



Faculty Senate Meeting Minutes  
August 28, 2019

I. Call to order

Larry Smith called to order the regular meeting of the Snow College Faculty Senate at 3:30 p.m. on August 28, 2019 in the Noyes, Academy Room.

II. Roll call

The following persons were present: Jonathan Bodrero, Erick Faatz, Matthew Gowans, Vance Larsen, Chad Price, Larry Smith, Milinda Weeks, Melanie Jenkins, Diane Gardner, Chelsea Scadlock, Nick Marsing, Weston Jamison, Josh Hales, Jacob Thomas, Renee Faatz, Jay Olsen, Steve Hood

III. Opening

A. Welcome from Larry thanking everyone for their willingness to serve and special recognition of new members Weston Jamison, Jacob Thomas, Renee Faatz, and Chelsea Scadlock.

IV. Approval of minutes

None

V. Good News

A. Jonathan mentioned that the Honors Program is up and running. He mentioned their opening social.

B. Wes mentioned upcoming Snow Days sponsored by the Social Sciences and Family Life division.

C. Jay mentioned the Annual FFA Field Day in October.

D. Renee mentioned the hike to the "S" in September.

VI. Committee Reports

A. A & T Committee: Matt emphasized the importance of committee service especially for new faculty members.

B. Curriculum Committee: Vance indicated that they have not met.

C. Faculty Development Committee: Jacob mentioned that the Pedagogy Conference will not happen this fall, but might be organized for spring semester. The committee plans to work more closely with the Lunch Bunch program.

D. Global Engagement Committee: Wes indicated that they have not met.

- E. Honors Committee: Jonathan reported that the committee has not met.
- F. Library Committee: Milinda indicated that they have not met.
- G. Professional Track Committee: No report.
- H. Service Learning Committee: Nick reported that they have not met.
- I. Teaching and Technology Committee: Jay indicated that they have not met.
- J. Faculty Association: No report.
- K. Adjunct Information: No report.
- L. Student Information: No report.
- M. Ad Hoc/Other:

- 1. Budget Task Force: Josh Hales (for Milinda) mentioned that the USHE funding model has changed. Snow is hoping for full funding. New presidential requests might be different than previously expected. A regular meeting time is being set up.

## VII. Senate Business

### A. Adjunct Representative Selection

- 1. Following a short discussion Shawna Cole was retained by acclamation. **Motion by Jay; Second by Jonathan; Unanimous vote in favor.**

## VIII. Policies Discussion

A. Josh Hales mentioned that several policies are well beyond a five-year review. The College Council will meet to review policies for possible 30-day review September 9, 2019.

B. Retirement Policy: A Senate review was tabled because it will not be up for College Council review September 9, 2019.

C. Nepotism Policy: This probably only needs minor changes. It must align with state codes. Faculty and staff should advise H.R. about possible conflicts. Presidential approval will change to H.R. approval for most exceptions. Relatives should not evaluate one another. There should be a paper trail (email). It was clarified that a family relation can be used as a job reference.

D. Compensation Policy: After some discussion, it was strongly recommended that an officer of the Faculty Association represent faculty members in compensation discussions. We must beware of collective bargaining. It would be

best if the representative has a knowledge of finance. Motion by Jay; Second by Jonathan; Unanimous approval that the V. P. of Finance could choose the representative from the officers of the Faculty Association.

E. Personnel Policy: "System" is used in the policy to describe everything that is done to take care of employees. The current policy is very outdated. Few comments from senators

F. Performance Evaluation Policy: There was a discussion regarding oddities of formatting; forms provided by the H.R. Department, A & T Committee, and Professional Track Committee; written and verbal evaluations; formative to summative feedback; adjuncts and part-time employee evaluation; and procedures for staff evaluations. Motion by Jonathan; Second by Jay; Unanimous approval to send the following policies forward to the College Council with amendments discussed and proofreading recommendations to be forwarded to Josh: Nepotism Policy, Compensation Policy, and Personnel Policy.

G. Amorous Relationship Policy: Larry provided background information about last year's (2018-2019) Senate discussion and College Council discussions. The idea was put forward to adopt the Board of Regents policy while Snow worked on its own policy. This was needed to help with risk management.

1. Soon after, the Utah Board of Regents voted to cover all USHE institutions with R-842. Institutions could then come up with their own more comprehensive policies.

2. There was a strong consensus on College Council that Snow should have the least restrictive policy possible in accordance with the Board of Regents policy.

3. From discussions, there are few problems with faculty (and staff) to student policy elements, but some have problems with faculty (staff) to faculty (staff) policy elements.

4. Some specific sections of the policy were reviewed and recommendations made to Josh Hales. As requested, Thursday September 5, 2019 Josh sent (email) the following items to senators based on the discussion:

"[W]e made the following changes that are reflected in the version sent to College Council yesterday:

- 2.14 - Definition of Marriage: You all expressed concern that the previous definition could exclude same-sex couples if their legal status ever changed, and would exclude those who were separated (but not officially divorced) from a previous spouse and living with a new partner. It was

difficult to find language that didn't open up potential loopholes for abuse, but we ultimately changed the definition to the following:

'A legal relationship between two persons as defined by and entered into pursuant to state law or an equivalent relationship where two persons are cohabitating; have mutually assumed marital rights, duties, and obligations; and who hold themselves out as in a committed, mutual relationship; and where the Marriage occurred before one or both of the persons became a student or employee of the College.'

3.2.2 – We removed this line. Please keep in mind that removing this line does not reduce our need to prevent sexual harassment on campus. Can I ask for your help in getting our colleagues to participate in the statutorily required training we will do again this spring?

4.3 – We removed this line as well. Please keep in mind that we are all mandatory reporters under Title IX, and that Title IX protects employees as well as students. Not all violations of this policy violate Title IX as well, which is why we are able to remove the line, but we shouldn't forget our legal obligation to report relationships that do violate Title IX. Further, it is always inappropriate to actively help a colleague violate any policy. I agree that we need to find a better way of defining enabling behavior, but that definition is probably more appropriate in the employee code of conduct that will need to be reviewed as part of this ongoing policy review project."

5. The College Council will meet Monday, September 9, 2019 and Larry will report back to the Senate Wednesday, September 11, 2019. If approved by the College Council, the policies will go out for 30-day review.

#### VIX. Faculty Conference Travel Budget Reduction

A. Steve Hood mentioned that there is a \$20,000 travel budget with \$3,000 going to each of the divisions and the remainder to the Red Rocks Great Teachers Conference and the What Is an Educated Person? Conference. Jake may be able to find temporary money to bring each division amount up to \$5,000. The Senate could sponsor a budget proposal along with Steve Hood for a larger amount on behalf of the faculty.

#### Adjournment

Larry adjourned the meeting at 5:04 p.m. The next meeting will be 3:30 p.m., Wednesday, September 11, 2019.

Minutes submitted by Erick Faatz  
Revised 9/11/2019  
Final minutes approved 9/11/2019