



MEMBERS - Alphabetically

David Aguilar-Alvarez
Aaron Ashley
Brody Bailey
Jason Barrett-Fox
Tracy Callahan
Minsum Choi
Vikki Deakin
Bruce Davis
Mark Denniston
Veronica Doumit
Andrea Easter-Pilcher
Chis Eisenbarth – sub. Christina Aguilar
David Ferro
Wendy Fox-Kirk
Doris Geide-Stevenson
Scott Hadzik – sub. Blair Newbold
Frank Harrold
Ed Hahn
Sue Harley
Tim Herzog
Wendy Holliday
Rieneke Holman
Brent Horn
Dan Hubler/Teri Henke
Justin Jackson
Adam Johnston
Mark LeTourneau
Marek Matyjasik
Madonne Miner
Cory Moss
Cora Neal
Casey Neville
Blake Nielson
Kacy Peckenpaugh
Brett Perozzi
Travis Price
Clay Rasmussen
Jack Rasmussen
David Read
Rob Reynolds
Bill Robertson
Ann Rocha
Yas Simonian
Mo Sondossi/Barb Wachocki

Scott Sprenger
Jeff Steagall – sub. David Malone
Amy Stegen – sub. MaryAnn Reynolds
Sarah Steimel
John Trimble
Hugo Valle
Glen West
Mary Beth Willard
Stephen Wolochowicz
Catherine Zublin

New Senators: Barb Wachocki, C. Ryan
Dunn, Justin Jackson for Chris Trampel,
Dianna Huxhold-absent, Dustin Birch,
Joshua Winegar, Kenton Cummins,
Marjukka Ollilainen, Nicola Corbin, Marek
Matyjasik for Rebecka Brasso, Sheryl
Rushton, Tanya Nolan

Guests: Molly Sween, Rick Ford, Leah
Murray, Valerie Herzog, John Cavitt

Administrative Associate: Patti Glover

1. ROLL CALL
2. Approval of minutes from [February 14, 2019](#) meeting as circulated

Information Items

3. [Administrative Update](#) – Provost Miner
 - a. The legislative Update will be given by President Mortensen on Monday March 18.
 - b. A Private Donor has funded an outdoor rec center at WSU, this will include a welcome center for students.
 - c. Performance funding has been implemented for USHE schools. In the past universities received base funding and performance funding was on top of that, now how all monies are received as a result of performance. The metrics take into consideration; completions, underserved students, market demand, and FTE. Awards are based on a 5 year rolling average. WSU met every category and will receive full funding for the coming year, but needs to be vigilant about meeting the criteria going forward.
 - d. Dr. Miner will be stepping down as Provost in December and returning to faculty status, then likely retiring after spring.
4. 2020 Scholarship Model – Provost Miner
WSU scholarships should encourage students to explore and take hard courses without the worry that they will immediately lose their scholarship funding because of a very high GPA requirement. The scholarship model implemented this year will stay in place for 2020 and beyond. Requirements will include a 125% cap for scholarships, 2.5 GPA and 12 credits per semester. Data will continue to be gathered over the next three years as this plan is implemented. There will also be evaluation of whether this new model is working.
5. GEIAC [WSU year Two Report](#) – Molly Sween, Chair
WSU Gen Ed courses were approved spring 2015 as a 5 year project. During this time data was to be collected to see if the project should continue as a permanent part of the WSU curriculum. The number of courses offered has increased in the last two years. Data continues to be collected regarding the cost benefit, and retention benefit in regard to WSU courses.
6. [CUPA](#) – Rick Ford, SBBFP Representative
An overview was given of what CUPA numbers represent. It was noted that Ogden has a cost of living that is lower than the state and nation as a whole. This report always compares our salaries this year with last year's CUPA salaries. This information can be used by faculty in salary discussions. Note that library and CE numbers are based on very small numbers of faculty, which may explain the significant percentage change.
7. [Faculty Salary Survey](#) Leah Murray, SBBFP Chair
A survey was sent to all faculty to determine how to allocate pay increases either across the board or based on merit. A majority of faculty respondents replied "yes" to the question whether merit should be considered in making decisions regarding salary increases. Responses to a second question were a little harder to interpret, but it seems that 69% of faculty said that merit pay should be awarded for any increase above 2.5%. The recommendation of the faculty senate team will be shared with the administration as soon as the legislature decides on salary increases for higher education employees (legislative session closes after the faculty senate meeting).
8. [Faculty Teaching Evaluation Survey](#) - [Plan](#) - Valerie Herzog, APAFT Representative
This is a faculty perception survey on Teaching Evaluations. APAFT and TLA have looked together at this information. All 569 full-time faculty were sent an email with a unique link to the survey. There was a response rate of 50.8%. The surveys showed that the faculty at WSU as a whole are

not completely satisfied with our student evaluations. APAFT would like Faculty Senate to appoint a task force to address the effectiveness of student evaluations, and try to develop some standardizations across colleges. APAFT will look at PPM language regarding how these evaluations are used in the promotion and tenure process. The APAFT committee will begin the process of reviewing and reconsidering PPM language related to the use of student evaluations in the tenure and promotion process.

Action Items

9. Election for Faculty Senate Chair and Vice Chair – Kathryn MacKay
Tim Herzog - Faculty Senate Chair for 2019-2020
Doris Geide-Stevenson – Faculty Senate Vice Chair for 2019-2020
10. University Curriculum – John, Cavitt, Chair

[Faculty Senate March 14, 2019](#)

General Education (GE is informational only, Faculty Senate does not vote on these)

Women and Gender Studies

Gen Ed Renewal (SS) WGS - 1500 - Introduction to Women and Gender Studies Melina Alexander

Geography

Gen Ed Renewal (SS) GEOG - 1300 - Places and Peoples of the World Eric Ewert

Gen Ed Renewal (SS) GEOG - 1520 - Geography of the United States and Canada Eric Ewert

Non-General Education

English

New Program Literary Editing Abraham Smith

Program Changes - English Teaching (BA) James Young

Program Changes - English BA Hal Crimmel

New Course ENGL - 3540 - Adaptation Studies Hal Crimmel

LEAP

New Course LEAP - 2751 - Campus Activities & Events Deb Sheridan

New Course LEAP - 2752 - SPECIAL PROJECTS - READING Deb Sheridan

Social & Behavioral Science

History

New Course HIST - 4520 - History of Medicine Susan Matt

New Course HIST - 4570 - Islamic Civilization Susan Matt

ROTC

New Course MILS - 1110 - Basic Rifle Marksmanship Jeong Hinton

New Course MILS - 2220 - Advanced Rifle Marksmanship Jeong Hinton

MOTION: To bring all proposals presented to the floor by Casey Neville

SECOND: Ed Hahn

OUTCOME: Unanimous Approval

11. [Pre-Promotion Base Salary Increase](#) – Leah Murray, SBBFP Chair
SBBFP and APAFT have been working together on this proposal. APAFT had been considering that junior faculty may request early tenure because of the fact that there was no salary raise until tenure was received. The administration has agreed that financially this plan is feasible. This proposal offers part (\$2000) of the 6 year promotion salary increase upon a successful third year review based on meeting one of the channels described in the applicable college document. There

is hope that this will help with new faculty retention. This proposal, if passed, will go to the president as a recommendation. Faculty reviewed in 19-20 would receive their bump beginning July 1, 2020. Concerns aired were: 1) This would cause some inversions, 2) What if you are in your fourth year, 3) There are still issues with starting salaries, 4) Could this also be included for those between their third year review and tenure.

MOTION: To bring the pre-promotion based salary increase to the floor by Brent Horn

SECOND: Mark Denniston

OUTCOME: 2 abstentions, no nay, all others approved, motion passes.

12. APAFT – Valerie Herzog, APAFT Representative

a. Instructor Contract Terms [PPM 8.7,II](#)

The changes are meant to allow the offering of three-year contracts to non-tenure track full-time faculty. This would make it so that Deans could offer a one, two or three year contract.

MOTION: To bring PPM 8.7,II Instructor Contract Terms to the floor by Mary Beth Willard

SECOND: Casey Neville

OUTCOME: Unanimous Approval

b. Removal of Instructor Specialist term [PPM 8-11 & 8-21](#)

It is recommended that the term instructor specialist be removed from the PPM due to its outdated use. It has been confirmed that there are no longer instructor specialists at WSU.

APAFT is currently working on rank advancement for Instructors.

MOTION: To bring by Tracy Callahan

SECOND: Aaron Ashley

OUTCOME: Unanimous Approval

13. [CRAO Adjunct Representation](#) – Mary Beth Willard, CRAO Representative

CRAO, with the help of TLA, surveyed adjuncts, asking them if they desire Senate representation. The answer was overwhelmingly ‘yes’, and the adjuncts on the whole prefer to have an adjunct instructor serve as their representative. The open forum last fall confirmed this. To allow adjuncts to count for apportionment, or to add new Senators requires a constitutional change, which given time constraints and cannot be proposed for this academic year. Therefore, as an interim step, the adjuncts will be invited to appoint two non-voting, unofficial representatives to attend Senate meetings (which are already open to the university community.) CRAO seeks the endorsement of Faculty Senate in extending the invitation to the adjuncts to nominate two representatives for the 2019-2020 academic year.

MOTION: To endorse the plan to extend invitation to adjuncts and nominate two adjuncts for the 19-20 academic year by Mark Denniston

SECOND: Adam Johnston

OUTCOME: Unanimous Approval

14. ASSA – Brent Horn

a. [Academic Standing PPM 4-17](#)

The changes to PPM 4-17 normalize the standards for going on academic warning, probation or suspension for all students. This also makes the time for any academic suspension one semester. When students come back from suspension they come back on warning.

MOTION: To bring PPM 4-17 to the floor by Casey Neville

SECOND: David Aguilar-Alvarez

OUTCOME: Unanimous Approval

b. [Student Vaccinations](#)

The ASSA Committee recommends the President form a Vaccination Task Force by April 15, 2019. The mission of the Task Force is to develop institutional policies and programs, and allocate resources for said programs, with the goal of increasing vaccination rates among the WSU student population to recommended herd immunity levels for the communicable diseases. The task force would develop policies for inclusion in the PPM. This would then be approved by ASSA and Faculty Senate. Full recommendation is on linked document.

DISCUSSION: Is it legal to require immunizations? Yes, part of this recommendation is from the Department of Health

MOTION: For endorsement of recommendations that ASSA is proposing by Aaron Ashley

SECOND: Ed Hahn

OUTCOME: Unanimous Approval

Meeting Adjourned 5:00pm

Next Meeting: Faculty Senate, April 11, 2019 at 3:00 pm WB206-207