

Minutes of the March 27, 2013 University of Puget Sound Faculty Meeting

1. President Ron Thomas called the meeting to order at 7:47 a.m. President Thomas, Academic Vice President Kris Bartanen, 36 faculty members, and three staff members were present (see Appendix I for a list of attendees).
2. **M/S/P (Haltom/Hastings) Approval of the minutes of the February 5, 2013 faculty meeting.**
3. Announcements
 - Bill Haltom reminded those in attendance to sign in.
 - Faculty Athletics Representative Nancy Bristow announced that Puget Sound athletics teams are within striking distance of their Drive for 125 goal of 125 wins in 2012-2013. She asked that we support the teams this spring as they work toward this goal. Nancy also announced that the student athletes will host a Special Olympics Field Day on April 15, 2013.
4. President's Report
 - President Thomas reported on the status of enrollment for next year's class. The current modeling predicts we will exceed our enrollment goals, cautioning that these are projections based on market behavior from previous years. The admitted student pool shows strength in academics and diversity.
 - After some early delays construction of the residence hall is on schedule for completion in time for fall 2013. Faculty members have been engaged in planning the academic and programmatic linkages with the facility.
 - Puget Sound is beginning a thoughtful, careful, and deliberate exploration of international student recruitment. Vice President for Enrollment Jenny Rickard will be traveling to China soon as part of this exploration.
 - President Thomas expressed his thanks to the many faculty members who are participating in the workgroups exploring "big ideas" and "teaching innovation," as we address the challenges of the future in higher education—economically, demographically, technologically. These groups are charged developing good ideas that are consistent with our mission and character that will prepare us to meet these challenges
 - President Thomas has also been focusing on the capital campaign. This past quarter was good and we are on track to reach our \$125M goal.
5. Academic Vice President's Report
 - Professor of Sociology Leon Grunberg was awarded the Dean S. Dorn Distinguished Contributions to Teaching Award by the Pacific Sociological Association.
 - Eryn Eby was awarded Puget Sound's first Luce Scholarship, as well as a Watson Fellowships; Maggie Shanahan received a Fulbright research fellowship.
 - It is time to consider nominations for the Walter Lowrie sustained service award—look for an announcement soon.
 - Career and Employment Services (CES) staff has noted that work study resources will tight next year. No new positions will be added unless there is a substitution available.

Federal work study resources may be affected by the federal sequester, the effects of which would be seen in a year.

- Class schedule updates: we need a Connections course for Summer Session II, and three first year seminars for Fall 2013 (we will look at the fall course schedule following pre-registration and evaluate courses with low enrollments). Lisa Ferrari also noted we need another Connections course for Fall 2013.
- The faculty salary scale for 2013-2014 will be the same as the 2012-2013 salary scale. The salary pool increase for 2013-2014 will cover steps and promotions.
- Kris Bartanen then invoked an apt metaphor for the implementation of the PeopleSoft system. We are living in the gutted home in the middle of a significant remodel and doing dishes in the bathtub. Martin Jackson showed us the [Optimize Training](#) page to remind us there are tools available to use as we work through this implementation.

6. Faculty Senate Chair's Report

- Faculty Senate Chair Brad Dillman reported that the Senate affirmed a student bereavement policy (see Senate minutes).
- An ad hoc professional development committee is exploring ways to support faculty scholarship. See the faculty governance listserve and share ideas for low-cost support of faculty scholarship.
- The Senate is discussing its role in the budgeting process and in technology use issues.
- Brad Dillman will send out a call for nominations for the Walter Lowrie Award for Sustained Service.
- The call is open for nominations for four senate positions and two Faculty Salary Committee positions. Self-nominations are welcome. The nomination period ends Monday, April 1.
- The Senate will receive year-end reports throughout April; everyone is welcome to attend.
- At the final faculty meeting of the year [April 15, 4:00], Brad Dillman and Amy Spivey will deliver a short presentation on faculty governance issues/structures/processes.

7. Strategic considerations

- Kris Bartanen reminded us that we have been discussing strategic issues for Puget Sound, especially those issues that focus on increased recruitment and retention of students. One important aspect of this is an initiative addressing how we communicate about Puget Sound (our "brand strategy"). Many faculty and academic staff members have been involved in the brand strategy work (see Appendix II).
- Gayle McIntosh, Executive Director of Communications, presented the Puget Sound Brand Strategy
 - The goal of this initiative is to develop strategies to strategically advance Puget Sound's identity.
 - How do we make Puget Sound's distinctive personality and strengths visible to others?
 - The process started with intensive research (ongoing since 2008).
 - Analysis of the research shows Puget Sound's distinctions fall into three broad categories:

- 1) Teaching and Learning: freedom and independence are nurtured by a deeply supportive community and connections that last a lifetime—intensive faculty/student interactions.
 - 2) Location: a beautiful campus and a unique combination of natural and urban assets support scientific, artistic, entrepreneurial and civic scholarship in Tacoma, the Pacific Rim, and beyond. Our students talk about Puget Sound’s location in a rich way.
 - 3) Outcomes: students journey boldly throughout their lives, making a difference in the world and the lives of others. Growth and development outcomes are also reported by Puget Sound staff, and presumably faculty, as well.
- Vocabulary that identifies our personality includes descriptors such as pioneering, confident, independent, creative, and welcoming.
 - How do we do what we do? The metaphor of a journey kept coming up—a transformative experience. We invite people to journey, boldly.
 - Next steps: bring to life the position of bold journeys of personal and intellectual discovery through messaging tools and visual identity.
 - Redesign the website (something that is necessary every 4-5 years) with teaching and learning, location, and outcomes as a primary organizing frame.
 - Refine current wordmark; add a logo that incorporates elements of the university’s seal.
 - Test brand messaging.
 - Timeline: “To the heights” was a start, in conjunction with the 125th anniversary. Refresh the website, letterhead, and merchandise by the fall.

Gayle McIntosh then opened a discussion. Bill Haltom requested that the back of the new business card be kept open and light in color. Gayle reported that this has been incorporated into the design. Carolyn Weisz asked about the response to the “To the Heights” slogan. Journey boldly resonates with Carolyn more than “To the Heights” and seems more egalitarian. Gayle noted that “To the Heights” is another way of expressing the idea of a bold journey, intended for the 125th anniversary. It is too early to know how it is being received.

Brett Rogers noted that location is one key virtue but the idea of journey could imply leaving a location. He wondered if there was a way to refine the journey metaphor to identify with the location. Gayle noted the rich vocabulary associated with “journey.”

Jennifer Utrata wondered about rigor and challenge in teaching and how that meshed with the view of Puget Sound as a supportive environment. Gayle noted that how we help students “meet heights” emphasizes how we need to speak about challenge of this place in a consistent way. Kris Bartanen noted that the perception of challenge is lower for ~~perspective-prospective~~ students as compared to students who are at Puget Sound. Gayle indicated that she would like to include more faculty voices (blogs, etc.) on the website that speak to academic challenge.

Grace Kirchner's first reaction to the phrase "journey boldly" is to think of Star Trek. Gayle reminded us that this phrase is an internal touch-point, not an advertising slogan. She asked if the concept resonated and invited us to contact her with our views and suggestions.

8. Follow-up on the Board of Trustees Workshop on Diversity

Kris Bartanen reported that the February board meeting included an extensive workshop on diversity at Puget Sound. Part of the workshop was devoted to analysis of the campus climate survey results. There were many, varied reactions by board members but two issues in particular generated intensive responses.

- Response rate to campus climate survey by faculty (58%)—some board members wondered why the response rate was not higher.
- Data on students and faculty members hearing a disparaging remark by other students or other faculty members in and out of the classroom and the data on how likely faculty members would be to respond to disparaging remarks.

Results of the Campus Climate Survey show that 83% of the faculty, 94% of the staff, and 66% of the students are aware of the ways to report harassment or discrimination on campus. Kris reminded us to call the Chief Diversity Officer or Security Services to report incidents. In addition, there are harassment reporting officers on campus, including Grace Kirchner who serves as the ombudsperson.

There is now a new tutorial on HR website that addresses all forms of harassment; all faculty members are encouraged to complete the 20 minute tutorial. Kris invited us to contact her with ways to address how we can make our campus more welcoming.

9. Code Amendment ([Appendix III](#)), First Reading

Seth Weinberger, chair of the Professional Standards Committee (PSC), reviewed the rationale for this code amendment and read the amendment. The proposed Amendment to Chapter I, Part D, Section 4 of the Faculty Code addresses new federal regulations that require the federally-mandated Research Misconduct Policy be followed in place of any internal processes when allegations of research misconduct are made involving research conducted with federal funding. This code amendment is required to bring university policies in line with federal law by ensuring that, when necessary, the federal policy will be implemented to address allegations of research misconduct.

George Tomlin inquired about the mechanism for the policy. Seth responded that the PSC is developing our policy to reflect the federal requirements. Martin Jackson asked if the relevant Federal policy would take place in a parallel process to university policy. Seth clarified that the policy implementations would not be parallel but each would be a specific process, the Faculty Code grievance process as the mechanism for appeal.

David Tinsley wondered if the term "interest of university" as used in the Faculty Code is defined. David mentioned a recent article in the *New York Times* that addressed intellectual property policy. Kris Bartanen noted that the university's intellectual property policy is posted and is a generous policy. Lisa Ferrari clarified that the federal definition of research misconduct includes falsification of data and plagiarism but does not relate specifically to intellectual property ownership.

Bill Haltom wondered if Puget Sound processes would be invoked simultaneously with the federal processes. Seth responded that the federal process does preclude simultaneously running both processes—in some cases, running the university grievance process may interfere with the federal process. Jennifer Hastings noted that the university’s research misconduct policy is being written by the PSC in alignment with federal law. The code amendment is written in general language so as to avoid naming specific policies within the Code.

Bill Haltom raised the question of whether this code amendment language “fits” with other parts of the faculty code, specifically the section on grievances (and issues such as the 30 working day limits). Bill Haltom and Seth Weinberger will review the code language, as well as the amendment language, to see how they coincide.

10. President Thomas adjourned the meeting at 9:00 a.m.

Respectfully submitted by Alyce DeMarais, Faculty Secretary.

Appendix I: March 27, 2013 Faculty Meeting Attendees

Rich Anderson-Connolly	Lindsay Morse
Bob Boyles	Andy Rex
Nancy Bristow	Brett Rogers
Gwynne Brown	Amy Ryken
Alva Butcher	Eric Scharrer
Julie Christoph	David Tinsley
Alyce DeMarais	George Tomlin
Brad Dillman	Jennifer Utrata
Lisa Ferrari	Kurt Walls
Bill Haltom	Keith Ward
Fred Hamel	Barbara Warren
Jennifer Hastings	Seth Weinberger
Zaixin Hong	Carolyn Weisz
Martin Jackson	Paula Wilson
Lisa Johnson	Ron Thomas, President
Diane Kelley	Kris Bartanen, Academic Vice President
Alisa Kessel	Landon Wade, Director of Academic Advising
Jung Kim	Jane Carlin, Director of the Library
Grace Kirchner	Gayle McIntosh, Executive Director of Communications
Sunil Kukreja	
Pierre Ly	
Sarah Moore	

Appendix II:**FACULTY/ACADEMIC DEAN'S OFFICE PARTICIPATION IN BRAND STRATEGY WORK**Brand Promise Workshop (January 24 – 25, 2011)

Kris Bartanen	Jane Carlin
Sarah Moore	Amy Hackett
Kim Bobby	Keith Ward
Andy Rex	Sunil Kukreja
Marsa Daniel	Jeff Thomas
Justin Lunt	Brian Billings
Chris Myhre	Matt Robles
Loree Payne	Jennifer Peterson

Capital Campaign Theme Interviews/Art & Science, Pyramid (Fall 2010-Spring 2011)

Julie Christoph, English
 Nick Kontogeorgopoulos, International Political Economy
 Karl Fields, Politics and Govt; director, Asian Studies Program
 Doug Sackman, History
 Nancy Bristow, History (featured in case statement)
 Geoff Proehl, Theatre Arts
 Mike Veseth, International Political Economy (case statement)
 Keith Ward, Music
 Sarah Moore, associate academic dean
 Amy Hackett, athletic director

Brand Strategy Team (Winter 2011 – Fall 2012)

Ron Thomas
 Kris Bartanen

Interviews with Maguire Associates and Pyramid Communications (Spring 2012)

Amy Hackett, athletics director
 Robin Hamilton, associate director
 Randy Hanson, women's soccer
 Jeff Thomas, football coach
 Kris Bartanen, VP Academics
 Jane Carlin, Library Director
 Ellen Peters, director of Institutional Research
 Kim Bobby, Chief Diversity Officer and professor, Education
 Nancy Bristow, professor, History, African American Studies, Gender Studies
 Rob Beezer, professor, Mathematics
 Bruce Mann, director Civic Scholarship Initiative; professor, Economics
 Priti Joshi, professor, English
 Bill Barry, professor, Classics and History
 Maria Sampen, associate professor (violin), School of Music
 Nila Wiese, associate professor, School of Business and Leadership
 Kristin Johnson, associate professor, Science, Technology & Society
 Monica DeHart, associate professor, Latin American Studies

Dan Sherman, associate professor, Environmental Policy & Decision Making
George Erving, associate professor, English and Humanities

August 2012

Academic Leadership Team (led by Bartanen)
Faculty Chairs (led by Bartanen)
125th Committee (led by McIntosh – committee included Lisa Ferrari)

October 2012

LEAD (includes academic deans)

Fall 2012 – Winter 2013 Individual and Group Meetings

Occupational Therapy (Reynolds/Stall/Swinth)
Academic Dean Alyce DeMarais (McIntosh)
International Programs (McIntosh/Reynolds/Robinson)
Athletics (McIntosh/Reynolds/Hackett)
Athletics (McIntosh/Reynolds/Hackett/Coaches/Trainers)
Academic Leadership Team (McIntosh/Reynolds/Bartanen/ALT Members – Amy Hackett, Jane Carlin, Ellen Peters, Lori Payne, Brad Tomhave, Julie Nelson Christoph)
Faculty Senate Student Life Committee (McIntosh/Segawa/Committee)
Slater Museum (McIntosh/Stall/Wimberger)
Faculty Senate (McIntosh)
Library (McIntosh/Carlin/Reynolds/Library Staff)
Keith Ward (did not meet with; sent an overview via email)

Website Meetings with Fastspot Web Vendor (January 2013)

Jane Carlin (plus four librarians)
Peter Wimberger
Dennis Paulson
Robert Niese
Siddharth Ramakrishnan
Martin Jackson
Julie Christoph
Kena Fox-Dobbs
Sunil Kukreja (unable to attend)

Admission Marketing Meetings with Generation (January 2013)

Ron Thomas	Kris Bartanen
Lisa Wood	Amy Ryken
Dan Sherman	George Erving
Lynnette Clair	Sunil Kukreja)

(Joel Elliott and Maria Sampen unable to attend)

Admission Marketing Advisory Group (Spring 2013)

Aaron Benson
Sunil Kukreja
Maria Sampen

Appendix III:**Code Amendment to Chapter I, Part D, Section 4 (Professional Ethics)**

Professors are bound to observe acceptable standards of professional ethics. In general, a professor should not compromise the interests of the university or of one's students in favor of one's own.

Questions related to violations of professional ethics should be handled in the following manner:

a. **First, take steps required by public law as implemented in university policies.**

b. **Second, when there is no relevant public law,** notify the faculty member of suspected misconduct on his or her part. There may be an explanation that resolves the matter satisfactorily.

c. Failing to receiving an explanation that is satisfactory, or not wishing to deal directly with the person that is suspected of misconduct, one should take the matter to the Chair of that person's department. (If the Chair is the person suspected of misconduct one should take the matter to the Dean.) The Chair may resolve the matter to everyone's satisfaction.

d. If these steps do not resolve the problem, the matter should normally be referred to the Dean and handled through the grievance process as provided in Chapter VI, with the Dean responsible for filing the grievance. In the event that the Dean does not file the grievance, faculty members retain the right to do so.

Grievances must be filed according to the timeline outlined in Chapter VI.