

Minutes of the November 12, 2012 University of Puget Sound Faculty Meeting

1. President Ron Thomas called the meeting to order at 4:06 PM. Forty members of the faculty were present by 4:15 PM.
2. **M/S/P (Neshyba/Bristow) Approval of the minutes of the October 10, 2012 faculty meeting.**
3. Announcements
  - a) Training for supervisors for payroll time entry in PeopleSoft is coming soon; look for announcements. All supervisors, including supervisors of student employees, will need to use the new system after January 1.
  - b) A technology and teaching discussion will be held after Thanksgiving; contact Steve Neshyba for details.
4. President's Report
  - President Thomas has had a busy fall, including an ambitious travel schedule for campaign events (regional kick-off events in San Francisco and Denver and associated development calls) and administrative duties for national boards on which he is serving (Executive Committee of the Annapolis Group and the NAICU board).
  - The campaign is going well with \$88.5 million committed against an overall goal of \$125 million. Last year was our second highest commitment period on record, and the highest for cash received. The Puget Sound Fund is at an all-time high.
  - Cabinet work this fall has been focused on student recruitment, enrollment, retention, and financial aid policies.
  - Our new vice president for enrollment, Jenny Rickard, will begin officially on January 1, 2013, although she has been visiting Puget Sound this fall to develop transition plans.
  - President Thomas expressed appreciation for faculty involvement in the new residence hall project for forming substantive links with academic programs.
  - President Thomas is interested in the faculty technology in teaching discussions, an issue that will be considered at the May board meeting. He is eager to hear how Puget Sound faculty are addressing this issue in the spirit of our long history of excellence and innovation in teaching.
5. Academic Vice President's Report
  - Dean Kris Bartanen expressed her appreciation for all of the faculty work on spring pre-registration and advising. We continue to adjust the spring schedule to address the goal of having students in a reasonable schedule prior to end of term.
  - Sabbatical letters will be delivered soon. Sabbatical coverage will continue to be constrained next year.
  - Lisa Ferrari is still in need of summer session courses for 2013.
  - The minutes from the October Senate meeting provide a good background regarding budgetary issues.
  - The Chief Diversity Officer search is well underway. Four finalists will be on campus at the end of November and early December. Look for a message soon about participation in the interview process.
6. Faculty Senate Chair's Report
  - Faculty Senate Chair Brad Dillman attended the Board of Trustees meeting in October. There were interesting discussions about both Puget Sound and liberal arts education in

the US (i.e., most students do not attend liberal arts colleges, we are competing with a small population of schools for a more diverse student population, and the rise of online learning). How do we as faculty conceptualize what we do here at Puget Sound in light of changes in the liberal arts and under budgetary constraints?

- The Senate has completed charges for standing committees. Highlights: Curriculum Committee—working on policy recommendations for first-year seminars; University Enrichment Committee—evaluating structures for travel and research funding; Diversity Committee—making recommendations about bringing a diversity component into the curriculum; International Education Committee—finalizing and adopting criteria for short-term faculty-led programs and working with the Curriculum Committee to develop a process for approving faculty-taught courses that fulfill core requirements; Professional Standards Committee—clarifying expectations for junior faculty participation in evaluation and written recommendation for change-of status reviews.
- The Senate would like to develop avenues to highlight faculty awards to the wider campus community.
- The Senate discussed midterm grades and what they mean to students. Do we need to clarify what midterm grades mean and/or develop different ways to assess students at midterm? This discussion will be brought to the full faculty.

#### 7. Student changes of major and advising

Alyce DeMarais introduced the topic by reminding the faculty that students currently have the option to change their major through self-service via their Cascade account. The student initiates the change of major and selects an advisor in that major. There is no delivered functionality in PeopleSoft that allows students to change their own major through self-service—changes of major are implemented through a faculty advisor or advising staff person. The Optimize team is investigating options for student change-of-major functionality and would like faculty input on this issue.

There was consensus that students should be able to select their major on their own. There were some questions about who has access to student records and the desire for secondary advisors to continue to have access to a student's Degree Progress Report.

This discussion raised the issue that many faculty members do not know what functionality will be in the new system or what we are losing as we shift from Cascade to PeopleSoft. We need a mechanism for faculty involvement in system implementation and functionality. Alyce will work with the Optimize team to demonstrate the new system's capabilities for the faculty.

#### 8. Revision of the Faculty Bylaws, Article III, Section 1, to designate the Faculty Senate Chairperson to preside at faculty meetings (Second Reading).

Rich Anderson-Connolly provided a revised version of the original motion (Appendix I).

#### Discussion

The original language in A.a. (now C.b.) allows the chair to step out of that role and advocate during the meeting. Some questioned the utility of having this option first be approved by the Senate.

Some wondered what issue we are trying to solve with this Bylaws change. We have shared governance at Puget Sound and high satisfaction among faculty members. What is the evidence for a problem? Others thought this change is an improvement as it is a movement in the direction of greater faculty control of governance under the presumption that the faculty should govern itself whenever possible. This change would be a symbolic move in that direction.

Doug Cannon observed there is currently not an acute or obtuse problem; therefore, it is a good time to talk about these issues. In the past, presidents took a more directive role in faculty meetings and this constrained other members of the faculty. Other presidents in the past were not directive but were not effective at chairing the meeting. In addition, the president's schedule may keep him/her from chairing meetings. These examples illustrate times when an officer of the faculty would be the best person to preside at faculty meetings. Given that the presiding officer cannot speak to motions, designating the Senate Chair to preside at meetings would allow the president to represent the perspective of the administration.

In response to a question regarding setting the faculty meeting agenda, Dean Bartanen confirmed the current process for setting meeting agenda: the faculty secretary calls for agenda items; items are listed in order of receipt; the draft agenda is sent to the faculty senate chair, dean, and president for review.

**Cannon moved to amend the motion as described in Appendix II. Accepted as a friendly amendment by Anderson-Connolly.**

The president would continue to provide a report at the faculty meetings.

**Holland moved to amend the motion to revise C.b. to replace "Faculty Senate" with "faculty" and "Senate" with "faculty." Accepted as a friendly amendment by Anderson-Connolly.**

Some expressed concern about the clarity of the existing problem and the loss of shared governance. Is this too much of a burden for the chair of faculty senate? Does this take away some of checks and balances inherent in the current system?

**M/S/F by paper ballot—18 yes, 21 no.**

#### 9. Co-governance Resolution

Rich Anderson-Connolly introduced two versions of a resolution for co-governance (faculty representation on the Board of Trustees). See Appendix III.

**M/S/F (Anderson-Connolly/Neshyba) to accept version 1 of the resolution [7 yes, 33 no by paper ballot].**

Would a proposal to reduce the number of faculty members in the resolution be considered a friendly amendment? This would not be considered friendly by the proposer; therefore, the amendment was not made.

There was some discussion about how the faculty representatives would be chosen. For

example, would the five members proposed include the faculty senate chair and representatives to board committees? Would we elect committee persons who would have voting privileges? These faculty members would be elected members of Board of Trustees. How representatives are appointed and that they be able to attend the full board meeting would be something to consider. Currently, any faculty member may attend Board of Trustees business meetings to observe (no vote); only trustees may attend executive sessions. Some took issue with staff being included as board members with counter arguments to this statement made by other faculty members.

Current board members have close ties to Puget Sound and/or higher education. Some raised concern about the lack of liberal arts experience among those board members with higher education background.

**M/S/P (Cannon/Bartanen) to end discussion.**

**M/S/F (Anderson-Connolly/Neshyba) to accept version 2 of the resolution** [8 yes, 30 no by paper ballot].

Some faculty members noted a resolution regarding the faculty's desire to have representation with the Board of Trustees would be good but perhaps one that is not as prescriptive as the resolutions presented today.

#### 10. Academic-Residential Seminars and Programs, and the Two-Year Residence Requirement

Dean Bartanen reminded us that residential programs are part of our retention efforts and support the Puget Sound mission. These programs include:

- a) Residential seminars: the academic benefits of residential seminars are clear; we only have two residential seminars this semester; would like to return to 10 per semester.
- b) Residential programs: let juniors and seniors know about the five residential programs available in the new residence hall.
- c) Starting this year, first year and transfer students are required to live on campus for two years; the purposes of this policy change are improved academic success, retention, and engagement with the campus.

#### 12. **M/S/P to adjourn at 5:31 PM.**

Respectfully submitted by Alyce DeMarais, Faculty Secretary.

Upcoming Faculty Meetings (all meetings will be held in McIntyre 103):

Tuesday, February 5, 4:00 – 5:30 p.m.

Wednesday, March 27, 7:45 – 8:55 a.m.

Monday, April 15, 4:00 – 5:30 p.m.

Appendix I: Motion to amend Article III, Section 1 of the Faculty Bylaws

Motion to amend Article III, Section 1 of the Faculty Bylaws as follows:

**ARTICLE III  
ORGANIZATION OF THE FACULTY**

**Sec. 1. Officers and Duties.**

- A. The President of the University shall:
- ~~a. Be Chairperson of the Faculty and preside at meetings of that body. The President may designate the Vice Chair to preside at faculty meetings or, contingent upon the approval of the Faculty Senate, another member of the faculty until such time as the President decides to resume presiding or the Senate requests that the President resume presiding.~~
  - ~~b. Jointly, with the Dean of the University and the Executive Committee of the Faculty Senate, appoint all Faculty standing committees and fill vacancies as they occur.~~
- B. The Dean of the University shall:
- a. Be Vice-Chairperson of the Faculty and in the absence of the ~~President~~Senate Chairperson, be the presiding officer at Faculty meetings.
  - b. Be an ex-officio member of all standing committees.
  - c. Be responsible for keeping the official file of the Minutes of the Faculty and of the Faculty Senate.
  - d. Jointly, with the Executive Committee of the Faculty Senate and the President, appoint Faculty standing committee members.
  - e. Distribute to all new Faculty a copy of the Faculty Code and Faculty Bylaws.
- C. The Faculty shall elect for a two-year term from among its instructional staff, a Senate Chairperson to:
- a. Call and preside over the meetings of the Faculty Senate.
  - ~~b. Be Chairperson of the Faculty and preside at meetings of that body. The Chairperson may designate the Vice Chair to preside at faculty meetings or, contingent upon the approval of the Faculty Senate, another member of the faculty until such time as the Chairperson decides to resume presiding or the Senate requests that the Chairperson resume presiding.~~
  - ~~b.c~~ Faculty ~~Serve as Faculty Representative to the Executive Committee of the Board of Trustees.~~
  - ~~e.d~~ Faculty ~~Jointly, with other members of the Faculty Senate Executive Committee, the Dean, and the President, appoint all Faculty standing committee members. (IV)~~
- D. The Faculty shall elect for three year terms from among its instructional staff, eleven (11) Senators as members of the Faculty Senate. (IV)
-

Motion to amend Bylaws Article III

Current Language	Proposed Language
<p style="text-align: center;"><b>ARTICLE III ORGANIZATION OF THE FACULTY</b></p> <p><b>Sec. 1. Officers and Duties.</b></p> <p>A. The President of the University shall:</p> <ol style="list-style-type: none"> <li>a. Be Chairperson of the Faculty and preside at meetings of that body. The President may designate the Vice Chair to preside at faculty meetings or, contingent upon the approval of the Faculty Senate, another member of the faculty until such time as the President decides to resume presiding or the Senate requests that the President resume presiding.</li> <li>b. Jointly, with the Dean of the University and the Executive Committee of the Faculty Senate, appoint all Faculty standing committees and fill vacancies as they occur.</li> </ol> <p>B. The Dean of the University shall:</p> <ol style="list-style-type: none"> <li>a. Be Vice-Chairperson of the Faculty and in the absence of the President, be the presiding officer at Faculty meetings.</li> <li>b. Be an ex-officio member of all standing committees.</li> <li>c. Be responsible for keeping the official file of the Minutes of the Faculty and of the Faculty Senate.</li> <li>d. Jointly, with the Executive Committee of the Faculty Senate and the President, appoint Faculty standing committee members.</li> <li>e. Distribute to all new Faculty a copy of the Faculty Code and Faculty Bylaws.</li> </ol> <p>C. The Faculty shall elect for a two-year term from among its instructional staff, a Senate Chairperson to:</p> <ol style="list-style-type: none"> <li>a. Call and preside over the meetings of the Faculty Senate.</li> <li>b. Serve as Faculty Representative to the Executive Committee of the Board of Trustees.</li> <li>c. Jointly, with other members of the Faculty Senate Executive Committee, the Dean, and the President, appoint all Faculty standing committee members. (IV)</li> </ol> <p>D. The Faculty shall elect for three year terms from among its instructional staff, eleven (11) Senators as members of the Faculty Senate. (IV)</p>	<p style="text-align: center;"><b>ARTICLE III ORGANIZATION OF THE FACULTY</b></p> <p><b>Sec. 1. Officers and Duties.</b></p> <p>A. The President of the University shall jointly, with the Dean of the University and the Executive Committee of the Faculty Senate, appoint all Faculty standing committees and fill vacancies as they occur.</p> <p>B. The Dean of the University shall:</p> <ol style="list-style-type: none"> <li>a. Be Vice-Chairperson of the Faculty and in the absence of the Senate Chairperson, be the presiding officer at Faculty meetings.</li> <li>b. Be an ex-officio member of all standing committees.</li> <li>c. Be responsible for keeping the official file of the Minutes of the Faculty and of the Faculty Senate.</li> <li>d. Jointly, with the Executive Committee of the Faculty Senate and the President, appoint Faculty standing committee members.</li> <li>e. Distribute to all new Faculty a copy of the Faculty Code and Faculty Bylaws.</li> </ol> <p>C. The Faculty shall elect for a two-year term from among its instructional staff, a Senate Chairperson to:</p> <ol style="list-style-type: none"> <li>a. Call and preside over the meetings of the Faculty Senate.</li> <li>b. Be Chairperson of the Faculty and preside at meetings of that body. The Chairperson may designate the Vice Chair to preside at faculty meetings or, contingent upon the approval of the Faculty Senate, another member of the faculty until such time as the Chairperson decides to resume presiding or the Senate requests that the Chairperson resume presiding.</li> <li>c. Serve as Faculty Representative to the Executive Committee of the Board of Trustees.</li> <li>d. Jointly, with other members of the Faculty Senate Executive Committee, the Dean, and the President, appoint all Faculty standing committee members. (IV)</li> </ol> <p>D. The Faculty shall elect for three year terms from among its instructional staff, eleven (11) Senators as members of the Faculty Senate. (IV)</p>

Appendix II: Friendly amendment to Bylaws revision

**I move to amend the main motion:**

To add Article III, Sec. 2. B, as follows:

The agenda for meetings called into session by the Chairperson of the Faculty will be set jointly by the Chairperson of the Faculty Senate and the President or her/his designee. The agenda for meetings called into session by the Senate or its officers will be set by the Chairperson of the Senate. The agenda for meetings called into session by written petition will be specified on that petition.

To re-alphabetize subsequent clauses of Article III, Sec. 2.

Douglas Cannon  
Professor and Chair  
Department of Philosophy  
November 12, 2012

Appendix III

Resolution for Co-Governance

(Version 1)

Resolved, That the faculty at the University of Puget Sound request representation on the Board of Trustees with full voting rights and all other privileges associated with the position and, be it further

Resolved, That the faculty request a doubling of the number of trustees with the new positions to be filled by representatives of the faculty and staff and, be it further

Resolved, That the faculty and staff shall elect their representatives to serve on the Board of Trustees for terms of three years.

---

(Version 2)

Resolved, That the faculty at the University of Puget Sound request representation on the Board of Trustees with full voting rights and all other privileges associated with the position and, be it further

Resolved, That the faculty request five positions be filled by representatives of the faculty and five positions be filled by representatives of the staff and, be it further

Resolved, That the faculty and staff shall elect their representatives to serve on the Board of Trustees for terms of three years.

---

Argument from Values

- Democracy is the proper form of government when a collectivity needs to reach decisions that impact all members of the collectivity.
    - Capitalist property rights do not supersede democratic considerations because we are not a capitalist firm; there are no owners of this university.
  - Our mission statement claims that we prepare “the university's graduates to meet the highest tests of democratic citizenship.” Democratic self-governance by the faculty would allow us to better practice what we teach.
-

Argument from Efficiency

- Representation by the workforce on the board will increase the flow of information in both directions. It will eliminate any possible bottlenecks.

Workers have much to offer about the best way to run the organization. The current members of the board do not, and cannot possibly, possess the same information.

- The implementation of many organizational plans, especially those with substantial or painful changes, will require the cooperation of the workforce. Perceptions of fairness will facilitate changes. The absence of perceived fairness will hinder and perhaps even cause them to fail.
-