

Faculty Senate Chair Report to the Faculty
In advance of 03/10/2015 Faculty Meeting
By Ariela Tubert

- Nominations are currently open for four senator seats and for secretary of the faculty. With respect to this last one, the senate approved a motion to elect a slate of candidates for faculty secretary during the spring senate election with the understanding that the candidate with the most votes will be put forward at the first faculty meeting of the year for election. The position of faculty secretary will fulfill the university service requirement for the elected candidate. Please send nominations for senators or faculty secretary to Pierre Ly no later than Monday 3/9 at 5pm.
- I attended the Board of Trustees meeting last week and one of the main workshops that I attended was focused on the post campaign period. The One [of-a-Kind] Campaign will be coming to an end this fall and the current discussions deal with the post-campaign years. I noticed that one of the few areas where the campaign has fallen short of its objectives thus far is in funding for faculty. The overall long-term financial picture of the university presented at the workshop looked very strong.
- The Library, Media, and Information Systems (LMIS) Committee has worked together with the library to update the faculty loan policies in response to discussions at the senate, previous faculty meetings, and messages to the listserv. The following principles guided the LMIS committee's deliberations:
 - a. We recognize the many diverse points of view associated with loan policies.
 - b. We affirm library resources are a community resource that benefit faculty, staff, students, and our colleagues in the Alliance.
 - c. We recognize the financial concerns associated with fines, loans and loss of materials as well as the research and teaching needs of our community.The LMIS committee and the senate have discussed and endorsed the updated Library Faculty Loan Policy that you can find in Appendix A below.
- The senate approved the following motion in response to the discussion at one of last fall's faculty meetings: "The Faculty Senate charge the Professional Standards and Student Life Committees to collaboratively work with the Bias-Hate Education Response Team to: 1) investigate existing University policies pertaining to the display of materials for campus/public consumption, 2) make recommendations for changes or additions to the existing University policies including the possibility of another statement regarding freedom of expression, and 3) consider revision or

clarification of the procedures for “immediate response” to reported incidences of Bias-Hate (“Response Protocol of Bias-Hate Incidents,” Section V.B.1.)” See Appendix B below for the relevant section of the “Response Protocol of Bias-Hate Incidents.”

- The senate discussed the recommendations from the ad hoc committee reviewing the Faculty Medical, Family Leave and Disability Policies and provided its endorsement for a statement regarding the leave policies for faculty. The same statement is scheduled to be discussed at this upcoming 3/10 faculty meeting. The statement can be found in Appendix C below.
- At its last meeting on 2/23, the senate discussed steps that may be taken to increase support for faculty encountering students with behavioral and other problems in the classroom. The discussion was prompted by requests from various faculty members that the senate take up the issue. We have decided to continue to think about the issues and bring back recommendations for action at future meetings. We welcome specific suggestions from the faculty as well.

Appendix A

Updated Library Faculty Loan Policy:

1. Faculty will receive a one year (12 months from the time of check-out) loan for regular Puget Sound materials, with one six month renewal. This addresses concerns for extended loan of materials by faculty and supports academic research associated with sabbatical leaves.
2. Faculty will receive overdue notices for materials not returned, but will not be fined overdue fees for Puget Sound materials, including short-term loans like media, reserves, popular books, and print journals. Faculty will be billed for the replacement cost of items held longer than 18 months. This bill is waived, or refunded if already paid, once materials are returned if the library has not yet purchased a new copy. This addresses concerns about fines expressed by faculty.
3. Materials borrowed by all library users, including faculty, through Inter-Library Loan (ILL) or Summit will be subject to fines. There is no change to this policy as fines for Summit and ILL materials were in place prior to implementation. In compliance with the Summit sharing policy, the replacement cost for a lost Summit item is \$90.

Daily fines accrue at \$1 per day. This supports our partnership with Alliance libraries and the scholarly community.

4. Items recalled by a Puget Sound library user will be subject to fines of \$1 per day. Only Puget Sound users may recall Puget Sound materials. There are no recalls associated with borrowing and lending within Summit by patrons. However, each Summit institution may recall a Summit loan if it is needed for Course Reserves or DVD/Video class viewings (Bookings). This provides the opportunity for Puget Sound materials to be used more broadly.

5. We recommend that faculty on sabbatical or out of town coordinate renewals and/or returns accordingly. We recommend that faculty who receive recall notices but are unable to return the materials due to extenuating circumstances contact the circulation staff to make appropriate arrangements. This reinforces the library's willingness to work with faculty on an individual basis to support academic engagement.

Appendix B

The following freedom of expression statement is contained within the "Response Protocol of Bias-Hate Incidents."

"As a fundamental commitment and as part of the progress we envision, the Puget Sound community protects academic freedom, the open exchange of ideas and creative, intellectual expression. Freedom of expression on this campus means equally that we shall not seek to limit individuals' First Amendment right to express their views and that we shall reject conduct that hinders in any way the right of all to pursue their educational goals in a safe and respectful environment. We understand that these freedoms and rights do not permit us to tolerate speech, symbols, or other actions that are wounding or threaten harm to specific individuals or groups because destructive hostility has no place in open and honest learning" ("Response Protocol of Bias-Hate Incidents," p. 1).

<http://www.pugetsound.edu/files/resources/communicationresponse-protocolfor-biashate-inciden.pdf>

Appendix C

Statement regarding leave policies endorsed by the senate and up for faculty consideration at the 3/10 faculty meeting:

The faculty at the University of Puget Sound find the university's leave policies to be inequitable, inadequate, and lacking in transparency. We believe that our policies must be changed in order to: 1) better support faculty in their teaching and scholarship (including that conducted outside the semester calendar) as well as in their personal wellness, 2) improve the students' Puget Sound experience, and 3) align with the stated values of the university. To achieve such goals the faculty requests:

A. University policy updated to include benefits compliant with the provisions in the Washington State Family Leave Act (2006) and Family Care Act (2002), and the federal Family and Medical Leave Act (1993).

B. the implementation of a paid Faculty Family Medical Leave policy.

C. the implementation of a one-semester paid Faculty Parental Leave policy.

D. no- and low-cost modifications to the current leave policies so as to enhance clarity, equity, and transparency, and to recognize and support the scholarly and pedagogical work faculty conduct outside of the semester calendar.