

# 2023-2024 FAC Committees' Proposals and Status

## 1. Belonging

Co-chairs: Steve Ricks, Kori Wakamatsu  
Members: Mary Davis, Chantel Sloan

No proposal, but recommends that the FAC continue working with the Office of Belonging and Faculty Center to support belonging efforts including offering input and ideas. In addition, gathering belonging data would be helpful particularly for faculty who leave the university. Finally, belonging curriculum could be very helpful particularly in Univ 101.

## 2. Compensation and Benefits

Co-chairs: Brock Kirwin, Greg Nelson  
Members: Angela Bradford, Parris Egbert, Steve Riep

### A. *Proposal:* RETIRED FACULTY RETAINING BYU EMAIL ACCOUNTING

**Status:** Retired faculty are expected to have access to their BYU email for a period of time after they retire. The work on this project is ongoing.

## 3. Faculty Aims

Co-chairs: Brad Agle, Matt Heaton  
Members: Brian Iverson, Royce Kimmons

No proposal.

## 4. Mental and Physical Health

Co-chairs: Darron Billeter, Steve Hoffman  
Members: Meg Frost, Sara Phenix

### B. *Proposal/recommendation:* GREATER SUPPORT FOR THE WELLNESS WISE EMPLOYEE WEBSITE

**Status:** The proposal recommended “that a FAC member or a FAC committee work with wellness wise next year to help improve the information provided in the website and disseminate this important information more broadly.”

From Mike B. 10/9/2024, [Wellness Wise for Faculty Resource Needs Website](#)

- Your input is crucial as no other entity is considering this question.
- Please invite the committee to suggest essential or fundamental links relevant to the site.
- It would be helpful to hear recommendations about where those resources are ideally housed, namely Wellness Wise, Faculty Center (new/existing site), etc.
  - If Wellness Wise is preferred, I can speak with the HRC administrator (John Flinders) to help.
  - I can speak with Craig Hart to help if the Faculty Center is preferred.
- Human resources will be needed to complete the proposed work, which should be a factor in the recommendations considered.

## 5. Physical Facilities and Sustainability

Co-chairs: Matt Bekker, Grant Schultz

Members: Emron Esplin, Justin Weidman

### C. *Proposal*: ENCOURAGEMENT TO FURTHER INVESTIGATE CLEAR AIR PROPOSALS RELATED TO ELECTRIC VEHICLE CHARGING STATIONS AND BICYCLE PARKING.

Status: Larry Howell provided the following information on 10/14/2024.

This semester, the university has added three covered bike parking locations: one by the WSC, MCKB, and WVB. There is potential to add another site by the RB if funding can be identified. That's the biggest boost to covered parking in a semester in my memory (and probably ever).

The EV charging stations were always full, but a lot of that was people parking there for the day. The stations were switched to Tesla paid stations, which has freed up chargers for use. The demand has not exceeded the number of stations we have (which is probably in part due to the increased range of EVs).

It's also worth celebrating that BYU recently completed a campus-wide sustainability assessment and earned a STARS Gold Institution recognition. I think this is a positive change in university strategy. We had been investing a lot of sustainability initiatives but people didn't know that. The argument was that we wanted to do the right thing for the right reasons, not for the praise of the world. The counterargument was that it is good for university employees, especially those who really care about this issue, to see what their employer was doing in this area. There has been a lot more going on than people realize and it is nice to see some of that effort reflected in this assessment.

### D. *Proposal*: REQUEST FOR A "DIGITAL" OPTION FOR CAMPUS PRINTED MATERIALS.

Status: No centralized way to achieve this since departments/units develop their own mailing list and communication approaches.

### E. *Proposal*: ENCOURAGEMENT TO IMPROVE ROADWAY INFRASTRUCTURE ON 800 NORTH.

Status: Larry Howell (BYU employee) is working with the city of Provo on this and progress is being made. Work on this project is ongoing.

## 6. Recruitment, Hiring, and Retention

Co-chairs: Chelom Leavitt, Rob Martinsen

Members: Matthew Grey

Conducted a Faculty Morale Survey of FAC members per request from AVPs and are working on that report during the 2024-2025 year.

## **7. Supporting Families**

Co-chairs: Jeff Barrow, Melissa Western

Members: Erika Feinauer, Bryan Korth

No proposal, but posed three questions with respect to family support on campus:

1. *Does the administration believe that the family concerns identified in our research are problems that we should seek to address?*
2. *Second, if so, how would the administration like for the FAC to help in developing solutions?*
3. *In our research we learned that there is much that the university is doing to support both student and faculty parents, but they are generally unaware of many of these efforts and resources, perpetuating a notion that BYU is not parent/family friendly. Additionally, our research found that levels of bureaucracy often impedes parental services and resources provided by the university. This again perpetuates a narrative of BYU not being parent/family friendly. From our many discussions with stakeholders and within our committee, an idea emerged about centralizing parent/family services, areas, and needs. We believe that centralizing efforts could promote the services and resources that the university is already providing, strengthening the message that BYU does support student parents and faculty. What counsel and advice would the administration offer regarding this concept of centralization, including the ongoing exploration of this idea? What are the pros and cons of this concept of centralization? What factors could possibly promote or impede this concept of centralization?*

## **8. Teaching and Mentoring**

Co-chairs: Kris Boyle, Blake Peterson

Members: Gus Hart, Deborah Himes

No proposal.