

MEMBERS - Listed Alphabetically

Eric Amsel  
John Armstrong  
Diego Batista  
Thomas Bell  
Tim Border  
Bruce Bowen - Absent  
Casey Bullock, Admin.  
Cary Campbell  
Rex Christensen – Diane Kawamura  
Bruce Davis, Admin.  
Chris Eisenbarth  
Jill Ericson, Student Success Center  
Joseph Favero, Student Senator  
David Ferro, Admin. – Scott Hadzik  
Alicia Giralt  
Kirk Hagen  
Ed Hahn – Wade Kotter  
Alexandra Hanson – Sally Cantwell  
Sue Harley  
Frank Harrold, Admin.  
Jeffrey Henry, Student Senator  
Kathy Herndon  
Brent Horn  
Joan Hubbard, Admin. - Excused  
Colin Inglefield  
Gary Johnson  
Kerry Kennedy  
David Matty, Admin.  
Marek Matyjasik  
Kami May, Student Senator - Absent  
Madonne Miner, Admin. – Thom Priest  
Brad Mortensen, Admin  
Carol Naylor

Kathy Newton – Kraig Chugg  
Matthew Nicholaou  
Tanya Nolan  
Craig Oberg  
Jenn Ostrowski  
Carrie Ota  
Clay Rasmussen  
Jack Rasmussen, Admin. – Chloe Merrill  
David Read  
Rob Reynolds  
Scott Rogers  
Shane Schvaneveldt  
Yas Simonian, Admin. – Excused  
Jeff Steagall, Admin. – Dave Malone  
Brian Stecklein, Admin.  
T H Steele  
Sarah Steimel  
Doris Stevenson  
Norm Tarbox, Admin.- Absent  
Ryan Thomas, Admin. - Excused  
Michael Vaughan, Admin.  
Drew Weidman  
President Chuck Wight, Admin. - Excused  
Mary Beth Willard  
Kristiann Williams - Excused  
Josh Winegar  
Jan Winniford, Admin.  
Liese Zahabi – Molly Morin

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Guests:

Sally Cantwell  
Laine Berghout  
Gail Niklason

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Brenda Stockberger, Secretary

All items from the minutes can be viewed on the Faculty Senate Webpage. Click 4 December Meeting and click on the links .

1. ROLL CALL
2. Approval of the minutes from 6 November 2014 meeting.

MOTION Motion to approve the minutes from 6 November 2014 meeting by Eric Amsel.

SECOND Kathy Herndon

OUTCOME Unanimous

No Discussion

### **Information Items**

3. Update on Weber State Activities – President Chuck Wight

Weber State was recognized by US News most affordable school in the country. They took all of their universities that are ranked by US news and ask the question of the public universities which has the lowest in state tuition. We were number 7 on a list of 10. That is a good place to be.

NCAA announced on 18 November that Weber State University had be sanctioned for academic fraud. We are taking full responsibility for what happened and pleased that Weber State responded quickly and effectively to the situation. This happened in Mid-April to Early May in 2013. A faculty member responded quickly to a situation that didn't look right. It was investigated quickly. This boded well for us in the eyes of the NCAA. We are on probation for three years, we will be paying a fine, and we will use three football scholarships for three years. No students will be penalized.

No questions were asked.

4. Presentation of HERI Findings - Gail Niklason, Director of Institutional Effectiveness

Higher Education Research Institute (HERI) at UCLA. They conduct a lot of surveys. This is the faculty survey that was taken in Spring of 2014. These are taken every three years. Data shows that faculty are more satisfied than three years ago. The data is available online at [weber.edu/](http://weber.edu/)

5. Provost Screening Committee Update – Brad Mortensen, Committee Chair

The position announcement is ready to be advertised and start the recruiting process. Applications to be accepted through 15 January. The screening of applications will take place and telephone interviews for further screening. Will have finalists chosen by the first of April.

Position Announcement

#### **Provost**

#### **Final Draft December 3, 2014**

Weber State University invites nominations and applications for the position of provost. An open admissions university, Weber State is [recognized](#) for its exceptional opportunities for access, academic excellence, and community-engaged learning. The university seeks an innovative professional with integrity, vision, and a commitment to diversity and inclusion.

**Position:** As the university's chief academic officer, the provost will work collaboratively with the president, President's Council, and WSU's academic and faculty leaders to maintain and enhance the quality of academic programs, student success, and faculty excellence in teaching, research, and service.

The provost heads strategic academic efforts, administers the academic budget, oversees [academic personnel](#), and guides the development, delivery, and review of all academic programs. Responsibilities also include overseeing enrollment management (including [Enrollment Services](#) departments), credit and non-credit continuing education initiatives, [accreditation](#), and assessment of learning outcomes.

**University:** Founded in 1889, Weber State University is a regional public university with mission core themes of “[Access, Learning, and Community](#).” The university is located on two beautiful, modern campuses totaling over 500 acres in Ogden and Layton, Utah. The institution’s deep-seated community efforts are manifest through multiple outreach centers and an active “College Town” initiative with Ogden City and the surrounding communities. With 26,000 students enrolled in Fall 2014, the university emphasizes [undergraduate education](#) at both the associate’s and bachelor’s degree level in liberal arts, sciences, technical, and professional fields, offering the largest and most comprehensive undergraduate program in Utah. Eleven programs lead to [master’s degrees](#) in targeted professional disciplines. WSU has experienced significant enrollment growth over the past 20 years and is on-target to raise over [\\$125 million for its comprehensive campaign](#) to ensure stability and growth for the future.

**Environment:** [Ogden](#) is a vibrant metropolitan area providing affordable options for city, suburban or country living at the base of the majestic Wasatch Mountain range. Numerous cultural and year-round recreational opportunities abound in the area, including highly cosmopolitan [Salt Lake City](#). Mountains, rivers, and lakes are close by, and 12 national parks and monuments are within a day’s drive. The area provides abundant opportunities for two-career families.

**Qualifications:** Minimum qualifications for the provost position include an earned doctorate from an accredited institution and a distinguished scholarly, teaching, and service record consistent with an appointment with tenure to the rank of professor. In addition, the successful applicant must have experience at least commensurate with a dean position, including the management of finances, supervision of a diverse faculty and staff, oversight of curriculum, and handling of rank and tenure procedures. Preferred qualifications for the position include clear and supported evidence of:

- A commitment to the [values](#) of WSU as a comprehensive public university, and the vision and wisdom to anticipate, understand and react to the global, regional, and institutional challenges facing the implementation of those values.
- An active, energetic mind that can promote the intellectual life of the institution and a leadership style characterized by highly ethical practices.
- Excellent interpersonal, written, and oral communication skills.
- The ability to articulate the importance of equality, inclusion, and diversity to the broader educational mission of higher education institutions and a track record of fostering a culture of inclusion, diversity, and equity.
- Experience working effectively with diverse faculty, staff, students, and community partners.
- A sustained commitment to shared governance, including working closely and collaboratively with both faculty and faculty representatives to fulfill university and departmental missions and objectives.
- Background managing the various components of college or university enrollments.

**Application:** To submit a confidential application, please go to [jobs.weber.edu](http://jobs.weber.edu), complete the faculty/staff data form, and submit a resume/vita, letter of application addressing the position qualifications, and list of five professional references. Inquiries and nominations may be made by contacting [provostsearch@weber.edu](mailto:provostsearch@weber.edu). Applications received by January 15, 2015 are guaranteed full consideration. However, applications will be accepted until the position is filled.

EOE/Minorities/Females/Vet/Disability

For further information go to this website: <http://www.weber.edu/provostsearch>

## Action Items

6. University Curriculum Committee – Sally Cantwell, Chair

### BUSINESS & ECONOMICS

Business Administration - Sebastian Brockhaus

Program Change Proposal - Supply Chain Management

New Course Proposal - SCM4700 Supply Chain Case Analysis, Logic, and Presentation

Business Administration - Taowen Le

Program Change Proposal - BS in Information Systems & Technologies

Program Change Proposal - AS in Information Systems & Technologies

Program Change Proposal - Minor in Information Systems & Technologies for Business & Non-Business Majors and BIS in IST

Course Proposal Change - IST3210 Database Design & Implementation

Course Proposal Change - IST3610 Networks & Data Communications 1

Course Proposal Change - IST4730 Senior Practicum: Project Management & Systems Development

### SCIENCE

Microbiology - Karen Nakaoka

New Course Proposal - MICR3012 Microbiology and Global Public Health

--With Syllabus & Letter of Support

### EDUCATION

Child & Family Studies - Dan Hubler

Program Proposal Change - Family Studies, BS

New Course Proposal - CHF4310 Understanding the Modern United States Military Family

New Course Proposal - CHF4660 Advanced Skills for Family Life Educators with Syllabus

### SOCIAL & BEHAVIORAL SCIENCE

Political Science - Carol McNamera

New Course Proposal - POLS1520 Leadership & Political Life, with syllabus

New General Education Proposal for Social Sciences - POLS1520 Leadership & Political Life

Psychology - Eric Amsel

Program Change Proposal - BS in Psychology, BS Psychology Teaching Major; Psychology (BIS)

Course Proposal Change - PSY4390 Capstone Practicum

### New Course Proposals

PSY2250 Learning and Memory

PSY3240 The Psychology of Drug Use and Abuse

PSY3255 Conditioning, Learning, & Behavior Modification

PSY3615 Psychological Research Methods & Data Analysis I

PSY3616 Psychological Research Methods & Data Analysis II

PSY3850 Forensic Psychology

PSY4575 Psychology of Criminal Behavior

PSY4805 Capstone projects & Research

### New Course Proposals

PSY4835 Capstone Directed Readings

PSY4905 Capstone Selected Topics in Psychology

PSY4950 Capstone Experience: Promoting Psychological Literacy

### Course Deletions

PSY1050 Careers in Psychology

PSY3250 Conditioning and Learning

PSY3300 Applied Behavior Intervention  
PSY3710 Physiological Psychology

#### COAST

Computer Science - Brian Rague  
Program Change Proposal - BS in Computer Science  
New Course Proposal - CS4850 Faculty Directed Research, with Syllabus

#### ARTS & HUMANITIES

Visual Arts - Liese Zahabi  
Program Change Proposal - Bachelor of Art (BA)  
Program Change Proposal - Bachelor of Fine Art (BFA)  
New Course Proposal - ART3465 Motion Design, with syllabus and supporting documents  
New Course Proposal - ARTH3055 - Special Topics in Art History, with syllabus and supporting documents

#### Performing Arts - Thom Priest

Program Change Proposal - Bachelor of Music; Bachelor of Music Education; Bachelor of Arts in Music  
New Course Proposal - MUSC1006 Concert Attendance I with syllabus  
New Course Proposal - MUSC2006 Concert Attendance II with syllabus

#### Foreign Language - Tom Mathews

Course Proposal Change - FL4960 Senior Project

Program Change Proposal – Institutional Certificate in Spanish, Craig Bergeson

MOTION        Motion to approve the listed curriculum as a package by Carol Naylor.  
SECOND        Alicia Giralt  
OUTCOME      Unanimous

DISCUSSION      No discussion.

3. Salary, Benefits, Budget and Fiscal Planning - Laine Berghout, SBBFP Chair  
Memo – Guidelines for Implementing the Performance Compensation Plan  
Performance Compensation Plan Application

The Performance Compensation Plan/Guidelines and Application have been approved by the Salary committee and is brought to the Faculty Senate for consideration.

This information is available on the Faculty Senate Website at this link: [www.weber.edu/facultysenate/default.html](http://www.weber.edu/facultysenate/default.html)  
Click on the 4 December meeting, Item number 4.

#### DISCUSSION

Concern on the funding. Will it be there to fund those that meet the requirements. This funding is from a separate pool of money that will be requested from the legislature.

Change “Once every five years or more,” to “Once every five or more years,”

Faculty would like to have something rather than nothing. Concern that there won’t be enough money to fund this plan.

\$5,000 was a target amount.

Was there a discussion about other ways to get faculty members who qualify for this other than an all or nothing lottery? No there were no other plans discussed. A pot of money separate from what is allocated specifically for merit or cost of living.

Number 4 – The applicant’s chair and dean will review the application and make a recommendation to the provost. The provost will make the final determination of award.

Not clear if this is a single recommendation or a joint recommendation. It was the committees sense that it would be separate recommendations. Can the word each be inserted into this sentence.

In number 1 the reason fifteen years would be a better measure to get the applicants a chance to apply for this compensation.

What happens if a Department Chair applies for this--Does the Chair write their own recommendation? The committee did not discuss this situation. Have another chair, have a subcommittee in the department write the recommendation? This would need to be discussed further.

Is there an appeal process? No not right now. It wasn't intended to be a policy.

Recommendations are welcome.

We wanted this to be a short document, not as daunting as the rank advancement documents.

A lot of discussion on using the rank and tenure committee. This could possibly double the workload. Adds formality and would require a committee report that would take longer to draft. The idea was to keep this simple.

Approximately half of the faculty have been at full professor have been there for fifteen years. The second year it would be open to those at full for Five years.

If the Chair were to apply, couldn't just the Dean make the recommendation and then the Provost could interview the Chair for additional information.

Concerns that the funding will not be made available or there will not be enough to cover all that applied and were awarded.

The intent of this is to replicate the raise that you get from associate to professor. That is substantial. The sense of the committee was that they have an immense amount of confidence in the president that he will get it for the 25 every year. Want it to be a significant experience.

Funding this is not different that the way we fund promotions right now. We go every year and do not know how many will apply for associate or full professor and will be successful. We don't know what the legislature is going to give us. As of today, we have never failed to fund a promotion. This will be a high priority.

MOTION Motion to approve the Performance Compensation Plan with the recommendations made by Eric Amsel.

SECOND Kirk Hagen

OUTCOME Unanimous

#### 4. Other Items

Motion to adjourn by Sally Cantwell

Second Tim Border

Outcome Unanimous

**Next Meeting: Faculty Senate, 22 January 2015 at 3:00 pm WB206-207**