

Faculty Senate Meeting January 28, 2019
Minutes

Present: Freeman (chair), Beardsley, Bailey, Brown, Gessel, Hale, Kukreja, Kelly Johnson, Kristin Johnson, McBain, Monaco, Noble, Thines, White, Wimberger.

Visitors: Weinberger, Jacobson, Collins, Tucker, Orlin, Kessell, Holman.

Appendices:

Appendix A Summary thus far of CTF

Appendix B Resolution on Staff Compensation

Appendix C: Review Cycle for Departmental Evaluation Standards

1. (Freeman) Call to order 12:01.
2. Announcements:
 - A. (Freeman) The Senate will bring its code change regarding promotion criteria to the full faculty at its scheduled meeting on February 6.
 - B. (Freeman) Senators are reminded of the groundbreaking of the new Welcome Center on February 21.
 - C. Brown, Gessel and Wimberger also made announcements.
3. M/S/P to approve the minutes of December 3, 2018.
4. Updates:
 - A. ASUPS (Noble) announced upcoming 'clubfest' for transfer students (February 8) and reminded Senators of the upcoming ASUPS election.
 - B. Staff Senate (Bailey) announced that the staff senate is engaged in a full review of its bylaws in cooperation with Human Resources.
5. Standing Committee Liaison Reports:

Freeman presented the report of Kim on behalf of the Curriculum Task Force (Appendix A).

6. Freedom Education Project Puget Sound (FEPPS):

Weinberger and Jacobson discussed the current state of FEPPS planning. A presentation to the full faculty regarding policies and procedures is expected for Fall 2019 for an anticipated rollout of a BA program at Washington Corrections Center for Women. A motion to form an Advisory Board was discussed and will be presented to the faculty. Questions and discussion covered such matters as staffing and hiring, transfer of credit, Department on Education requirements, course selection and the relation between this proposed BA program and the AA program offered by Tacoma Community College.

7. Resolution on Staff Compensation:

Tucker, on behalf of the Staff Senate, led a discussion a resolution regarding staff compensation. The resolution proposes to revise the Staff Compensation Policy to state that “fair and competitive compensation be grounded in meeting the basic needs of our staff by providing a living wage” (see Appendix B).

M/S/P the Senate endorses the proposed Resolution on Staff Compensation.

8. Budget Task Force:

Kessell, Orlin and Holman presented and led a discussion of the Report of the Budget Task Force.

9: At 1:10 the Senate moved to Closed Session to hear and act on the report of the Committee of Honorary Degrees. (Brown and Collins)

M/S/P the Senate endorses the slate of candidates proposed by the Committee.

9. The remaining time was spent in an informal discussion of how to increase faculty participation in graduation ceremonies.

10. 1:30 M/S/P to adjourn.

Respectfully submitted

Bill Beardsley, designated note taker.

Appendix A:

From: Jung A Kim

Sent: Sunday, January 27, 2019 11:54 AM

To: Sara E Freeman

Subject: Re: faculty senate meeting

1. My summary thus far of CTF:
 - a. CTF has met on 4 occasions since December to begin addressing charges from the Senate
 - b. Main question that continues to arise: What do we want our students to have or have done while at Puget Sound?
 - c. CTF reviewed the graduation requirements at Puget Sound and made some decisions on what requirements should be kept as discussions of curriculum changes continue (if any) and agreed thus far to the following major points:
 - i. Foreign language requirement should be kept

- ii. Majors should be kept
- iii. First year seminar should be kept (discussions of how they are taught are on the table)
- iv. KNOW requirement should be kept (should students be required to take at least 2 units in this area? – discussion in progress)
- v. What constitutes the Core and whether changes are made in this area is another point of discussion that is being examined by subcommittee from CTF
- vi. All other requirements such as 32 unit min, 16 units in residence, 3 upper division units outside the major, min GPA of 2.0 in major and minor, complete all “incomplete” work, etc., remained relatively unchanged and/or was not discussed in great detail thus far
 - d. CTF is exploring different avenues for introducing Pathways (a model where students have the opportunity to choose topics of interest in addition to their major)
 - i. Would this occur through the Core?
 - ii. Does the Core run through Pathways?
 - iii. No Pathways?
 - iv. A different option from i and ii?
 - v. CTF has been looking at similar models at other liberal arts institutes across the nation as a starting point

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Jung A Kim, PhD
Associate Professor

Resolution on Staff Compensation –

Dec. 12, 2018

Whereas, Goal 3 of *Leadership for a Changing World*, as approved by the Puget Sound Board of Trustees, is to “support and inspire our faculty and staff”; and

Whereas, wages for staff have not kept pace with costs of living; and

Whereas, members of our staff suffer from food and housing insecurity due to the calculation of current wages under current policy; and

Whereas, the Staff Compensation Policy is silent regarding a staff wage floor, deferring to statutory minimum wage rather than the needs of our staff; and

Whereas, a living wage, as defined by the Economic Policy Institute’s Family Budget and the MIT Living Wage Calculator using methods that account for costs of food, childcare, health, housing, transportation and other necessities, does account for basic needs; and

Whereas, current Staff Compensation Policy does not specifically address meeting staff members’ basic needs; and

Whereas, basic needs of staff will be better met if the Staff Compensation Policy is grounded in the principle of providing a living wage;

Now, therefore be it resolved, by the University of Puget Sound Staff Senate that the Staff Compensation Policy “Section I: Policy” be updated to include *a fourth bullet point clearly stating* that fair and competitive compensation is grounded in meeting the basic needs of our staff by providing a living wage; and

Therefore, be it further resolved that current and future staff wages, at minimum, be adjusted to meet regional cost of living increases.

Appendix C: (Posted at the Provost’s and PSC’s request to remind chairs of this schedule)

Review Cycle for Departmental Evaluation Standards

Professional Standards Committee

<p style="text-align: center;">Year One (first review in Spring 2017) EPDM (fall) History (spring) Economics (spring)</p>	<p style="text-align: center;">Year Two (first review in 2017-18) Classics – deferred to Fall 2018 German Studies (fall) – overdue Geology (spring) – overdue Hispanic Studies (spring) – deferred to Fall 2018</p>
<p style="text-align: center;">Year Three (first review in 2018-19) Religious Studies (fall) – overdue Exercise Science (fall) – overdue Psychology (spring) – due Sociology & Anthropology (spring) – due</p>	<p style="text-align: center;">Year Four (first review in 2019-2020) STS (fall) African American Studies (fall) Theatre Arts (spring) Chemistry (spring)</p>
<p style="text-align: center;">Year Five (first review in 2020-2021) IPE (fall) Education (fall) Communication Studies (spring) Asian Languages & Cultures (spring)</p>	<p style="text-align: center;">Year Six (first review in 2021-2022) Physics (fall) Politics & Government (fall) Music (spring) Math & Computer Science (spring)</p>

Year Seven

(first review in 2022-2023)

Philosophy (fall)

Biology (fall)

Business and Leadership (spring)

English (spring)

Year Eight

(first review in 2023-2024)

Physical Therapy (fall)

French Studies (fall)

Occupational Therapy (spring)

Art & Art History (spring)