

**Washburn University
Meeting of the Faculty Senate
October 21, 2019
3:00 PM – Forum Room, BTAC**

- I. Call to Order**
- II. Approval of the Faculty Senate meeting minutes of October 7, 2019 (pp. 2-6)**
- III. President’s Opening Remarks**
- IV. Report from the Faculty Representative to the Board of Regents**
- V. VPAA Update—Dr. JuliAnn Mazachek**
- VI. Faculty Senate Committee Reports: NONE**
- VII. University Committee Reports
Receipt of the Academic Diversity and Inclusion Committee minutes from the September 9, 2019 (pp. 7 -8)**
- VIII. Old Business: NONE**
- IX. New Business: NONE**
- X. Information Items: NONE**
- XI. Discussion Items**
- XII. Announcements**
- XIII. Adjournment**

**Washburn University
Meeting of the Faculty Senate
October 7, 2019
3:00 PM – Forum Room, BTAC**

Present: Barker, Beatie, Brooks, Byrne, Childers, Cook (M), Cook (S), Dodge, Douglass, Friesen, González-Abellás, Grant, Huff, Jones, Juma, Mazachek, Menninger-Corder, Miller, Morse, Pierce, Prasch, Sainato, Schmidt, Smith, Stevens, Vandalsem, Wasserstein, Watson, Woody, Zwikstra

Absent: Krug, Ricklefs, Romig

Guests: Ball (J), Grospitch, Holthaus, Liedtke, Smith, Thomas, Wynn

- I. Call to Order 3:01**
- II. Approval of the Faculty Senate meeting minutes of September 16, 2019**
- III. President's Opening Remarks**
 - **Fall break next Monday and Tuesday. No academic or faculty affairs meetings. These committees will continue to work on hybrid course distinctions, freedom of speech policy, children on campus policies, and parental leave.**
 - **Homecoming is the week after fall break, please volunteer if you can.**
 - **There are a number of discussion items at the end of the meeting which may require follow up at the next meeting, Monday, October 21st.**
- IV. Report from the Faculty Representative to the Board of Regents**
 - **Monday, September 30th was the first meeting. The health plan was approved. Rates will remain flat; no change in premiums. Expenditures above 50k were approved to include an artificial turf project for softball, new audio / visual equipment for Washburn A & B, and whirlpools for athletic training. Mazachek presented the graduate survey.**
 - **Wasserstein added that Farley spoke about WUPD policing efforts. Compared to the model at Rockhurst, it's been determined WUPD is doing quite well. The best way to improve safety in communities is by creating community. TPD set to increase policing efforts around WU to reduce the role of WUPD.**
- V. VPAA Update—Dr. JuliAnn Mazachek**
 - **Presented results of the graduation survey to the BOR at the last meeting. There was a fifty percent response rate, and included graduate and undergraduate levels. The results are posted [online](#). Ninety percent of respondents were satisfied with their experience. Most expect to be employed. Many suggested they would tell others about the faculty staff mentoring available. BOR appreciated and will continue to welcome these types of [presentations](#).**
 - **There has been an increase in the number of high school students at Tech; Washburn is down about four and half percent.**

- The budget process will start soon for next year. Last year, Washburn was the only four year public institution in Kansas with a tuition increase. The increase was about a salary program, not how we were going to balance the budget. There will be more details regarding the adjustments to balance the budget this academic year over the next six weeks; the salary program will continue and will go live in January 2020.
- VI. Faculty Senate Committee Reports**
- Academic Affairs Committee meeting minutes of September 9, 2019 were approved.
 - Faculty Affairs Committee meeting minutes of April 22, 2019 were approved.
- VII. University Committee Reports**
- Faculty Handbook Committee minutes of April 22, 2019 were received.
 - Assessment Committee minutes of September 12, 2019 were received.
 - International Education / International WTE Committee meeting minutes of September 12, 2019 were received.
- VIII. Old Business: NONE**
- IX. New Business: NONE**
- X. Information Items**
- Academic Diversity and Inclusion Committee minutes from the May 7, 2019 were received.
 - Cook (S) asked about the size of the committee; Mazachek responded that it is a volunteer committee and anyone can join to get involved at this time.
 - Schmidt ask about placement in the agenda; it has been in this section as it is not an official committee at this time. However, the notes will be moved to the university committee reports after this meeting.
- XI. Discussion Items**
- Barker and Zwikstra suggest there are issues with the faculty annual contract renewal letters. There is nothing that references being tenured in the letter received by tenured faculty, specifically regarding future reduction in force due to revenue issues. The letter references the bylaws and WUPRM, but found nothing to reflect this language. Concern is that tenured faculty can be removed in the case there is no money. Mazachek confirmed the language in the letter has been the same for the last five or six years. There should be no concerns about tenured faculty losing their positions. She will speak to legal team to review the language in the letter and will report back to faculty senate. Referencing BOR issues in Arkansas, Byrne suggested that the BOR may choose to do things regardless of what the legal team suggests. We cannot rely on them to determine what is appropriate and inappropriate.

- **Morse, with support from other faculty in the social sciences division, presented a response to the Work and Faith seminar on campus and asked faculty senate to consider appointing a task force to study. Specifically, the issue of academic oversight of co-curricular, academically related activities. The curriculum and donor are not an issue, but there needs to be oversight to ensure there is a relationship between faculty / staff / and donors. Suggested the creation of a committee to ensure that the materials have been vetted by faculty prior to being offered. Barker stated in order for the formation of a committee, there needs to be an action item proposed at the next meeting.**
 - **Prasch took concern with the role of this type of work at a secular institution. The curriculum is exclusionary of people not of an evangelical Christian faith. As WU is no longer a congregational college, there needs to be a way to finesse the differences between academic and co- curricular events. In this case, it was not students who invited the speaker here. It is worth asking how the event was brought to campus without faculty input other than those who put it together.**
 - **Ball (J) disagrees with Prasch, specifically the idea that co-curricular events require being student led. The lecture series is nonacademic; there is not credit offered, it's more of a book club. Regardless of being based in Christianity, there is no discrimination in who attends.**
 - **Byrne stated that it would be beneficial to have attachments or more information provided somehow when there are important discussions like these.**
 - **Jones was able to speak to facilitators of the seminar and has worked to ensure that there is no discrimination.**
 - **There was confusion about the department sponsoring the program. On the flier and application, it was housed under the leadership, this was the first Wasserstein heard it was not. She added that sometimes procedures can be opaque, even in senate.**
 - **Smith suggested that the scholarship does suggest there is a kind of academic component.**
 - **Childers was curious about the assignment and money. There is not a grade, but there are other things on campus that look like this that are not co-curricular – WTE for example. Can donors always choose what funds are spent on? Yes (Barker)**

- Schmidt voiced concern about an ad hoc deciding what should be allowed to come to campus.
- Vandalsem voiced concern with it not being student led, that perhaps it seems that faculty and administration have an agenda with the materials.
- Morse stated that the ad hoc committee would research best practices are in the country in terms of relationship between donor money and academics / cocurricular and curricular. There seems be a need for more transparency and clarity between donors and academics, especially with such a significant amount of money.
- Prasch agreed with the need for standards. If they give us money, they can specify limits but within reason.
- Byrne explained that students should know that just because it is on campus does not necessarily mean that we endorse it. However, in the case of Christians, perhaps they are feeling uncomfortable coming to departments on campus.
- Schmidt asked about the the guidelines that are followed for what is permitted on campus. Mazachek said that with gifts like these, there are conversations regarding whether the program should take place, and the answer can always be no. This one felt inclusive, as they are not teaching religion, and are nondiscriminatory. There are few written guidelines. VPAA and appropriate Deans are consulted when there are gifts for academic programs and/or potential new faculty positions.
- (S) Cook suggested that this program should have been advertised as a scholarship rather than a program one gets paid for attending.
- (J) Ball clarified that the WTE is an academic program as it goes on transcripts. Curious if she asked for money for a book club to provided dinner if this would make it academic. It is the foundation's job to ensure the participants are chosen in a nondiscriminatory way.
- González-Abellás does not believe that passages like “God made us to work” are inclusive.
- Smith asked about who decided to bring the seminar to campus. The deciders were Mazachek, Farley, and the foundation.
- Jones spoke with Jeff Mott to ensure the inclusion of other world views, but we are limited by what we have in Topeka. As religious

study professor, he was concerned that the first he heard about this was when asked to promote it.

- Morse suggested that the issue originally was that the seminar was housed under leadership. It would have been better served under something like Christian challenge.
- Byrne is worried that making sure there are other viewpoints included may prevent other donors from coming in.
- Vandelsem wondered how much money it takes to become legitimate.
- Mazachek is concerned that the conversation is not about the content of the study itself, which is meant to teach five principles in life that can make a difference. The presentation of the study is not meant to indoctrinate, and there are all different types of students who signed up for the course.
- Barker asked everyone to remember how it was presented to them. He first heard that an “evangelical person was presenting on campus.” On campus, we need a marketplace of ideas. Executive committee will gather to discuss these issues. Need documents for an ad hoc committee so that we can discuss at the next meeting.
- Zwikstra brought forward the issue of salary disparity between newly-hired and other faculty. He’s been at WU for ten years with two years prior experience prior and is making less money than those who were just hired in other areas. It isn’t a lot a lot of money, but the principal. Wonders how this will be addressed with hiring freezes. Concerned about morale and unpaid labor that faculty do. Prasch explained that first year salaries were meant to get people here and there is disparity at all the schools. Mazachek reported that each faculty position on campus is being compared to CUPA to see how we compare. We have been making progress, but there remains work to do. A long term plan to close the gap on positions farthest from 90 percent of median is in progress, but there is not much extra money to permit for the market adjustments at this time.

XII. Announcements

- Prasch announced the 1619 Project forum tonight, October 7th, at 7 pm in HE107. This project documents the first arrival of slaves in North America. Participants will include Pratt, Erby, Hageman, and Mactavish who will discuss their response to the project.

XIII. Adjournment 4:09

Academic Diversity & Inclusion Committee Minutes
September 10, 2019 1 PM Shawnee Room

Present:

Alegria, Berumen, Brown, DeSota, Ellis, Erby, Etzel, Juma, Kendall-Morwick, Lambing, McClendon, O'Neill, Petersen, Scofield, Sundal, Thimesch, Williams, Wasserstein, Zamora

Guests: Tonya Kavalski (representing Dean Pratt)

- I. Call to order 1:00.
- II. Erby called to nominate new secretary of the committee, Grant. Passed unanimously.
- III. Approved minutes of Academic Diversity and Inclusion Committee from May 7, 2019
- IV. Introductions of all current members
- V. Erby presented charges of the committee & membership requirements
- VI. Reports from Student Organization Meetings- None yet. Erby said that she hoped people would attend the meetings of multicultural student organizations.
 1. Zamora stated that HALO, student group serving those of Hispanic heritage, has time blocked off at the beginning of meetings in the case that faculty or staff want to present. Let Angela Valdivia know when the presentation should be made and the topic. HALO meetings are all listed at the end of the agenda.
 2. Williams received an invite from Becky Bolte for the September 25th Latin American scorch on the porch
 3. We are First invites first generation staff and faculty to attend a meeting October 2 at 4 pm in Mabee 105 .
- VII. Old Business
 1. Discussion about promoting diversity-related courses for spring & summer 2020
 2. Update on Proposed Minor Program
 3. Update on Bias Response Proposal
- VIII. New Business
 1. Discussion of DRAFT 2019–2020 Goals for the Committee. Erby explained that the goals had come from the student and faculty listening sessions last spring, as well as feedback from and conversations with individual members of the committee over the summer, in addition to the VPAA.
 2. Subcommittee Assignments. Erby said she hoped that subcommittees would meet once a month then report back to the full committee.
- IX. Announcements
 1. Faith & Work Series- Joey Desoto shared information and applications for the upcoming “Faith and Work” series.

2. Tilford Conference—Oct. 3 & 4 at the University of Kansas in Lawrence. Register here: <http://diversity.ku.edu/tilfordconference> VPAA will once again cover expenses. Contact Erby or Dempsey-Swopes.
3. Student Organization Meeting Dates (attachment pp. 9–10)
4. Sharon Sullivan’s UN class 2020 (attachment p. 11)

Respectfully submitted,

Erin Grant