

Meeting Minutes

November 9, 2022, 3:30 p.m.

[Zoom Meeting ID: 824 1109 2322, Passcode: 180732](#)

I. Call to Order & Roll Call

- A. **Senators Present:** Matthew Gowans, Jed Rasmussen, Adam Burningham, Dennis Schugk, Anita Slusser (sub for J. Wallace), Sandra Cox, Andrew Bahlmann, Wes Jamison, Trent Fawcett, Alan Christensen
- B. **Senators Absent:** Jeff Wallace, Karen Carter
- C. **Guests:** Jacob Thomas (Parliamentarian), Steve Zollinger (A&T Committee Chair), Melanie Jenkins (Provost), Kade Parry (Asst. Provost), David Allred (Deans), Tammy Hales (Staff Assoc. Pres.), Stacey McIlff (College President)

II. Guest Remarks

A. Tammy Hales, Campus Store Manager & Staff Association President

T. Hales began her remarks by expressing her opinion that faculty and staff have always had a good relationship; any rumors to the contrary are probably just that—rumors. She expressed her appreciation for faculty; M. Gowans responded in kind for faculty's appreciation for staff.

To continue building rapport, T. Hales announced a joint **faculty and staff Christmas lunch on Dec. 9** to celebrate the closing of the Buster's Pantry Food Drive. Many students remain on campus during the holidays when campus food services are closed (especially international students), and so the food collected will be helpful in making sure they are food secure during those weeks. Details

on the lunch are still pending: M. Gowans, M. Jenkins, and T. Hales will coordinate along with others for Dec. 9.

T. Hales in her role as Campus Store Manager also offered instruction to the Senate on student access to required textbooks. The five-year contract with Snow's current vendor, Akademos, is expiring this year, and Asst. Provost Lindsay Chaney is reviewing the details. Regardless of the outcome, the college "bookstore" will remain online. T. Hales believes that the type of service provided by an online-only bookstore gives students more purchasing options than a physical bookstore and publisher inclusive access programs.

She reminded senators that required textbooks must be in the system for students to purchase as early as the first day of registration. This is federal law, and also helps the Campus Store with logistics: most of the textbooks ordered will be delivered to the Campus Store for the students to pick up. T. Hales also encouraged faculty to inform her what additional class materials, such as notebooks, are necessary, so that the Campus Store can stock up on them.

III. Minutes from Previous Meeting

A. Review of minutes from October 26, 2022 (attached; J. Thomas)

B. Vote to approve or amend minutes (M. Gowans)

Moved: D. Schugk; 2nd: A. Christensen

Unanimous approval of senators present

IV. Senate Initiative Discussions

A. A&T Policy 410 Revision (A. Bahlmann)

A. Bahlmann presented the proposed revisions to Academic & Tenure Policy 410 drafted by the A&T Committee. The discussion dominated Senate proceedings. What follows below is a summation of the ideas discussed.

Problem: The A&T Committee is working through these revisions to better accommodate faculty who are hired at Snow after previously achieving tenure at another institution. They are also concerned with protecting the status of tenured faculty who have left Snow College for a period and then returned. Currently the document affords no flexibility on either of these issues, and faculty members have been affected as a result.

Proposal: The proposed revisions include shortening the time for previously tenured faculty to a one-year probationary period, eliminating a mid-tenure review and focusing solely on a final tenure review. This essentially means that such faculty members are conducting their final tenure review during their first year at (or back at) Snow College.

Problem: Several individuals raised concerns about the short duration of this reduced tenure process. Such changes put a lot on the plate of many people involved: the new faculty member, who would have to put together a dossier during their first year; deans and department chairs, who would have to conduct final tenure reviews on a possibly unestablished faculty member; and so forth.

Problem: M. Jenkins reminded senators that granting tenure, even more so than hiring, was the most important decision the college made. Several attendees noted the possible issues with hiring someone after only one year of review—would that be enough time to effectively evaluate the faculty member? A. Bahlmann acknowledged that the committee was aware of the risks of such a tenure-track reduction and that these needed to be addressed in any revision to this policy.

Problem: Another problem raised is that tenure is different at every institution—a “spectrum of strictness.” For instance, what qualifies as tenure for a research institution won’t be identical for a teaching institution like Snow. Some institutions have comparatively low bars (i.e. “just survive x number of years”), while others would find Snow’s requirements less rigorous. Translating that reality into this policy would be challenging.

Consensus: Some consensus was reached that a substantial revision to A&T Policy 410 would be unnecessary. Instead, a smaller change may be warranted, something that empowers the A&T Committee and the Senate to make

exceptions to current rules in rare or special circumstances. In other words, adding more flexibility to the current language for A&T decisions regarding previous faculty status may be more effective than the proposed changes.

B. Academic Freedom Procedure Subcommittee (W. Jamison)

No report; the committee will be meeting next week. W. Jamison hopes to have a first draft for the Senate to review at the next meeting, and a revised draft at the first Senate meeting of January 2023.

C. Shared Governance Subcommittee (M. Gowans, J. Rasmussen, A. Christensen) – POSTPONED

Report postponed to the next meeting.

V. Committee Reports – POSTPONED

**Most committee reports were postponed until the next meeting in the interest of time.*

M. Gowans asked if there were any pressing matters from committees that needed to be addressed. S. Cox asked that an item be put on the next agenda regarding assisting faculty to renew syllabi up for five-year review; the lack of initiative in syllabus renewal is frustrating for all parties concerned and needs to be addressed.

VI. Senate Orientation – POSTPONED

**Goals were not reviewed in the interest of time, but are included here for reference.*

A. Vision for the Snow College Senate, 2022-2023 (M. Gowans, J. Rasmussen)

1. Improve connection between faculty and staff.
2. Develop a stronger relationship with Senate committees, and empower committees to have a leadership role on campus.
3. Further define the Senate's role in shared governance.

4. Develop an academic freedom process and procedure and update the existing free speech policy to better protect both faculty and students.

VII. Action Items & Assignments

Assignment	Personnel	Deadline
Academic Freedom Procedure Subcommittee to begin its work	W. Jamison	Completed

VIII. Adjournment

Motion to Adjourn: W. Jamison; 2nd: J. Rasmussen
 Unanimous approval from senators present
 The Senate adjourned at 5:07 p.m.

IX. Next Meeting & Future Items

The next Senate meeting will be held on **Wednesday, November 30**, 2022 from 3:30-5:00 p.m. in the Academy Room, Noyes Building. This meeting will be held in lieu of the normally scheduled meeting on December 14, which is canceled.

Future Item: Selection of Department Chairs document
 Future Item: Curriculum Committee syllabus renewal assistance

X. Attachments

Meeting Minutes, October 26, 2022
 Faculty Senate Roster (Updated), 2022-2023
 Mission of Faculty Senate
 A&T Policy 410—Proposed Revision

Minutes taken by Jacob L. Thomas
 Minutes approved by Senate, November 30, 2022