CALL TO ORDER AND THE SCOTSMAN

Approval of minutes: Senator Thomas: Moved / Senator Kemp: Second / Passed

PUBLIC FORUM

Jenna Stoker - Dance Marathon:

Jenna: We are doing Aggiethon on November 17th. It will be a daytime thing, rather than night time. I wanted to tell you the why behind Aggiethon. Spreading the word would be really helpful. It started in the Service Center but the goal is to make it a campus wide tradition. This is a national thing. Universities, as well as high schools, do this. They raise money for their local children’s hospitals. The idea is you create a team and fundraise money to compete. You raise money individually but compete as a team. You create a fundraising page and share the link with your friends and family. The idea is you fundraise $50 before the day of the event and that is your entree. It is 8 hours long of dancing, there is a football game watch party and there will be other things going on. The idea is that you are on your feet for 8 hours long. When you come, they will give you a bracelet that looks like a hospital bracelet. At the end of the day, you will be able to cut those off but the children in these hospitals are not able to take them off. We have booths around campus. Some interesting facts are 62 kids enter a hospital every minute, that is over 10 million kids served a year. There is a lot that needs to be done that we can help with. This is a cause that I would love for you all to be excited about. If you want me to come present to your councils, I would be more than happy to. Today we are in a competition with the nation. We are in third place with the amount of people who are registered. We are only 30 people away from the first place. If you would be willing to register today, that would be a dream come true. If you want to send out to your councils to register today, we would love to win.

Senator Kemp: What time does the event start?

Jenna: 10-6 or 9-5.

Spencer: 9-5 it is.

Senator Kemp: That is the same day as Loggers Ball at 6 or 7 and that night is also PoBev.

Emmalee Fishburn - Sexual Violence Prevention:

Emmalee: My role on campus is to coordinate all sexual violence prevention efforts for all USU campuses.
What are students perceptions surrounding sexual violence on campus?

Senator Wise: A piece of feedback I have received from a student was that she feels that there is a lot of jargon students wouldn’t understand if they haven’t been involved in these situations or conversations. Students feel unclear and she would like more clarity on what the options are and how these services differ from one another.

Senator Olson: I have become aware that students don’t view campus as safe. Generally, I perceive their thoughts is that women don’t generally feel safe on campus.

Senator Thomas: Something that has been talked about is having more lighting on campus. I feel that would contribute to a more safe feeling on campus.

Senator Allred: I think you can highlight that if people feel unsafe they can call campus police. I don’t think a lot of people know that is an option.

Senator Service: A lot of the emergency buttons around campus are broken and a lot of students feel unsafe walking around when those are broken.

Senator Kemp: I don’t see many of those throughout campus.

Senator Wise: I know a lot of freshman go through the upstander training which is very valuable. Many students take a two year leave for LDS missions. When you come back it is hard to remember. I think having a two year mandatory refresher would be beneficial and having a lock on the registration or something to make sure they remember those things.

VP Smith: I have heard that students wish that the campus would take a more of a stance of respect not liability. With the consent posters they don’t view that as genuine from the university side.

Senator Wise: If you get on the back on those resources available through Title IX pamphlets, it talks about the immunity clause. I know in many cases, drugs and alcohol are involved in cases of sexual violence. If students know that if they are assaulted and they come forward that they won’t be penalized if drugs or underage drinking are involved.

Senator Olson: I went to another university my first year of school, they had prominent sexual assaults. They discussed how the physical buttons aren’t as modern. One thing I personally think would be a more modern way to know if something is safe or not. I have heard of having a program or app on a smartphone would be more beneficial.

VP Smith: Is there anything we can help you with?

Emmalee: I will have to cycle back to you on that. What I am doing is meeting with lots of department, faculty and student groups to learn what has been going on. I will get back to you. Getting more students trained in the Upstander training. My next goal is developing a more comprehensive staff and faculty plan for how to help staff address issues that come up in class. I would like a more comprehensive social marketing campaign and how we can update and revise what already exists.

Sierra Wise - Faculty Code and the Piano Pedagogy Program

Sierra: This is an issue I have been very involved in. I want to work on a resolution in AS. This is regarding the sexual misconduct that has happened in the piano department. In August 2017, after being notified of
problems in the piano department through Title IX, the coordinator of the Piano Program was put on a forced sabbatical. There is no such thing as administrative leave for a tenured professor. It is pretty hard for the university to make that call, the only way that can happen is if there is a danger for students. In February 2018, former students from the piano program came forward in social media to report their experiences of harassment and rape. On February 15, 2018, USU hired an outside attorney to investigate those allegations. On April 6, the findings of the investigations were released and Gary Amano retired. In Spring 2018, students campaigned for the protection of Dennis Hirst who received a professional reprimand. Essentially, Gary Amano was the head of the program and Hirst was directly under him. After the investigations, students banded together in support of this professor. In September, Jaime Caliendo came forward with allegations of sexual assault against Dennis Hirst and is pressing changes in a civil case. Around that same time, students campaigned for the removal of Dennis Hirst from the program. One of the students to headed this most strongly was the same student who was leading the effort to protect him in the spring but this information did not come to light during the Sullivan investigation and her position changed. In September, Dennis was reassigned to a position where he will work from home and have no contact with students. In September, the university investigation was publicly launched against Dennis Hirst. There was a private investigation going on prior to Jaime’s allegations. That was done privately to prevent tampering with evidence which is why students were not notified. In 1994, students and parents have reported sexual harassment and assaults against 4 faculty. The program found guilty of psychological abuse and vindictiveness, graduation was withheld from certain students and they found that drugs and alcohol were involved in the assaults. Actions that have been taken was that Amano was removed from the university, Hirst was initially given professional reprimand. When further allegations came out with Jaime, he was reassigned. The College is now developing a new standard for faculty behavior. The Title IX is being restructured. According to the Annual Review of faculty under the code it says, “Such reviews shall, at a minimum, incorporate an analysis of the fulfillment of the role statement. The basic standard for appraisal shall be whether the faculty member under review discharges conscientiously and with professional competence the duties appropriately associated with his or her position.” Basically the language they struggle with is professional competence vs conduct. There are measures that the university can take even with the faculty code. With the situation at hand, mistakes have been made on how this was handled. In speaking with people involved, I believe that everyone was doing their best with the information that was available to them and what is outlined in the code. More change can happen. If this many problems can happen under the code we have, I think the code needs revision. If something has escalate do this point to remove a tenured professor, we need to have language clarification that we will protect students and also protect the university. With this competence vs conduct, it was very difficult for department heads. Much of the policy is to report to Title IX. While I know that office is being restructured, when that system wasn’t working there was no safeguard or action an administrator could take to protect people. I think we need alternate language here.

Linda: We definitely have administrative leave in our area. Is that strictly faculty code that you are referring to?

Sierra: Yes. I asked James Morales that same question. Even Erik Olsen made that comment. He said we can put staff on administrative leave and the provost said yes. I feel this is an oversite, I don’t think there were any intentions to do it this way but this is how we stand right now. This is something we can talk to with Emmalee. Title IX communication is on a need to know basis. Unfortunately, there were 4 separate accounts of students filing a title IX against Gary Amano. At that time, Cindy Dewey was the department head. She was only notified by one of them but it wasn’t through the Title IX office. She notified through the student who only told her because they had a relationship with that student. When Cindy was making annual reviews on professors, she had no idea there were 4 charges filed against him. I understand the confidentiality basis but since there is the need to know basis, we need better clarification of who needs to know. We should highlight weak areas in our system and make changes to better protect students. I was told by the department head that once you make that position and above, you can’t make suggestions on revising the faculty code because it is a conflict of interest. Cindy Dewey has tried making revisions but can’t but instead it needs to come forward from the Faculty Senate. If we set forward a
resolution from USUSA, it will hold weight with the President of the University and Faculty Senate and hopefully we can see more revisions happen. My call to action is to pass the resolution to revise the Faculty Code. There are challenges with passing anything within the Faculty Senate. It is really important that we build relationships with Faculty Senators. Schedule meetings and talk about why we are doing this. I am going to put the Faculty Code in a shared google doc and share it with you guys. There are sections that I want to look at over others. If you would go over that and put suggestions in the next two weeks, I want to start working on a resolution after that. In meeting with department heads, please have conversations on if they have ever had problems with the faculty code and what they would like to see changed. We could draft a better policy with more perspectives. If you know students who have been struggling within our university or with national issues, please refer them to CAPS, SAAVI and Title IX. I feel the university is working to better protect students. I know there are individuals who have been impacted across campus.

VP Haas: I think you should point out what you are doing to push this through successfully through Faculty Senate. Sierra is trying to get this pushed through her Art Faculty Senator. Realistically, we will all be gone before this is resolved. The more long term faculty senators we get on board, the more successful this will be.

Sierra: They are already talking about this through Faculty Senate. If they want to change what we propose, that is fine by me but as long as we get the dialogue going.

VP Hall: Is there a specific section you want us to look at? I was just in Faculty Senate and they were talking about adding one or two lines to the Faculty Code saying that faculty cannot discriminate, harass or abuse students. They acknowledge that there is a lot of language in there about faculty duties and no language about conduct.

Sierra: There is very little language on harassment and discrimination. I have done research on other institutions. Berkley draws a really clear policies and outlines how you are protected with tenure and where the line is with harassment against students. I believe that there is information about this in the PR department but it just isn’t in the Faculty Code. Having a conversation about administrative leave. The reason that Gary Amano was placed on a forced sabbatical was because it was the best the department felt they could do. This wasn’t appropriate because he is still receiving full benefits through the university and there was no professional reprimand. Students were confused until all this came to light. We were fortunate to reassign Hirst to work at home but I can’t imagine that every position at the university has that type of position like that.

Rebecca Maynard & Alan Andersen - USU Dining Services:

Alan: [Dining Services Trivia] Teas-n-Cheese will be opening in the New Life Sciences Building. It will be a tea house and will make you whole leaf teas in a diffuser and a gourmet grilled cheese station. That will be open in January. We remodeled the food court downstairs and have 5 operations down there. Everything we make, we make ourselves. One of the things people don’t understand is that we are a self-funded auxiliary. Our goal is to provide fair priced quality food. We are a 501c3 corporation so all revenues are reinvested in Dining Services. We are completely self funded. We are not funded by tuition and fees. We have four divisions which are retail operations, residential dining, university catering and concessions. Any food with the exception of Aggie ice Cream we do. We have phenomenal culinary. We have two executive chefs, one over the TSC and the other over the Junction. There is another pastry chef, Steve Wright, who runs our bakery.

Senator Allred: He makes a mean blueberry donut.

Alan: Sustainability - we focus on three things: Economic, if it doesn't make sense business wise, it is not
true sustainable. Environmental, we focus on recycling. Our bakery and commissary leftovers are donated to SNAC. This year we are starting Kampus Kitchen. That is a place where they can take products from downtown and up and recycle that food to fight food insecurities. We give bluebikes 5 cents per refill across campus. We do a lot of composting pre consumer out of our kitchens. We give Willow Park a lot of our meat trimmings. We do a lot of recycling. We do what we can every day and every way. Our mission is “Creating an excellent College Experience.” That is where we want to collaborate with you guys. We want people to feel this is their home away from home. Every dean that builds a new building wants food in there. People remember the food they eat on campus. That is part of the college experience. Our 7 values are passion, respect, empowerment, dedication, integrity, continuous improvement and teamwork. We really understand the impact we have on other organizations. It is important for us that as we make decisions we think of the whole. Our P.R.E.D.I.C.T. program is cards we give to our employees that is doing an exceptional job. It is an incentive program, if they get 5 cards they get $10 Aggie Express Money, 10 cards we give them $25 Aggie Express Money. Take as many as you want now, you can take some if you will hand them out. We would love to collaborate with you guys on social media. We are getting more effective, we have a student that runs our social media. We have monitors and TV’s across campus. Let us help you in any way we can. We do a lot of giveaways. We can give you cookies to attach to flyers. If you hand out a flyer with a cookie, people are more likely not to throw it away. Let’s do stuff within your colleges and the services within your buildings. We have a food trailer. You can use that, you buy the food, we sell it. We can donate one caterer and do it under our food umbrella and you don’t need all the permits and everything. Get creative, I challenge you to make me say no. We have a lot of resources and want you to take advantage of them. University Catering is there to make your event successful. Talk to us early and talk about doing crazy stuff. Order as soon as you possibly can, we need it at least 3 days out. Earlier the better. Our catering is so busy we are closing days, get your event booked into our system. Know your budget. You do get a 15% discount if you use your USUSA O.C.C. We have different service levels and there are different costs for each. I have a site called Talk to the Director at usu.edu/dining. Please reach out to me.

Senator Kemp: Through MyVoice I have heard of concerns of lack of vegetarian or vegan options across campus. Do you have plans for more options?

Alan: We want to meet everyone’s needs but you have to first meet the big needs and then the little needs first. We do hear that a lot and it is important for us to meet those needs. We are very interested in hearing what those ideas are. Sometimes it is hard to create a new line within our core menus and specials. We keep trying and are very aware of it.

Senator Olson: I would always see the compost bins at the QuadSide. They don’t have those anymore, is there a reason why?

Alan: All the compost gathered over there was being thrown away. Our composter will not handle most of the paper goods that would go into it. In order to truly compost those things, you have to have an industrial facility. We do not have those in Cache Valley and as far as I know we don’t have those in Utah. At this point, until we have those capabilities, our system will not handle the compostable forks and containers, etc. We try to focus on the pre consumer side and buy things made with renewable resources.

Senator Wise: Motion to suspend house rules to stretch and eat a taffy / Senator Lake: Second / Passed

PRESIDENT’S REPORT

VP Smith: In EC we had a Pronto presentation. It is basically Slack but it is through canvas. It is an app that would connect your classes. They have piloted it through the MBA program. If you're interested in moving
away from Slack, let me know. Jaren said that he is trying to use PCAB to help everyone’s initiatives. If you need help or manpower, you can use them as a resource. PR said they have their weekly meetings Mondays at 4. SAA has a lot coming up with Homecoming. They will be doing highway cleanup that is opened up to all students on the Saturday before Homecoming. On Sunday night, they are painting the intersection and if you or other student leaders want to help, you can. On October 4th, they are having an Alumnight. There are lots of events coming with Moonlight and Music and street painting. Give Lexi your index number if you want to paint. The USUSA Student Event’s office can’t share your events on that social media page. Direct all Howl questions to Rachel. If you need help with your week, there is a liaison for your position through Blue Crew. They should be contacting you but if you need help now, Megan has that information. BYU tickets are on sale for this Friday. Powder Puff is coming up. Service is pushing Aggiethon. Student Advocate has been working with the Sexual Violence Taskforce. They are trying to direct people to sexualassault.usu.edu. In the spring, they are going to have a campus climate survey to see if people feel safe on campus. Sam wanted to say thank you for your help with voter registration day. They have a Meet the Candidates on October 15th in the lounges at 6. They have information for voters and information on the propositions. I won’t be in my office Friday but I will be making them up on Monday from 8-10. I am working on revamping IDEA survey. They are doing that on an interface level. The professors are not held accountable to their surveys. I think that is concerning. I would love to see more accountability on a university level. I have concluded from my research that Academic and Instructional Services(AIS) have a Center for Innovative Design and Instruction(CIDI). It is a voluntary resource for professors if they feel they want to improve their teaching. When faculty is hired at USU, in their job description they have 3 areas; teaching, service and research. When they are hired it is determined the percentages they are going to each three. It is their job to provide quality teaching. CITI want to have more resources for teachers where it will be more content specific resources. They want to make it mandatory for all incoming professors. Right now they don’t have enough resources to pay for this. They did a pilot program in the ASTE and the department head had 30 staff that had been given poor surveys and invited them to take these resources. Only 6 came consistently, they have not concluded results to see if their teaching has improved. We just got a new provost, Provost Galey. I have a meeting with him and would love to present a statement from the student perspective. I would like to see this be mandatory where professors would have to use these resources if they have poor results or a negative peer evaluation. Peer evaluations has been shown to be the most effective way to determine if a teacher is teaching well. They are working on a rubric right now where you can do peer evaluations. Hopefully based on those results, they hold professors accountable.

Senator Hall: I would be concerned making it mandatory, a lot of professors don’t have time.

VP Smith: This would only be mandatory if they have poor results. CITI is onboard until I brought up making it mandatory. They don’t want professors to feel they are being punished.

Senator Hall: IDEA evaluations are important when getting a new job. A lot of departments look at those scores.

VP Smith: A lot of that is on the department level, not university wide.

Senator Olson: IDEA surveys are consistently ignored in the college. Our breakdown is 50% research, 40% teaching and 10% service. Their money really is publish or perish, so a lot of times the surveys are overlooked.

Senator Kemp: Is there a system set up that they are notified that they have lower scores?

VP Smith: Everyone gets them and there is a chart where you can see the scores. You can google IDEA surveys and you can look at the surveys rating per professor back until 2012. In the English Department, they have to have a one-on-one appointment with the
department head where they review them. From comments in the Education college, they don't have that.

Senator Thomas: I can confirm that.

[Reading of statement to be proposed to Provost Galey]

VP Smith: I am going to try and revise this. It there anything you think should be added?

Senator Lake: Would you email this and we can send you our revisions?

Senator Kemp: I think a google doc would be good to see other peoples suggestions as well. Who is this being sent to?

VP Smith: The center wants to expand but they are waiting on Provost Galey to see their attitudes. I am going to meet with them and have a letter of student support. It would be a formal statement.

Senator Olson: The idea of this would not be making this mandatory but would be more for supporting funding being allocated towards AIS. Is this one step or two?

VP Smith: This is one step. AIS wants to expand but it is up to the provost if this is mandatory. Provost Galey’s wife oversaw something similar to this in Wyoming. this will be a long term project and would want the provost be on board for after I leave office.

Senator Hall: If I am not mistaken, there isn’t a specific suggestion to make with this letter. You want to say that students are looking for something.

VP Smith: I think I am trying to suggest that we want to expand resources and want more accountability.

Senator Hall: You’re not proposing a cut off point to anything like that?

VP Smith: No, just that something will be done to keep them accountable. They are looking to move toward peer evaluations. I would be open to suggestions on a good cut off point. We can talk about this next Monday again and I will be meeting with Provost the next morning.

Senator Kemp: Is this public? Do more students know that you can view the IDEA survey?

VP Smith: Not many people know.

Senator Hall: That is actually new. It used to be that if students requested a professors survey, it could be sent to them.

VP Smith: They try to tell students during orientation but many students still don’t know.

Senator Kemp: They should put that information on the emails they send out with the links to the surveys.

Senator Hall: I do know that a lot of departments instructors have a hard time getting students to complete the surveys. They have found that students respond if they love or hate the teacher.
They have found that it is not very accurate representation of their teaching quality.

VP Smith: With higher education they have found that students are not a good evaluator of teachers and that the strongest representation of would be through peer evaluations. I will share this on a google doc.

COUNCIL UPDATES

Senator Hall: We are trying to look into how graduate students and undergraduate students are collaborating. I sent you an email and if you could let me know what is in place, that would be great. I am trying to have an idea by October 9th. We are moving forward with having more individualized, smaller events localized by colleges. I will be talking to you more about that. If you could think of small events that might go over well in your colleges, that would be great.

Senator Lake: We found out we are having a guest speaker coming to the university that is influential in the world of CAAS and special needs. Dr Temple Grandin will be coming for the last time to USU. She has asked that this time she will focus specifically on animal agriculture and less on autism. She is autistic and has her phd in animal behavior. She wants to cater her presentation on animal agriculture not the autistic community this time. Our dean has been talking to us a lot about differential tuition and that has taken a lot of time. I am going to start working on legislation for testing policies aside from finals and dead week.

Senator Kemp: Do you have a date for Dr. Temple?

Senator Lake: It isn’t until March.

Senator Wise: USU has been selected in the For Freedoms Expedition. It is a national project on voting and how the art community can influence the political community. They are having a town hall on climate change. They are going to be doing these town halls throughout the year on arts and the influence on politics. They will talk about specific candidates and issues. We are the representative for the state of Utah and we are part of a national exhibit that are on par with the top schools in the nation. I had a meeting with my Dean and the head of CAPS on having a counselor specifically for the CCA. My dean has offered to pay for a part time position. We need to legally have that increase anyway. Some national laws have been changed. This year, based on how national things have been changed, we have zero interns and that puts lots of strain on counselors. This is a potential change that can offset some of that. CCA is second of all colleges for students to declare what college that are from and for students that use CAPS services. They are going to use this as a trial run to see how that will go. That fee increase will pay for that other 50%. Artoberfest is this Thursday. Based on the forecast, it looks like we will be rained out. If we end up doing this in the HUB, please let people know.

Senator Allred: I have a meeting with the Deans CHaSS Homecoming Committee. We will have the tailgate on Saturday. In my council meeting, we will do return and report on some things I assigned. One of my council members reached out about more QPR dates.

Senator Kemp: Hammock and Hang went decently well. In my meeting with the Dean, it was confirmed that Charles Mann will be the NR week speaker. He is trying to gauge interest in having a book club to get credit to read one of his books for credit. Loggers Ball is booked on November 17th at the Country Club. I have contacted a band to see if they are available. Tonight there is a Climate Change Forum.

Senator Thomas: We got the food truck. We are handing out apples this week. My meeting with my
advisor went well. Me and a good chunk of students are meeting with donors to the college.

Senator Service: Our first Science Unwrapped went really well. For the podcast, we are going with Outside the Beaker for the name, courtesy of Senator Lake. We are finalizing the intro and we have our first teacher to interview, Dr Jones of the Spider Silk Lab. That will come out in the next two weeks. We are finalizing Science Week.

Senator Olson: We have a Haunted Halloween event at the bottom of the Engineering lab building. We had a lot of good meetings last week. I have yielded two results they have reserved a time for me and a few others that I will appoint to interview potential candidates for the new department head. I am going to try to make that more common or standard for interviews at that level. I have talked to a few of you about charter changes and I will be sending out a draft this week.

UNFINISHED BUSINESS

NEW BUSINESS

Mental Health Resolution as ASR

VP Smith: Sam came and talked about adding the CAPS section in the syllabus. Senator Olson said this is an academic issue. If anyone wanted to do an ASR, this would be a great idea to get experience in writing policy. Does that sound interesting for someone to sponsor or cosponsor?

Senator Allred: Yes.

Senator Hall: I would, if we do make this an ASR, is he still pushing it as an ECR?

VP Smith: Yes! You both would go to Staters council and present this and you would also support Sam.

ADVISOR ANNOUNCEMENTS

ADJOURNMENT: Senator Olson: Moved / Senator Lake: Second / Adjourned

IN ATTENDANCE: Linda Zimmerman, Spencer Bitner, VP Allie Smith, Senator Kristin Hall, Senator Dexton Lake, Senator Sierra Wise, Senator Cameron Pitt, Senator McKenna Allred, Senator Mason Kemp, Senator Deidra Thomas, Senator Abigail Service, Senator Erik Olson, Assistant Brooke Jorgensen, Jenna Stoker, Alan Andersen, Emmalee Fishburn, Rebecca Maynard