

# FACULTY SENATE MINUTES – APPROVED

### **MEMBERS** - Listed Alphabetically

Eric Amsel John Armstrong – Tim Herzog Diego Batista Thomas Bell Tim Border Bruce Bowen Casey Bullock, Admin. - Fran Hopkin Cary Campbell **Rex Christensen** Bruce Davis, Admin. Excused Chris Eisenbarth – Valerie Herzog Jill Ericson, Student Success Center Joseph Favero, Student Senator - Absent David Ferro, Admin. - Brian Rague Alicia Giralt - Molly Morin/Spring15 Kirk Hagen Ed Hahn Alexandra Hanson Sue Harley Frank Harrold, Admin. Jeffrey Henry, Student Senator Kathy Herndon Brent Horn Joan Hubbard, Admin. Colin Inglefield Gary Johnson - Mary Beth Willard Kerry Kennedy David Matty, Admin. Marek Matyjasik Kami May, Student Senator - Absent Madonne Miner, Admin. Brad Mortenson, Admin. Carol Naylor Kathy Newton Matthew Nicholaou - Janet Oja Tanya Nolan Craig Oberg Jenn Ostrowski Carrie Ota Clay Rasmussen Jack Rasmussen, Admin. David Read

**Rob Reynolds** Scott Rogers Shane Schvaneveldt Yas Simonian, Admin. - Melissa Neville Jeff Steagall, Admin. Brian Stecklein, Admin. T H Steele Sarah Steimel - Steven Wolochowiz Doris Stevenson Norm Tarbox - Admin. Ryan Thomas, Admin. Michael Vaughan, Admin. Drew Weidman President Chuck Wight, Admin. Mary Beth Willard Kristiann Williams - Kimball Johnson Josh Winegar Jan Winniford, Admin. - Excused Liese Zahabi \_\_\_\_\_

# **15-16 Senators** Nicole Beatty Fred Chiou Matthew Denning Electra Fielding – John Trimble Robert Fudge - Excused Becky Jo Gesteland Afshin Ghoreishi - Absent Pepper Glass Michael Hernandez Tim Herzog Brandon Koford Casey Neville Julia Panko Guests: Sally Cantwell, University Curriculum Chair Leigh Shaw, GEIAC Chair Drew Weidman, ARCC Chair Laine Berghout, SBBFP Chair

Brenda Stockberger, Secretary

Mark Stevenson, Graduate Council Chair

All items from the minutes can be viewed on the Faculty Senate Webpage. Go to the 16 April 2015 Meeting and click on the links.

1. ROLL CALL

2. Approval of the minutes from 19 March 2015 meeting.

MOTION Motion to approve the minutes from 19 March 2015 by Brent Horn. SECOND Drew Weidman OUTCOME Unanimous

DISCUSSION – None.

## **Information Items**

3. Update on Weber State University Activities - President Chuck Wight

Performance Pay proposal that was considered last Fall has been a very good success. We had a good participation rate among faculty. Approximately 30 faculty members qualified for the increase in base pay. Thank you for doing the work to demonstrate that your current scholarship and research and teaching and service are up to the standards that are required for promotion. Congratulations.

Provost Search – Presentations are in progress and a decision will be made by the first part of May. All are encouraged to fill out the evaluation sheet on each candidate. If you didn't get one, please get one from Brad Mortensen. These are valuable and the information is used in making the final decision on who will be the Provost. Turn them in as soon as you can.

Staffing Changes in the President's Office

JoAnne Robinson who has been at Weber State for many years is retiring. Best of luck to her in her retirement. This position is being reconfigured to combine the duties that JoAnne had been doing in overseeing the office and Trustee's meetings with the duties Shane Farver as Executive Communications Director in my office. This was rolled into one position called Chief of Staff. Candidates were interviewed for this position and the position was offered to Shane Farver. He will be the new Chief of Staff for the President's office.

Adrian Andrews has been serving part time as Special Assistant to the President for Diversity. She has had a lot of responsibility in this part-time position. It was decided to turn this into a full time position and will be called the Chief Diversity Officer. She has accepted this position. She will be coordinating diversity activities across divisions and between the university and community partner organizations. There is another set of reorganizations that ongoing in Student Affairs and an expansion of our commitment to diversity at the institution in terms of things that people are doing and the way they are doing them. Student Affairs are evaluating applications for an Executive Director for Diversity in Student Affairs.

4. Faculty Governance Award Presentation to Ed Hahn by Brian Rague

The Faculty Governance Award for 2015 was presented to Ed Hahn for his outstanding service to Weber State.

5. Certificates to Outgoing Senators, Executive Committee and Students - Craig Oberg, Chair

Certificates were presented to Outgoing Senators, Executive Committee and Students

Appreciation and recognition was given to Mike Vaughan for his tenure as Weber State University Provost.

6. Report on WSU Building Improvements – Norm Tarbox, Vice President of Administrative Services

There have been numerous improvements on campus as well as the Davis County Campus. The new Science Building will be done by the Fall of 2016. There is about 13 months of construction left on it and it is progressing nicely. It is the biggest and most expensive project WSU had ever done. 180,000 square feet and 75 million dollars and Oakland Construction is doing a terrific job and they will give it over to us the end of May 2016 and we will have the summer to furnish and equip the building so it will be ready in the Fall of 2016.

The Miller Administration Building will be moving out in a few weeks and we will be "dorming" it this summer in the Residence Halls. The President will be in the Hurst building. The building will get a mechanical and electrical renovation.

The Stewart Library is a project that is of interest. We have hired an architect to help us take the project further to a complete design. This will take about a year. Plan to hear more about this as it goes forward.

East of the Tennis courts is the old president's residence. William P. Miller lived there as the President of Weber State University. This building will be torn down and a structure will be built for an athletic and academic center for student athletes so they can have the academic support services they need to be successful at Weber State.

Off Campus – The Davis Camus now has four buildings. One of them is D13 will be renovated. It is the old Northrup Grumond building on University Park Blvd there in Layton. We are renovating it for the Nuames Charter School during the day and provide additional classroom space for WSU at night.

We will be occupying new space at Farmington Station. There is a building near Harmon's where WSU will occupy the third floor of the building and will be operated by Continuing Education. We are in the process of designing that space with classrooms and offices.

Smaller projects that will be done are sidewalks, stairs, and work in the tunnels. We are working to repair problems. The W5 parking lot closest to the cooling towers needs to be repaved. Under the lot work will be done to put in an extensive piping system underneath the lot and will act as a Heat Pump. The water contained in the piping will be a constant 62 -64 degrees and this will provide cooling in the summer and heat in the winter for the campus. This will be the first major installation that we have at WSU. We are continuing to be cutting edge as an institution as it relates to the becoming more efficient with our energy dollars.

7. General Education Improvement and Assessment Committee (GEIAC) - Leigh Shaw, Chair

General Education Assessment Summary on the 2013-14 Academic Year - Provides a report summarizing the assessment data of all Gen Ed courses. We continue to move in the right direction which is good news. Last year's report was presented to the Accreditation team in October. The Committee met and had a wonderful discussion while they were here and a lot of the positive feedback from the accreditation team reflects a number of the advances we made in the assessment in general education in the past five or so years. We should all be commended for that. In the report, you can see we are getting some consistency in general yield of assessment data over time which suggests that we are on track for all Gen Ed courses being assessed at least once every three years. If you read the reports over the past years you would see that there are some pockets of programs on campus where that isn't happening. A better tracking system will be put in place that will be public and everyone will have access to so Gen Ed can be more proactive about dealing with departments that they are keeping on these benchmarks. The quality of assessment data is improving. There are more direct measures and shared measures across courses and areas and things are looking good in that regard. Please share this report with your departments and colleagues. Read the sections that pertain to you and your areas of General Education. I will be contacting specific programs and departments regarding the information in the report to make sure that we are moving forward in the right direction that assessment is happening as it needs to. Remind you that this matters, the data should be used to help revise learning outcomes. It should help improve the quality of the education we are delivering to our students here.

Also remember that there is New Curriculum policy regarding requiring new assessment data for new and renewing General Education courses. Like to acknowledge you and your programs for doing assessment and hopefully capturing the broader spirit in which it is intended which is to improve education and what we are all doing in our classrooms. I want to thank my committee members. This is not an easy committee assignment, we have been super busy. The last couple of years as evidenced by being at every meeting this semester. There is a lot of things coming forward we have had a lot of complex stuff that we dealing with and I really appreciate the committee and what they have done. The have been invaluable in executing the work we have been doing and sharing perspectives and we have great relations with Curriculum Committee and Academic Affairs and wanted to publically thank them and acknowledge their efforts. If you have any questions on your section in the summary, please contact Leigh Shaw.

### **Action Items**

8. Graduate Council - PPM 11-1 Graduate Programs - Mark Stevenson, Chair Update on the policy on Graduate Programs. All items from the minutes can be viewed on the Faculty Senate Webpage. <u>Go to the 16 April 2015 Meeting and click on Agenda Item 8 for PPM 11-1 Graduate Programs.</u>

The policy was brought back to Faculty Senate for a vote so that it would be officially approved. A minor error was noted and will be corrected.

Move to Question by Eric Amsel.

MOTIONMotion to approve the policy PPM 11-1 Graduate Programs with the noted correction by EricAmsel.SECONDKathy HerndonOUTCOMEUnanimousOne Abstention

 University Curriculum Committee – Sally Cantwell, Chair <u>Curriculum approved at University Curriculum Meeting on 25 March 2015</u> <u>All items from the minutes can be viewed on the Faculty Senate Webpage.</u> <u>Go to the 16 April 2015 Meeting and click on Agenda Item for all the Curriculum Listed.</u>

#### DISCUSSION:

There was a problem with the proposals from Military Science and they have been pulled from the agenda.

<u>The New Program Proposal on WSU Course Designation</u> - Many hours of work has gone into this project. We are looking forward to something new and collaborative and have an opportunity to pilot something and get creative. This is open for discussion.

Concerns were brought up about using syllabi shells and hypothetical names for courses. Need to make sure everything is done to provide quality decisions. How can we assure quality and consistency? There will be three levels of review. These proposals will be the most reviewed courses in the catalog.

When a course proposal comes in it is first going to be vetted by the General Education Committee. They will review the course. Is a survey course or is this really an interdisciplinary course with multiple perspectives on the same topic. We don't want to define how the course will be created. The syllability shells are only a template. We don't know what people will come up with in an interdisciplinary, multiple perspective view of the same topic. 2) They need to go to College Curriculum Committee, as well as, University Curriculum Committee. Questions to be asked: Is it an appropriate course for curriculum? Is there evidence that it overlaps with other courses? Is that an issue? Is it appropriate for the university? That is the entire Curriculum Committee.

3. The most important review is the Area Committees.

The two General Ed Areas that are identified, either Core or Breadth, or Core & Breadth. That are identified in the proposal and we can only do two.

The Area Committees responsible for those outcomes are going to look at it. They will say there isn't enough pedagogy for those outcomes. There isn't good enough assessment for those outcomes. It has to pass all three areas of review. Those who are responsible for these different components are the Area Committees, Curriculum Committee, and GEIAC. They have to agree on this.

It will take a semester, if not a year, to get a course passed. So the quality control is built into this. No one can take this shell and teach whatever they want. It won't be possible.

There is a likelihood that some areas like QL may never be taught this way. The Area Committee may say you can't do 1030 this way, because you're not doing enough to cover the material in 1030. It can't go forward.

There are built in protections of outcomes, pedagogy, and curricular issues. You may not have complete faith in this project until you see it operate and see the courses that are generated from it. This is a five year experiment. After five years of teaching these courses and there will be an assessment of the courses to find out if multiple Gen Ed courses and get the same outcomes as the individual Gen Ed courses. They have to be assessed each time and they will have to renew and reapply with data each time. Just because it is taught once, it isn't assumed that you can teach it again. You will need to demonstrate the assessment data that it is meeting the learning outcomes. The Faculty Senate has approved shell courses before such as Honors courses or Variable Title courses.

Are these courses expected to grow in student numbers or are there going to be limits on how many students are in a class. Will departments be expected to offer these courses with smaller class numbers in place of the traditional Gen Ed courses with 100 students in a class? This is not meant to replace traditional Gen Ed. No one is saying traditional courses will go away. This is an alternative option. Departments can decide that no such courses should be coming from them for a variety of reasons. Department Chairs need to sign off on this. The concern is that there aren't enough resources. This is off the SCH grid for five. There is money given to departments to hire an adjunct. Departments aren't going to lose resources to teach Gen Ed. This is a voluntary program. If you don't want to do it that is a statement that this will not work.

Are there enough faculty to teach the smaller sections of Gen Ed courses? We have to try it to find out. Resources will work out if the program is successful. A report would be needed every year. We might find out that we can teach a better course with 25 students. Maybe there will be a real interest from students in taking these courses. These courses will be funded outside the department the WSU Course Designation must be used. If you can find departmental funding, within existing teaching loads. You can do that.

Concerned about the syllabi shells. The Shells are just a title and have the transfer articulation piece. Cattracks will identify these courses as fulfilling those particular areas. Every shell is an option of anyone wanting to collaborate. We can't tell you what to teach. That takes away all the creativity and individuality of it.

What is the prerequisite policy on these courses? Are those still in place with these courses? Yes, the course can require prerequisite just as other courses have.

Gen Ed Breadth requirements have a rule that you can take no more than one course in any department. These courses be outside of any department. They would meet Gen Ed overarching, but not be department specific. That rule is going to be considered next year as to whether it should continue. Difficult from an advising perspective and facilitate student interest.

Ryan Thomas has agreed to be the administrator on this program. This looks like a reorganization - a reshuffling of responsibilities that are traditionally in departments that are now given to administration. Who owns these courses and who is responsible for them? Ged Committee is taking responsibility also. GEIAC will review these first. We are coordinating with the Area Committees. We are asking them to evaluate them. Have a faculty organization take responsibility with the support and funding from administration. They want it as well but they can't promote it. This is faculty driven and owned. Weber doesn't have a college of General Education. UVU has a college of Developmental and General Education. We don't. This is faculty taking some control of General Education and developing new courses that may be of interest to students.

We had some limitations on what combinations of classes can be created. Coding within Cattracks has some limits.

Transfer credit? The Registrar assures us that there is no transfer credit issues. How does this work. The requirement is met, but the credits don't matter.

Will there be a cap on these types of courses? Not at this time. This is a way to attract students to your discipline.

Friendly amendment? Should there be a cap? Don't want students to abuse the system. They can only take one of these courses for Gen Ed they can take more but won't count as Gen Ed requirement.

Possible to complete their Gen Ed, but not have enough credits to get an AS in Gen Ed. The AS degree is 60 credits and the Gen Ed is about 40 credits. There is already room for 20 - 30 credits of elective in the associate degree. We are constrained by the Board of Regents in terms of the minimum offerings that students have to have X number of credit hours in the Core and the Breadth.

The Friendly Amendment was accepted.

Students can take as many courses as they like, but only one can count for Gen Education.

(See motion and outcome after the list of WSU Course Designations.)

# NEW PROGRAM PROPOSAL - WSU COURSE DESIGNATION

Course Proposals with WSU prefix WSU1450 Perspectives in Creative Arts and Humanities/CA/HU WSU1460 Perspectives in Social Science and Creative Arts/SS/CA WSU1470 Perspectives in Physical Science and Creative Arts/PS/CA WSU1480 Perspectives in Life Science and Creative Arts/LS/CA WSU1560 Perspectives in Social Science and Humanities/SS/HU WSU1570 Perspectives in Physical Science and Humanities/PS/HU WSU1570 Perspectives in Life Science and Humanities/LS/HU WSU1570 Perspectives in Life Science and Humanities/LS/HU WSU1670 Perspectives in Physical Science and Social Science/PS/SS WSU1680 Perspectives in Life Science and Social Science/LS/SS WSU1780 Perspectives in Physical Science and Life Science/PS/LS WSU2120 Perspectives in American Institutions and Composition/AI/EN

WSU2130 Perspectives in Quantitative Literacy and Composition/QL/EN WSU2140 Perspectives in Creative Arts and Composition/CA/EN WSU2150 Perspectives in Humanities and Composition/HU/EN WSU2160 Perspectives in Social Sciences and Composition/SS/EN WSU2170 Perspectives in Physical Sciences and Composition/PS/EN WSU2180 Perspectives in Life Sciences and Composition/LS/EN

WSU2230 Perspectives in American Institutions and Quantitative Literacy/AI/QL WSU2240 Perspectives in American Institutions and Creative Arts/AI/CA WSU2250 Perspectives in American Institutions and Humanities/AI/HU WSU2260 Perspectives in American Institutions and Social Sciences/AI/SS WSU2270 Perspectives in American Institutions and Physical Sciences/AI/PS WSU2280 Perspectives in American Institutions and Life Sciences/AI/LS

WSU2340 Perspectives in Quantitative Literacy and Creative Arts/QL/CA WSU2350 Perspectives in Quantitative Literacy and Humanities/QL/HU WSU2360 Perspectives Quantitative Literacy and Life Science/QL/LS WSU2370 Perspectives Quantitative Literacy and Physical Science/QL/PS WSU2380 Perspectives Quantitative Literacy and Social Science/QL/SS

Motion to approve the New Program Proposal WSU Course Designation with all WSU Course Proposals by Craig Oberg. SECOND Kathy Newton OUTCOME Unanimous

# SOCIAL & BEHAVIORAL SCIENCE - The following proposals for Military Science were pulled from the 4/16/15 agenda.

Military Science Program – Richard Ingleby New Course Proposals and New General Education Proposal New Course Proposal – MILS2600 Principles of Leadership New Gen Ed Proposal – MILS2600 SS Principles of Leadership

<u>COAST</u> <u>Engineering Technology - Fred Chiou</u> <u>New Course Proposal - EET3100 Renewable Energy & Syllabus</u>

# **EDUCATION**

HPHP - Brian McGladrey New Course Proposal - PE1035 ZUMBA, LEVEL I New Course Proposal - PE1036 ZUMBA, LEVEL II New Course Proposal - PE1037 ZUMBA, LEVEL III New Course Proposal - PE1077 WEIGHTLIFTING, LEVEL I New Course Proposal - PE1078 WEIGHTLIFTING, LEVEL II New Course Proposal - PE1079 WEIGHTLIFTING, LEVEL III New Course Proposal - PE1079 WEIGHTLIFTING, LEVEL III New Course Proposal - ATHL1180 VARSITY SOFTBALL

# **SCIENCE**

<u>Physics - Michelle Arnold</u> <u>New General Education Course Proposal for Physical Sciences</u> ASTR/PHYS2040 Observational Astronomy (syllabus is included)

## **ARTS & HUMANITIES**

<u>Performing Arts - Theatre - Jim Christian & Catherine Zublin</u> <u>Program Change Proposal - Musical Theatre Program</u>

### **HEALTH PROFESSIONS**

Master of Science in Nursing - Kathy Culliton New Program Proposal – Masters in Family Nurse Practitioner [MFNP] 16 New Course Proposals and Syllabi - All will be taught as Hybrid Courses MSN6205 Transition to Advanced Practice MSN6210 Advanced Pathophysiology MSN6215 Advanced Pharmacology MSN6220 Physical Assessment and Diagnostic Reasoning MSN6225 Adult Skills Practicum MSN6230 Women's Health and Pediatric Skills Practicum MSN6235 Advanced Practice Nursing: Adult MSN6236 Advanced Practice Nursing Clinical: Adult MSN6240 Advanced Practice Nursing: Older Adult MSN6241 Advanced practice Nursing Clinical: Adult and Older Adult Clinical MSN6245 Advanced Practice Nursing Newborn - Adolescent MSN6246 Advanced Practice Nursing Clinical: Newborn - Adolescent MSN6250 Advanced practice Nursing: Women's Health MSN6251 Advanced Practice Nursing Clinical: Women's Health MSN6255 Complex Accountabilities of Advanced Nursing Practice MSN6260 Advanced Practice Nursing Clinical Practicum

MOTION Motion to approve all the curriculum listed above (except the WSU Course Designation and Military Science) by Rob Reynolds.
SECOND Alexandra Hanson OUTCOME Unanimous

10. Faculty Senate Standing Committees and Chairs for the 2015-16 Academic Year - Craig Oberg

MOTION Motion to approve Faculty Senate Standing Committees and Chairs for the 2015-16 Academic Year by Kirk Hagen.

SECOND Eric Amsel

OUTCOME Unanimous

11. Faculty Board of Review Nominations 2015-16 and vote - See Ballot Online.

Outcome of the vote – Kirk Hagen, COAST; Susan Matt, S&BS; Tony Allred (B&E); Louise Moulding, ED; Alternates: Ron Galli, S and Wynn Harrison, HP.

12. Appointment Promotion, Academic Freedom and Tenure Committee (APAFT) - Stephen Francis, Chair

A. College of Education – Tenure Document

DISCUSSION There was some discussion on the evidence of not meeting Professional Behaviors. A Question was asked that there were no specific details on what the evidence should be. It wasn't specified, but wanted some type of evidence not just an accusation. A document of some sort would have to be added to the file to spell out the details. This would be included in the file. This is a difficult issue when reviewing files for tenure. This will give more details and guidance to the committees and incoming faculty that this is the type of behavior that is expected.

MOTIONMotion to approve the College of Education Tenure Document by Craig Oberg.SECONDEd HahnOUTCOMEUnanimous

B. Recommendation on Post-Tenure Review Policy concerning Faculty being informed of changes to document. (PPM8-11 Section E added)

Post-tenure Review Document/Faculty Vote. Modifications to Post-tenure Review Documents: Academic Units that wish to change these documents shall submit their documents in writing to their Tenure-Track and Tenured faculty for comments and a vote. The outcome of the vote shall be reported to the faculty and Academic Units involved and shall accompany the documents throughout the approval process.

DISCUSSION - No discussion

MOTION Motion to approve the recommendation on Post-Tenure Review Policy concerning Faculty being informed of changes to document. (PPM8-11 Section E added.) SECOND Nicole Beatty OUTCOME Unanimous

13. Salary Benefits, Budget and Fiscal Planning (SBBFP) – Laine Berghout, Chair Salary Report – CUPA Data

Summary from the March 2015 Senate Meeting:

Salary, Benefits, Budget, and Fiscal Planning Committee Faculty Senate

Recommendation for Distributions of Salary Increases

There are two levels of the salary increase, one certain, the other virtually certain and probably the minimum we should expect.

Certain: The legislature has approved a 1.25% COLA adjustment. This will be applied to all salaries. There is no flexibility to base any of this on merit, with the exception that Deans, with appropriate documentation, may exclude individuals from this pool whose performance is unsatisfactory. The SBBPF committee endorses this exception.

*Virtually certain:* 1.25% (this should be considered a minimum with the possibility that it will be greater than 1.25%)

The Committee recommends:

The full amount should be pushed out to the Deans of the Colleges to distribute according to their needs in four dimensions:

Merit Compression/Inversion Equity Retention

The Deans should adhere to the following principles:

Each of the four dimensions should generally be given weight. Compression/Inversion should be Guided by data provided by the Provost with respect to salary relative to CUPA; and, Evaluated with attention given to recent promotions at lower promotion adjustments. The distribution should NOT be a de facto COLA. I.e., the distribution should be informed substantially by the four dimensions listed above.

With separate money, we recommend raising the minimum Instructional Wage Rate from \$900 to \$920 per semester credit hour.

Access to CUPA Data available online this summer. The owner of the data has approved our sharing of this data with faculty. This is internal data, it contains proprietary information.

Other Items to Report on:

Post Promotion Review results.

Thirty-nine individuals applied, 29 awarded as of a week ago. Fifty faculty were eligible. There are still a few under consideration.

Consider an ordered phase-in of this process. Possibly limit those applying next year to those who have been at rank for at least 10 years in the rank of Full Professor. That includes anyone who was eligible this year, but did not apply or was not approved. This will be firmed up this fall as we get more information. This is the intent.

There was a request that we improve the dissemination of information on getting the information out to faculty that are eligible. What the requirements are for applying for this post promotion review and pay increase.

Request that we clarify the expectations regarding part time faculty with respect to course evaluations, service and scholarship. Any faculty, regardless of their assigned load is, is meeting the requirements of advancement of associate to full professor. This means that you do have to teach two courses if going to have two course evaluations. Service – If only teaching spring semester, you have to put in sufficient service to fulfill that measurement. There are no intentional limits for someone who is on a part time appointment from applying to this.

14. Other Items – No other items were discussed.

Motion to adjourn Kirk Hagen with Fred Chiou the second.

Meeting adjourned at 4:57 pm

### Next Meeting: Faculty Senate, See you next Fall 2015