 4 section 3.1. The department document is mentioned. There are some colleges that have a department document and so the language was included to allow for departments if they would like to have one.

Question on keeping it brief was the goal because it is not a tenure document.

Some of the language is from the resolution from 2019 that is on the Faculty Senates webpage.

The deans believe that the policy is too prescriptive and may be overdone, and the timeline is too constrained.

The Associate Dean of SBS spoke stating that it needs to be an annual review and should not be connected to merit pay.

The dean of the Library spoke on annual reviews and shared that the library uses the annual review for merit. Suggested a different policy that addresses merit separately. The College of Science has done an annual review since the faculty came to Weber. The College of Education has been using annual faculty reviews.

Motion to approve: Marjukka Ollilainen
Second: Brandon Stevenson

Discussion: I think there is enough concern about the link to merit pay and the timeline that it should be reviewed again. Remember that it is a brand new policy.

Having worked on it in APAFT and moving it to SBBFP asked for clarification of changes.

Amendment to clarify section 3.4, 3.3 typo, and lose 3.4 and 3.7.3 cleaning merit, and remove the May 31st deadline: Marjukka Ollilainen

Doris shared that there have been substantial changes and has been involved during the changes.

Goddard follows this process pretty close and it works.

Valerie would be ok to strike exceptions to the timeline and change to suggested 4.0 change to suggested and strike exceptions to the policy.

Suggestion was made to do one more pass and bring it back next month.
came as an informational.

Outcome: 5 for 30 nays does not pass

Motion to to return to SBBFP to make revisions that were discussed: Mary Beth Willard

Second: Casey Neville

Outcome: Passes

Motion to extend 15 minutes: Casey Neville

Second: Brandon Burnett

Outcome: Passes

7. [ASSA - PPM 4-19.3.6 - Repeat Courses](#)- Cori Horne

The registrar is recommending the change of one word.

The policy is being updated to remove the word "university." Other sections of the policy will remain unchanged and be looked at again by SSA. This change is to bring the university into compliance with USHE policy and ensure students receive proper credit. The default is to accept the latest grade for general education courses. While this change applies to all courses, departmental review of other courses will still be necessary for articulation and equivalency.

Motion to approve: Marjukka Ollilainen

Second: Michael Hernandez

Outcome: Passes

8. [ASSA - PPM 6-17.1 - Recording Fee](#)

Currently, students must pay a \$10 fee to receive credit for AP or CLEP exams, which generates around \$8,000 annually for AP and \$200 for CLEP, contributing to general funds. Removing this fee would allow admissions to automatically apply these credits during the admission process. Other fees would remain unchanged. The amount of money is minimal and it is in the best interest of the students to remove the fee.

Motion to approve: Casey Neville

Second: Brian Cottle

Outcome: Unanimous

9. [Graduate Council & Office Graduate Studies - PPM 11-1. 3.4.1. & 3.7 - 3.4.1 Credit Hour Requirements & 3.7 Course Level Numbering](#)- Melissa Neville

This policy has been vetted by the registrar and UCC. Shared that this conversation has been going on for a long time. The idea of 5000 level courses having a place at WSU. it is used for post bacc certificates that may or may not stack. It can be up to 12 credit hours that can go into a graduate program.

Motion to approve: Jordan West
Second: Christie O'Neal
Outcome: Passes

10. [Committee replacements](#)- Jason Francis

A change to the EIC committee.

Motion to approve: Michele Culumber
Second: Ryan Cain
Outcome: Passed

Informational:

11. [Concept Center](#)-Mary Foss

There is an engineering center here on campus and we try to work with faculty, community partners, and students to help them with their projects.
Presented the different projects that have been completed. Wanted to ask senators to share with faculty in their colleges and make dreams come true.

Shared contact information

12. No request for review, five Program discontinuances moved to president Mortensen- Jason Francis

Curriculum:

Proposal	Form	Originator
EAST CM - 2899 - AAS Graduation Assessment and Signoff Construction Management (AAS)	Course Deletion Program Changes	Matthew Meyer
College of Science SCIE - 5930 - Teaching Residency Reflection SCIE - 5940 - Teaching Residency	New course New course	Rachel Bachman
BTNY - 3303 - Plant Genetics	Course Revision	Bridget Hilbig
ZOOL - 4960 - Techniques in Field Ornithology Zoology (BS)	New course Program Changes	John Cavitt
ZOOL - 4250 - Radiation Biology ZOOL - 4600 - Protozoology	Course Deletion Course Deletion	Ron Myers

College of Social & Behavioral Science

Psychological Science Major Requirements	Program Changes	Aaron Ashley
Dr. Ezekiel R. Dumke College of Health Professions		
DENT - 3336 - Clinical Dental Hygiene III	Course Revision	Amanda Gonzalez
DENT - 2208 - Radiology	Course Revision	Kim Caldwell
DENT - 3346 - Clinical Dental Hygiene IV	Course Revision	Shannon Smith
RADT - 1015 - Patient Care in Cardiology	New Course	Tanya Nolan
Cardiology Technician Certificate of Proficiency	Program Changes	
Medical Laboratory Sciences (AAS)	Program Changes	Janice Thomas
Medical Laboratory Sciences (BS)	Program Changes	
MLS - 3318 - Clinical Molecular Diagnostics	New course	Steven Beazer
Jerry and Vickie Moyes College of Education		
PE - 1403 - Smart Defense	New course	Ryan Zimmerman
PE - 1404 - Smart Defense for Becoming an Ally	New course	
PEP - 5000 - Principles of Athletic Administration and Program Management	New course	
John B. Goddard School of Business & Economics		
Entrepreneurship Minor	Program Changes	Brandon Stoddard
Economics and Legal Studies (BS)	Program Changes	Nicole Ames
(brought forward from December FS meeting)		
SCM - 2050 - Introduction to Operations and Supply Chain Management	Course Revision	Evan Barlow
Master of Accounting (MAcc)	Program Changes	Patti Glover
Telitha E. Lindquist College of Arts & Humanities		
Social Media & Data Analytics Certificate of Proficiency	New Program	Li Chen
ART - 4500 - Special Topics in Graphic Design	New course	Jude Agboada
ARTH - 2010 - Art and Culture of the Ancient Mediterranean	New course	Stephanie Kimmey
WLC - 4580 - Special Topics in World Cinema	New course	Aubrey Jones
SPAN - 3615 - Latin American Literature I	New course	Craig Bergeson
SPAN - 3625 - Latin American Literature II	New course	
SPAN - 4720 - Medical Spanish II	New course	
SPAN - 4770 - Medical Translation	New course	
SPAN - 4710 - Business Language II	Course Revision	
SPAN - 4620 - Survey of Literature I	Course Deletion	
SPAN - 4630 - Survey of Literature II	Course Deletion	
Spanish for Healthcare Certificate of Proficiency	New Program	
Spanish (BA)	Program Changes	
Spanish for the Professions (BA)	Program Changes	
Spanish for the Professions Minor	Program Changes	
French (BA)	Program Changes	Cynthia Jones

SPAN - 4570 - Special Topics in Culture	New course	Isabel Asensio
German (BA)	Program Changes	Kacy Peckenpaugh
German Minor	Program Changes	
German Teaching (BA)	Program Changes	
German Teaching Minor	Program Changes	
German for the Professions (BA)	Program Changes	
German for the Professions Minor	Program Changes	
MENG - 6731 - Verse Forms and Craft	New course	David Hartwig
MENG - 6730 - Prose Forms and Crafts	Course Revision	
Master of Arts in English (MA), Creative Writing Emphasis	Program Changes	
Master of Arts in English (MA), English Education Emphasis	Program Changes	
Master of Arts in English (MA), Literature Emphasis	Program Changes	
Rhetoric and Writing Studies Post Baccalaureate Certificate	Program Changes	
MUSC - 1720 - Analog Audio	Course Revision	Aaron Hubbard
MUSC - 1721 - Live Sound in the 21st Century	Course Revision	
MUSC - 1727 - Critical Listening for Audio Production	New course	Carey Campbell
THEA - 2574 - Drafting for Theatre	New Course	Andrew Lewis

Upcoming items:

- Committee Interest Survey Starting Jan. 17, 2025- Feb. 18, 2025.
- Faculty Governance award nominations starting Jan. 17, 2025
- College elections due to FS Jan. 21, 2025.

As May arise:

Motion to adjourn: Christie O'Neal
Second: Emily Sorensen
Outcome: Unanimous

Adjourned at 5:15 pm