

22-2 FACULTY AGENDA ITEM

Date: November 22, 2021

Submitted by: Executive Committee, Faculty Senate

SUBJECT: Formation of Service-Equity Ad Hoc Committee of Faculty Senate

Description: *The Executive Committee of the Faculty Senate recommends the formation of a Service-Equity Ad Hoc Committee.*

Purpose: *The purpose of the committee is to collect and analyze data about how campus units define, quantify, and value service practices. Based on these data, the committee will issue recommendations to the appropriate constituents following full Senate approval. The committee will seek to answer questions including but not limited to the following:*

- *How do academic units define service and the proportion of time faculty should dedicate to service vs. teaching and scholarship? Are these definitions and proportions appropriate for Washburn's mission and the current needs and demands of the university?*
- *What committees exist at present? How often do they meet? What is the time commitment associated with each? How essential is the committee to the mission of the university? Do the purposes of committees overlap in ways that might be streamlined?*
- *What service activities are compensated with stipends, release time, etc., and what is the rationale for compensating some service activities and not others?*
- *Are faculty performing unrecognized service to fill needs that might be more effectively or appropriately addressed by other entities on campus (e.g. helping students navigate personal crises, providing academic support beyond the faculty member's teaching load, etc.)? Do those other entities have enough staffing to satisfy the need for their services?*

As the committee seeks data to respond to the questions, data analysis could address questions of equity, including but not limited to the following:

- *Is service equitably distributed across academic departments/units and position types (e.g. non-tenure track, tenure track, and tenured)?*
- *Do some demographic groups (e.g. women, people of color, etc.) bear a disproportionate share of service responsibilities?*

Rationale: *One of the lessons re-learned during the pandemic was that shared governance is essential to the University's health and student success. However, we became acutely aware that faculty do not experience service in the same ways across academic units and position types (e.g. non-tenure track, tenure track, and tenured). We are also aware that many departments have lost faculty and staff for a variety of reasons, and many of those positions have not been replaced. These factors, along with urgent*

needs created by the COVID-19 pandemic, have placed additional service and other responsibilities on faculty, making service equity an issue that must be investigated and addressed.

Year One: Following an initial meeting with the Faculty Affairs Committee [FAC], the Ad Hoc committee will gather data on service. Data includes but is not limited to a comprehensive list of types of service and the time associated with service, department/unit promotion and tenure standards for service, etc. The committee will work closely with academic unit leadership to gather information and to update them on committee progress. The committee will then prepare a report that addresses the data. The committee will provide regular updates to FAC and the Faculty Senate as committee work progresses. The report written during second semester of committee work will be reviewed and approved by FAC and Faculty Senate no later than the last senate meeting of that semester.

Year Two: Based on the report, the committee will craft recommendations reviewed and approved by FAC and Faculty Senate. The recommendations will be addressed to appropriate constituents that could include the Office of the Vice President of Academic Affairs and the deans of the College of Arts and Sciences, the School of Applied Studies, the School of Business, the School of Law, and the School of Nursing. The committee will provide regular updates to Faculty Senate and academic unit leadership as the year progresses.

The Service-Equity Ad Hoc Committee will dissolve upon submission of recommendations to Faculty Senate.

Committee Membership: Members of the committee will be tenured faculty representing each school and, in the case of the College of Arts and Sciences, each division. Because the committee could make recommendations that could address service requirements as associated with tenure and promotion, tenure is an essential requirement for committee service. Members will be appointed by the Executive Committee.

Financial Implications: None

Proposed Effective Date: November 29, 2021.

Request for Action: Approval by FAC and Faculty Senate

Approved by: FAC on date November 22, 2021

Faculty Senate on date November 29, 2021

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Attachments Yes x