

# Faculty Fairness Senate (FFS) Committee 2024–2025 · End of Year Report to the Faculty Senate Executive Committee

Submitted by María del Mar González-González, Committee Chair  
May 15, 2025

## I. Executive Summary

In response to significant changes in Utah higher education policy—particularly [HB 261: Equal Opportunity Initiatives](#) and [SB 192: Higher Education Amendments](#), both effective July 1, 2024—the committee (formerly the Equity, Diversity, and Inclusion committee) conducted a comprehensive review of its name, description, and formal charges. These revisions were undertaken to ensure alignment with evolving mandates and Weber State University’s updated institutional priorities.

In accordance with recommendations from the WSU Shared Governance Task Force, the committee initially operated under the interim name *Fairness, Success, and Community* during the transitional period. A proposed alternative name, *Faculty Advocacy and Belonging Committee*, was also considered. Throughout Fall 2024, committee members worked closely with the Faculty Senate Executive Committee and University Legal Counsel to define the committee’s revised scope and structure. All updates were formally approved at the end of fall 2024, at which point the committee’s official name was established as the *Faculty Fairness Senate (FFS)* committee.

Due to the time required for restructuring and the rapid pace of policy developments and at times uncertainty in higher education, including the introduction of [HB 265: Higher Education Strategic Reinvestment](#) in spring 2026—the committee’s ability to move onto its charges during the academic year was limited. Members remained engaged throughout the term, focusing primarily on foundational work necessary to support future action under the revised framework.

This report documents committee updates, membership and attendance, meeting activity, and efforts. It concludes with recommendations to support the committee’s ongoing work within its updated scope.

Related documents and guidelines:

- [Academic Affairs - Further HB 261 Guidance](#) (August 23, 2024)
- [Utah System of Higher Education HB 261 Guidance](#)
- [FAQ HB 261](#) (WSU)
- [HB 261 Law Language](#)
- [USHE Institutional Neutrality and Speech Guidance](#)
- [FY 2026 Institutional Strategic Reinvestment Guidelines and Resources](#)

## **II. Committee Restructuring and Scope** *(Effective January 2025):*

### **Name of the Committee:**

Faculty Fairness and Success (FFS)

### **Description of the Committee**

The committee on Faculty Fairness and Success shall provide advice, support, and recommended charges to the Faculty Senate related to faculty morale, academic freedom, and success consistent with the University's mission and best practices.

### **Approved Charges:**

1. Investigate faculty morale related to the current academic climate in collaboration with Academic Affairs and the Center for Excellence in Teaching and Learning.
2. Identifying barriers to faculty success in collaboration with Academic Affairs, HR, the Center for Excellence in Teaching and Learning, Deans, and department chairs, while working with SBBFP during points of intersection.
3. Collaborate with Academic Affairs, OEO, the Faculty Ombuds, and other relevant parties to inform and educate faculty about their rights and available university resources and support.
4. Enhance communication and coordination with other senate committees, as well as with college-level and department-level committees engaged in similar work.
  - a. Coordinate naming of committees at the senate, college, and department levels across campus
  - b. Identify training for committees engaged in this work

### **Addition of a new member:**

The committee proposed that as Director of the Center for Excellence in Teaching and Learning (CETL), Dr. Nicola Corbin be appointed as an ex-officio member of the committee.

### **2024-2025 Charges**

The committee reviewed multiple iterations of its charges (linked):

- [Originally proposed charges](#) (2023-2024 Report)
- Executive Committee [Recommended charges](#) (August 13, 2024)
- [Updated charges and name](#) (November 2024)

## **III. Committee Information and Review of Activities for the Academic Year**

### ***A. Regular Meetings:***

The committee held eight regular meetings between September 2024 and April 2025. Meetings were held monthly in Library Room 238. Member availability was determined via Doodle Poll, and Fridays were selected as the optimal day for the majority.

### ***B. Committee Roster***

#### **Chair:**

- María del Mar González-González (Arts & Humanities)

#### **Liaisons:**

- Christine O'Neil – Executive Committee Liaison
- Dean Wendy Holliday – Administrative Liaison

#### **Committee Members:**

- Tomono Adachi (Arts & Humanities)
- Andressa Antonini Bertolazzo (Science)
- Kathleen Cadman (Health Professions)
- Sebastian Fischetti (Science)
- Andrea Garavito Martinez (Education)
- Azenett Garza (Social & Behavioral Sciences – on sabbatical Fall 2024; replacement: Leah LaGrone)
- Ernesto Hernández Jr. (Library)
- Joe Limas (Engineering, Applied Science & Technology)
- Richard Price (Social & Behavioral Sciences)
- Valentinas Rudys (Business & Economics)
- Stephanie Speicher (Ed, James Zagrodnik's replacement)
- James Zagrodnik (Education – resigned; replacement: Stephanie Speicher)

#### **Ex Officio (Spring 2025):**

- Nicola Corbin (approved to begin Spring 2025)

### ***C. Attendance***

Name	9/20	10/11	11/8	12/6	1/24	2/14	3/18	4/18
Tomono Adachi, AH	X	X	X	X	X	X	X	X
Andressa Antonini Bertolazzo, S	X	X	EX	ONL	X	EX	X	X
S Kathleen Cadman, HP	X	X	ONL	X	X	EX	ONL	EX
Sebastian Fischetti, S	X	X	X	X	X	ONL	EX	X

Azenett Garza, SBS	–	–	–	–	X	X	X	X
Andrea Garavito Martinez, ED	X	X	X	ONL	ONL	ONL	ONL	X
María del Mar Gonzalez-Gonzalez A&H (chair)	X	X	X	X	X	X	X	X
Ernesto Hernandez Jr, LIB	X	ONL	ONL	ONL	ONL	ONL	ONL	X
Wendy Holliday (Admin)	X	X	X	X	X	X	X	X
Leah LaGrone, SBS (fall only)	X	X		X	–	–	–	–
Joe Limas, EAST	EX		ONL					
Christine O'Neil, FS EC liaison	ONL	ONL	ONL	ONL	ONL	ONL	–	
Richard Price, SBS	EX	ONL	X	ONL	EX	ONL		X
Valentinas Rudys, B&E	ONL	ONL	ONL	ONL	EX	ONL	ONL	X
Stephanie Speicher, ED (added in Oct)	–	ONL	ONL	ONL	ONL	ONL	ONL	EX
James Zagrodnik, ED (resigned)	X	–	–	–	–	–	–	–
Nicola Corbin (ex-officio)	–	–	–	ONL	EX	ONL	ONL	EX

**EX** excused

**ONL** online

Grey box – absent (unexcused)

– on sabbatical or not yet on the committee

### ***D. Guests***

**October 11, 2024:** Stephanie Hollist (General Counsel, WSU), Jason Francis (Chair, Faculty Senate)  
– to discuss the proposed committee name, description, and charges

**November 8, 2024:** Jason Francis (Chair, Faculty Senate) – follow up on the proposed committee name, description, and charges

### ***E. Meeting Agendas & Minutes***

[September 20, 2024](#)

[October 11, 2024](#)

[November 8, 2024](#)

[December 6, 2024](#)

[January 24, 2025](#)

[February 14, 2025](#)

March 18, 2025 (N/A)

[April 18, 2025](#)

## IV. Special Assignments, Meetings and Engagements

### A. *Special Assignments & Meetings*

1. ***AVP of Student Success Search*** – Wendy H. served on the AVP search this past summer 2024 in a dual-role representing Deans and Faculty Senate EDI Committee. The search was successful with the hiring of Dr. Roy Kwon as Vice Provost, Undergraduate Studies: Academic Support & Institutional Effectiveness
2. ***Gen Ed EDI Attribute*** – María del Mar served in an advisory capacity
3. ***Strategic Plan 2.0*** – María del Mar.
4. ***Barrier Reduction Task Force*** – María del Mar served as current chair, Andrea Garavito Martinez served as past co-chair.
5. ***Institutional Neutrality Policy*** – María del Mar was invited to serve, but had to pass due to scheduling conflict.
6. ***HB 265 Committee*** – María del Mar was invited as the FFS rep, but passed on the request due to scheduling conflict. Azenett stepped up and served as the FFS representative
7. ***Campus Climate Team (CCT)*** Azenett has been on the CCT since 2024. They did not hold any meetings in spring 2025.

### B. *Additional Committee Engagements*

**June 27, 2024:** María del Mar attended the General Education EDI Attribute meeting to comply with HB261.

**July–August 2024:** María del Mar regularly attended the Strategic Plan 2.0 meetings (6 total), during which WSU's Strategic Plan was updated in accordance with HB261.

**August 9, 2024:** María del Mar and Christine O'Neil met to discuss committee charges and expectations.

**September 26, 2024:** María del Mar met with Jason Francis (Chair, Faculty Senate).

**October 3, 2024:** María del Mar attended the Executive Committee to present an update on the recommended committee name, description, and draft charges in compliance with new state laws.

**October 10, 2024:** María del Mar attended Faculty Senate to present an update on the proposed committee name and description.

**November 7, 2024:** María del Mar attended the Executive Committee to present further updates on the committee name, description, and draft charges.

**November 14, 2024:** María del Mar attended the Faculty Senate for the vote on the proposed amendment to change the placeholder title “Faculty Senate Fairness, Success, and Community” to “Faculty Fairness and Success,” and to revise the description accordingly.

**December 2, 2024:** María del Mar participated as a committee member in President Mortensen’s Barrier Reduction Task Force meeting. Andrea also participated as past committee co-chair.

**December 12, 2024:** María del Mar attended Faculty Senate for the bylaw change vote regarding Faculty Fairness and Success (FFS). She also presented the FFS letter supporting both the General Education Institutional Areas and GEIAC’s recommendation to adopt a 30-credit-hour general education requirement at WSU.

**January 31, 2025:** María del Mar and Valerie Herzog (Chair, SBBPFT) met to discuss proposed changes to the Annual Faculty Performance Review and [post-tenure reviews](#) policy in compliance with new state laws. The draft was being routed to APAFT for review, after which it would be shared with the FFS Committee.

**Action:** Follow-up in the fall

**February 7, 2025:** María del Mar and Wendy met with Diana Meiser from APAFT regarding FFS’s involvement in upcoming faculty course evaluation updates scheduled for Fall 2025.

**Action:** Follow-up in the fall

## **V. Committee Recommendations for the upcoming Academic Year**

### *Recommended Charges for 2025–26*

- Carry forward all charges approved in the previous academic year.

### *New Charges | Follow-up*

- Collaborate with APAFT on revisions to the faculty evaluation policy, specifically the post-tenure reviews mandated by [HB 438](#).
- Follow up with APAFT and SBBPFT on Annual Faculty Performance Review updates.
- Follow up with new provost concerns about how changing policies and conditions may impact faculty retention and success as well, especially those on H1B or Green Card status.

## **VI. Recommendations for the Committee**

- A. Continue building a collaborative relationship with Associate Provost Roy Kwon who will oversee equity issues concerning faculty recruitment and retention. Invite for quarterly updates on these initiatives.
- B. Collaborate with the new administrator and program manager of *Building Puentes* to ensure faculty representation and input in the program's design and implementation.
- C. Strengthen collaboration with the Executive Director for Emerging Hispanic Serving Initiatives (eHSI).