

## Faculty Senate Meeting

November 25, 2019

**Senators Present:** Alison Tracy Hale, Jairo Hoyos, Julia Looper, Heather Bailey, Sarah Moore, Bill Beardsley, Tiffany MacBain, Sara Freeman, Jung Kim, Mushawn Knowles, Chris Kendall, Megan Gessel, Laura Behling, Regina Duthely

**Guests:** Dave Wright, Richard Anderson-Connolly, Amy Ryken, Sunil Kukreja, Liz Collins

### I. Call to Order, Chair, Sara Freeman: 12:00pm

- Welcome guests Dave Wright and Richard Anderson-Connolly

### II. Announcements

- Renee Houston has info to register the IRB for Federal Wide Assurance (FWA).
- Registration is relatively simple, but it does require one to verify that certain statements and procedures are in place; this may require more time. Moore noted that one study (J. Looper) requires FWA by the end of this year in order not to lose grant funding.

### III. **M/S/P** approval of Minutes from November 18, 2019

### IV. Updates from ASUPS or Staff Senate

- Staff Senate still seeking donations of crafts and/or baked goods for the Holiday Bazaar

### V. Update on CTF, electronic vote, and further steps

- Voters' guide went out and ballots are forthcoming
- CTF is waiting for faculty response on ballots; aiming for 2/3 participation to make the vote binding; Should take less than 5 minutes-people can abstain but still need to register their abstention in the ballot
- Working groups have been formed around units for grad requirements, foreign language, and KNOW—CTF is moving forward on some things that they can do until the vote outcome is figured out
- If we don't meet the 2/3 we would need to take a vote on the floor and give the CTF some direction

### VI. Washington State Law and Religious Accommodation Policy (a more extended ASC update)

- New Washington State law on religious accommodations
- Our current policy needs to be updated because it isn't in compliance with state law
- We need an interim policy that gets us in compliance within the next month/by spring semester
- A link needs to go on the website as well as the addition of the policy on the syllabus
- Senate would need to charge ASC to move this forward for an updated policy to be added to the bulletin for next academic year
- Short term steps: approve the interim policy, charge ASC to review and endorse or amend. Then return to Senate and then Senate charges for the beginning of spring
- We can read and review it for Senate to approve at the Dec. 9<sup>th</sup> meeting
- Get a draft from university council within the next week

- Students need to notify faculty in writing and the accommodations must be narrowed down via writing
- Wrinkle that we must consider is Ramadan because Muslim students need accommodations for late evening exams once they've broken fast
- In the process of updating a calendar with holidays; balancing community impact versus individual impact
- Question about adding a Canvas page that automatically uploads a policy page
- Senate or ASC can request the policy update
- Question re IV,c and language about denying a request—how can faculty deny the law? Issues about measuring reasonable versus unreasonable requests
- The law only requires a hyperlink to the website policy be added to the syllabus
- Plan to vote at our Dec. 9<sup>th</sup> meeting to adopt the interim policy and pass it to ASC for development of a more permanent policy
- Request will go out to university counsel with request for updated interim policy

## VII. Graduate School Educational Goals

- Proposal rising from meetings with deans and provosts re updated language in educational goals
- The graduate programs have the same educational goals and when reviewing curriculum, etc. they consider the ways that the graduate programs align with our broader university educational goals
- The current use of “students” doesn't necessarily call to mind graduate students due to their invisibility on campus
- Senators affirm the change of language to include graduate students as well
- Considering that changing of mission and educational goals would we need trustee approval
- Do we address the proposal before us today or do we also push to change the language of the mission statement as well?
- Senators speak in affirmation of addressing the current proposal without addressing the mission statement issue yet because it is separate
- The location of the mission and educational goals on the website also places it within more undergraduate centered spaces. Moving where it lives on the web could do a better job of signaling who these policies apply to
- Working on thinking about where we feature graduate programs and how they are represented within university web and design—placing how they fit within the university structure
- Integrative learning group suggests simplifying the mission statement, so we could possibly be revisiting this in the near future
- There are no official groups in place yet, but it seems that based on our curriculum revision and strategic plan that there is interest in considering publicity and the language used to promote our mission and goals
- Discussion about the educational goal regarding diverse fields and disciplines
- **M/S/P** Motion to endorse the proposal passed
- A motion will be brought to the meeting floor to the faculty at our first faculty meeting in the spring

## VIII. Overview of upcoming Work: Requests the Chair has Received

#### A. Communication Plan

- Senate to be official about how we communicate things to faculty and communicating it to standing committees

#### B. Meeting Times

- Possibility of setting regular meeting times for standing committees so people know whenever their particular committee is meeting

#### C. Land Acknowledgement

- Adjustment to how we do land acknowledgment including signage at 15<sup>th</sup> St. entrance

#### D. Search Committee for VP Diversity and Inclusion

- Co-chair of the search committee and to provide five (5) faculty members to serve on that committee
- Two different things to identify a co-chair and five (5) members; Senate would put forth names and the President would take three (3) from amongst our recommendations with some wiggle room to decide on the additional two (2).
- Possible strategies: requesting volunteers, appointing someone, making recommendations
- We might get some questions about transparency if we appoint people. A call for volunteers gets around that and makes it seem fairer.
- An affirmation of calling for faculty nominations and self-nominations to serve on the committee, to be followed by an electronic vote. The finalists' names are forwarded to the President, who from this list selects the committee members. The committee will determine which committee members serves as chair. (This proposed process is provisional pending further discussion at the Monday, December 9, 2019 Senate meeting.)
- Question about possibility of adjusting other service obligations, etc.
- Will return to this at our Dec. 9<sup>th</sup> meeting

#### E. Other work we might consider...

- Totem trophy—progress being made toward resolving the issue; have been in contact with PLU and local tribes to figure out how to handle it; the trophy will no longer be used and are working on figuring out restitution and education moving forward
- Concern about staff turnover and satisfaction—might be worth checking in about it although it is unclear what this body could do; we could request report from HR about their assessment of the Total Rewards Program; A more formal report possible from Benefits Task Force; Due to vacancies in HR it is a challenge to get info from HR; Numbers about staff leaving has been sent to Budget Task Force; are there larger questions about morale and staff satisfaction, not just budget issues? Ways we can recognize staff and demonstrate more appreciation for their contributions; Thinking of ways to share info and build more community between faculty, staff, and student events.
- Faculty reps giving overview of trustees' meetings
- Returning to student life committee issue and how to reorganize the committee
- Reassessing the common hour-anecdotal discussion about students' problems with trying to schedule; significant compression of the schedule due to faculty preferences as well as student preferences—there are some

unused/underutilized teaching hours that we collectively need to reassess; We have received data about the impact of the common hour but we haven't had a conversation about what we might do with that data

IX. Other Business

- None

X. Adjournment 1:30pm

Respectfully Submitted,  
Regina Duthely