

Washburn University
Meeting of the Faculty Senate
November 28, 2022 at 3pm
Meeting in Forum Room Hosted by FS Executive Committee

Present: Barraclough, Cassell, Cook-Cunningham, Dahl, DeSota, Ewert, Florea, Friesen, Ginzburg, Grant, Holt, Huff, Juma, Kay, Kendall-Morwick, Kimberly, McGuire, Modellmog, Noonan, Rossi, Sainato, Schmidt, Scofield, Smith, Wagner, Wasserstein, Zwikstra

Absent: Lolley, Porta, Rivera, Sourgens, Toerber-Clark,

Guests: Stephenson L, Leffingwell Q, Hanes S, Broxterman H, Luoma S, Lanning S, Gropitch E, Adebayo A, Cook S, Erby K

- I. Call to Order at 3:02 pm by Schmidt
- II. Approve minutes-
 - October 24, 2022 (pages 2-6) Moved to approve by Kendall-Morwick and seconded by McGuire. Motion passes
 - Addendum to Minutes – EM Presentation (pages 7-8; will be posted on website as part of minutes.)
- III. President's Opening Remarks
 - Tony Mark passed away recently (worked in IT, will be missed!)
 - Update on Presidential Search – very optimistic about where we are at and impressed with thoughtful/open conversations. Think we will be in good shape when it is done. It seems like everyone on the committee is worried about what is best for WU.
 - Gen Ed discussions are ongoing. Tomorrow's session is postponed, and the one scheduled for Wednesday. Please participate.
 - Holly Broxterman/Steve Luoma gave some information on CourseLeaf – curriculum management software. Will make edits/changes to courses and programs, which will help automatically update paperwork, keep the flow going (to make sure it goes through the correct work flow). Have 50+ items in the queue so far. This will help us with keeping steps going in governance. (Will go to correct committees to make sure items go through correct steps.) Are continuing to work with Administrators / Faculty Senate secretary and president to keep all the steps flowing smoothly. Schmidt – This is important stuff (infrastructure) that needs to happen for "this" (Faculty Senate) to happen.
 - Constitution changes will happen early in spring.
- IV. WUBOR/KBOR Update- Shaun Schmidt/Erin Grant
 - KBOR – Faculty Senate President's Counsel (part of KBOR). Still talking about the Gen Ed process that everyone is dealing with, and if that will affect other schools like Emporia and the group that is analyzing the

KBOR process. Discussion, but no real power in this group to change things.

- Tomorrow for Board of Academic Affairs Standing Committee (BAASC) is looking at performance indicators for Washburn University / WUTech. Stephenson – most places have 5-6 indicators, we have 7. We need 4/6 to get all the funding (3/6=90%, 2/6 = 75%). We did not get all our indicators this past year mostly due to low enrollment (which tied into degrees awarded). We can appeal these results due the circumstances. Also, there were issues with certifications that are no longer used at Tech, so we are presenting the appeal tomorrow and then on to KBOR.
- WUBOR – Special meeting the week before this last week. Discussing redistricting as to where we get our representatives from for WUBOR. Will use language similar to school boards, but actually the process is more similar to county commissioners. Trying to make sure there is fair representation. Legislature has to act on this before we can set the new districts (which then are used by the Mayor to select representatives.) Will be another WUBOR meeting Dec 8th (Thurs) at 4 pm.

V. VPAA Update - Dr. Laura Stephenson

- We have been having Academic Bridge Strategic Plan feedback sessions which have been helpful. Two more scheduled (Wed at 3:30 for staff and Tuesday at noon for students in “Underground”) Try to get feedback at the next After Hours (Dec 9th). Not sure if we want a discussion about it in here. Schmidt: we will likely not have business next week so we could meet then, OR you can go to already scheduled meeting. Stephenson: you can send in feedback individually if you wish, many in here have already given feedback.
- We are coordinating new leadership in Enrollment Management, trying to connect better between EM and Academics. We are talking about Graduate Admissions which feeds into Handbook, Graduate counsel, etc.
- There is work to develop policy that works university wide (J Haverty, C Smith) that enables people to access data.
- Commencement is on December 16th. One for College, one for school. It will be a joyous occasion, hope you can be there. Marshall Meek will be speaking, but believe his intent is to be brief.

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VI. Consent Agenda – Move to accept by Modellmog, seconded by Grant. Motion passes.

- Faculty Senate Committee Reports- none
- University Committee Reports-
 - Assessment Committee Minutes 20221019 (pages 9-11)
 - ADIC Minutes 20220913 (pages 12-13)

VII. Old Business-

- 23-1 Deletion of BA in MM Creative Advertising (pages 14-17) - Moved by Wasserstien, seconded by Kendall-Morwick. Cassell: we just merged, so there is no longer a Creative Advertising option, so we want to get rid of it. Motion passes

- 23-2 Faculty Handbook Changes (18-21) – Schmidt: Confused about this one – think it should go to Handbook Committee first — Wasserstein moves to move this action to the Faculty Handbook Committee. Grant seconds. Motion passes

VIII. New Business- None

IX. Information Items-

X. Discussion Items-

- WSGA Presentation – Shayden Hanes and Quinn Leffingwell (pages 22-24 + link https://www.canva.com/design/DAFSJIHU00I/I-McVyYtNwdtwaXfeapPA/edit?utm_content=DAFSJIHU00I&utm_campaign=designshare&utm_medium=link2&utm_source=sharebutton)
 - Shayden Hanes and Quinn Leffingwell introduced themselves. Theme of a “growing” plant. Established new traditions: President’s roundtable (group presidents come together to collaborate with each other) and Ichabuddies so each registered student organization will have a senator assigned to them so that they know what is available to them.
 - Reassuring students that we have students on Presidential Search Committee
 - Success Week events – help prep students for success during finals, free food giveaways,
 - Inviited Heather Center to talk about Accessibility on campus, collecting data on Mental Health and what modalities students prefer to use.
 - What can we do since we are only here for one year? Free menstrual cups (with products in the restrooms), hoping to get to free pregnancy tests, provide more expensive things to students, Lots of data collecting: Student Minimum wage polling (85% would rather have fewer jobs on campus but higher min wages – we currently have 100 open positions), working on Success Week Policy
 - Current starting jobs are \$7.25/hour, 7.50, 8.00, \$9.00 max (based on what types of work are being done). Trying to see if they can raise minimum wage AND help students be able to advocate for themselves. Trying to see what we can get accomplished together before trying to form “union”. Grospitch – Work-study is a total dollar amount, so the pay rate determines how much work they do. The work-study will mirror other wage rates.
 - Success Week – basically trying to make sure that students can focus on what is coming up and NOT having to worry about lots of work the last week of class. (Specific current policy is at the bottom of these minutes.) Not sure what the consequences are to not following it (Moddelmog asked). Stephenson – will put actual language for Success Week rather than link in the Master Syllabus. Moddelmog – can the class vote to change this? Stephenson – One of the things that happens is that you think you are helping the

- students, but they may feel forced into voting for the change .
- Grospitch – have to move out from dorms 24 hours after last scheduled final, but if you move the final then students may use time inappropriately – so this could cause issues for other students
- Establishing Alumni Student Discount Program \$10/student. Trying to make students aware of it. Trying to work on a young professionals group (FORGE?) to help new alumni connect.
 - McGuire – Not sure how many faculty know that this applies to online classes as well. Some faculty may think Success Week is just for in person classes. Cassell – Lots of students say “I don’t have any finals, I’m all done.” We may want to clarify this. Schmidt – The policy may have changed since we started having so many classes. Moddelmog – This may also have to do with pressure to get grades done since lots of finals were on Friday and grades were due Tuesday. (This year no finals on Friday, so that gives faculty more time to grade, so should be easier to keep to the policy). Hanes – No matter what, coming back from Thanksgiving will be busy, but the idea is to make sure students have time to study for the final after the projects are done. Dahl - lots of students are getting slammed with assignments right before success week, I was able to offer them some assignments on a range (goes into start of success week). Next Semester, I’ll do better planning.
 - Feedback Link available for students (on WSGA website/Social Media) Please share so that students can give feedback.
- Statement of Support for WSGA Initiatives – Moddelmog
 - Social Sciences division wanted to support student workers in their request for an increased wage. Hanes – we did pass a resolution just before Thanksgiving in WSGA asking for support. Leffingwell – Looking at which positions are filled on campus and which aren’t , and how to increase the wage without increasing tuition. MIT looked at living wage (poverty wage is \$6.25, so we are just above that). Moddelmog – it’s possible this could create other issues (ie someone who has worked on campus for a long time might be earning less than students.)
 - Schmidt – need someone to draft a resolution and bring it forward. We need two readings, and then it can be voted on. Wasserstein – I would be happy to vote for something like this. Cassel –Are you still looking at keeping a Tier system. Hanes – yes, definitely looking at that. Grant - Would a letter of support be helpful or wait for the Resolution? Hanes – I would highly encourage a resolution. Leffingwell – Also Faculty Senate is more permanent than just one year for WSGA officers. Moddelmog – will work on this, happy to have help from others.
 - Concern about responses to controversial events – Michael McGuire
 - In Social Science Division, we had concerns about the communication about Cultural Appropriation. Do not have any

opinion about the actual event, were not at the event, but are concerned about Administration's response

- I. Were any student's present, did it impact them, and have they been cared for?
- II. Why are people who were not present driving the narrative? (Stuff posted online, information implied by Dr. Grospitch and Dr. Arterburn's message to CAS.) Moddlemog: Concern that people who were not there had strong feelings. Broad statement caused "gossipy" environment.
- III. What are the benefits and costs of Administration to responding without first ascertaining facts. Wasserstein – There is a desire to avoid hearsay, but making statements to try to prevent it can cause other issues. What do we do when we want investigations to continue, but also balance to prevent rumors while the investigation happens? McGuire – think the
- IV. Do Washburn University faculty need something/someone to represent their interests other than Faculty Senate? What should a faculty member do in terms of finding a neutral party?
- V. Cassell – Not happy with WU review publishing stories. It was a public event and WU staff members were there, can't prevent people from speaking out. Did talk with students about potential impacts, but also first amendment rights. Whole situation made me sick. Think the process is not really clear. Journalist students talked to a lot of people and many were unwilling to say anything. I think WU is not transparent and often hides behind personnel rules. No one can agree if it's a problem or not, so let's focus on the lack of education about his. Cassel doesn't "veto" work or require students to get approval before publishing.
- VI. Ewert – What is the purpose, what is your colleague wanting from this? For Faculty Senate to take a side, have a statement? Moddlemog – That's a great question. Wasserstein – I agree that it is a great question. Many colleagues often feel the administration is not very transparent. Regardless of this particular incident, hope admin is thinking about how to be more transparent while protecting people's legal rights.
- VII. McGuire – Going over my notes – one of the issues is that perhaps due process is not always being given. There may be others who share these concerns.
- VIII. Wagner – So in a nutshell, this is less about a particular issue than trying to make sure everyone knows what the process is and how to handle it going forward. (balancing

getting out information about an issue, without creating more issues.)

- IX. Cassell – Sure there is a process, but when it happened publicly...
- X. Schmidt – This is difficult in an instant society, when the dispassionate review needs to take a month to go through.
- XI. Kendall-Morwick – Thinking about the initial event, but also the harm when dealing with it (trying to protect those experiencing the microaggressions vs those harmed by the microaggressions.)
- XII. Wasserstein – Process takes time, but most of us will also never know what the results are, so it makes it hard.
- XIII. Juma – I think we have all the policies and information we need. It is just not centralized. We have policies in one place, trainings in CTEL (but not everyone has gone to them, so not everyone is trained). I do not know all the things one can do in American Culture, but I can read and learn. We need to put it upon ourselves to learn. Is there a way that Administrators can get information out without smearing ourselves? We need to educate ourselves. Just because it doesn't affect you does not mean that a thing does not exist.
- XIV. Cook – understand that it's difficult if people are told they can't say anything (where they were actually there), then the only people saying things are those who may not have been there. Don't know what the balance is, BUT....
- XV. Schmidt: Did that help? McGuire – I think so, it was good to hear the discussion.
- XVI. Stephenson – I know Kelly Erby is working on this. Erby: Everyone who is involved in this wants to use it as a way to improve, so ADIC is not pushing this incident, but is working on it and trying to see how to educate others/work it into our training. CTEL events are good, but not required. Maybe finding a way to get leadership training. Cassel – Heard some very troubling things by students, and told them to make a record of it and send it to the Dean to make sure people know what is going on.
- XVII. Kendall-Morwick – WUmester – “Healing” may be very important here. The bigger issue seems to be not coming down on one person, but looking at systemic issues that caused it.
- XVIII. Grant – May have missed this, but when it first started, did those who were affected have a chance to say what they wanted to see happen? Erby – I think it's looking at non-discrimination vs Non-biased policy. Grospitch – Going through to make sure it did not violate a policy first.

XI. Announcements

- Kendall-Morwick- WUmester theme is Health and Healing
- Kendall-Morwick- CTEL Winter Social is back. Please sign up so we know how much food to order.
- McGuire: Sweet Sabbatical applications due by 5 pm. Jan 20th and will be reviewed early to mid-February.

XII. Adjournment: Move to adjourn at 4:26 by McGuire, seconded by Kendall-Morwick. Motion passes by general agreement (everyone getting up).

XXV. Success Week Policy

Success Week refers to the last week of classes (the week before final exams) in a normal 15 week semester. It does not apply to part-of-term courses (condensed courses consisting of fewer than 15 weeks).

For academic programs, the following guidelines apply:

A. Faculty are encouraged to utilize Success Week as a time for review of course material in preparation for the final examination. If an examination must be given during Success Week, it should be given on Monday or Tuesday of Success Week. Assignments worth more than 10% of the final grade or covering more than one-fourth of assigned reading material in the course should not be given or due during Success Week.

B. Major course assignments (extensive research papers, projects, etc.) should be due by the week prior to Success Week and should be assigned early in the semester. Any modifications to assignments should be made in a timely fashion to give students adequate time to complete the assignments.

C. Exceptions include class presentations by students and semester-long projects such as a project assignment in lieu of a final. Participation and attendance grades during this week are acceptable.

This policy excludes make-up assignments, make-up tests, take-home final exams, and laboratory examinations. It also does not apply to classes meeting one day a week for more than one hour. All University laboratory classes are exempt from this policy.

University departments shall not sponsor any meetings of registered student organizations and such organizations shall be encouraged to refrain from conducting any organizational activity or meeting during Success Week.

Instructors may petition their dean or department chair if they believe the policy jeopardizes or impairs their ability to teach.

The deans and department chairs will publicize and monitor this policy.