

Washburn University
Meeting of the Faculty Senate
March 4, 2019
3:00 PM – Forum Room, BTAC

- I. Call to Order**
- II. Approve minutes of the Faculty Senate Meeting of February 2, 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**
- VII. University Committee Reports**
 - Receive Faculty Handbook Committee Minutes of December 11, 2018 (p. 7)**
 - Receive Academic Diversity & Inclusion Committee Minutes of December 11, 2018 (pp. 8-9)**
 - Receive Library Committee Minutes of February 12, 2019 (pp. 10 -11)**
- VIII. Old Business**
- IX. New Business**
- X. Information Items**
- XI. Discussion Items**
 - Campus climate (faculty and administration)**
 - Details for the HLC visit (Nancy Tate)**
- XII. Announcements**
- XIII. Adjournment**

**Washburn University Meeting of the Faculty Senate
February 4, 2019
3:00 PM – Forum Room, BTAC**

Present:

Barker, Beatie, Byrne, Cook (Matthew), Cook (Sarah), Erby, Fredrickson, Grant (Emily), Grant (Erin), Hickman, Jones, Juma, Krug, Leahy, Mansfield, Mazachek, , Menager, Menninger-Corder, Morse, Pierce, Prasch, Ricklefs, Sheldon, Smith, Steffen, Thor, Todwong, Tso, Wasserstein, Wohl, Worsley

Absent:

Jackson, Jolicoeur, Memmer, Watson

Guests: Ball, Desota, Enos, Holthaus, Martin, Bird Liedke and Connell

- I. Call to Order 3:01**
- II. Minutes of the Faculty Senate Meeting of December 3, 2018 were approved with modification.**
- III. President's Opening Remarks**
 - **Barker will still be meeting for lunch at Memorial Union on Fridays. There have been between six and twelve people in attendance.**
 - **The Dancing Blues are heading to a competition in Texas. These four time national champions are fundraising for travel costs. Please support them if you can.**
 - **WSGA requested someone to serve on their election commission. Barker will do this unless someone else is interested. Please let him know if you are.**
 - **The Task Force on the Faculty Senate Constitution has been created. This Task Force was created to address the lack of modification of the constitution since 2005, when the Faculty Senate was created. Goals include looking at elections, the transition for new people when entering into the role of senator, and others. All policy will be reviewed by Faculty Affairs, General Faculty, and WUBOR. The timeline is to have a recommendation by the end of the semester.**
 - ◊ **Members:**
 - **CAS: Schmidt (Chair), Schnoebelen, Wynn**
 - **SOBu: Juma, Moore**
 - **SAS: Worsley, Frank**
 - **SOL: Jackson, Rich**
 - **SON: Rector**
 - **VPAA: non-voting designee**
- IV. Report from the Faculty Representative to the Board of Regents**
 - **Kansas BOR is making a big push for open educational sources. Barker did notice some issues with the understanding of a liberal arts degree versus a job prep program.**

- There is a push on the math pathways with alternatives to college algebra.
- Next WUBOR meeting is February 6th.
- At the Elite 8 in December, it was determined that the WU volleyball team had the best GPA of those participating.
- The approved and updated strategic plan is on the WUBOR [website](#) page 11 – 16.
- We have new scoreboards in Lee Arena.
- Changing rules of retirement from being expected at age 65, which is in the bylaws and not in the policies, as such a policy would be illegal to enforce.
- Presentation regarding diversity on campus from Erby, Dempsey-Swopes, and Burdick.

V. VPAA Update—Dr. JuliAnn Mazachek

- The diversity presentation at BOR was done well. Thank you.
- Goal to have strategic plans drafted, with the deans taking the lead, by summer
- In the next week to ten days, there will be appointments made to the Intellectual property committee. It will be a small group of eight to nine people. Similar to the Consensual and Familial relationship policy committee, there will be a draft made by the committee and reviewed by many across campus. Most of the members are going to be faculty or academic in nature.
- At the last board meeting, a decision was made to hire Hanover Research. We want to have a better idea of our students' needs (e.g. what types of degrees, they want or what employers are looking for) to determine if we are meeting them. We are outsourcing the research to get data we don't have access to, including those from the Bureau of Labor and job search websites. Broad research will be completed first, as well as looking at the bachelor of health science. Thor asked about the budget; which is \$84,000 a year. Mazachek suggested it is cost prohibitive otherwise between hiring and gaining access to data. We have a five year agreement at that rate and we can end it at any time. Jones asked whether departments would see the data, especially at the school and department level. Yes. Byrne suggested that we also access the KS BOR data that tracks our graduates in KS and MO. Thor asked how the data would be showing market value; it is not, it will be looking only at the demand for the programs and whether we are meeting the projected industrial need of the future.

VI. Faculty Senate Committee Reports

- Academic Affairs Committee Minutes of October 8, 2018 were approved.

VII. University Committee Reports:

- Interdisciplinary Studies Committee Minutes of November 15, 2018 were received with some discussion. Wohl was unsure as to why we were not seeing the proposed WU105 course as action item? Who approves this? Mazachek and Barker explained that neither faculty senate nor general faculty can approve individual courses. This is an issue that can be addressed via the constitution committee if people think there should be another level of approval. Might be a good thing to go through academic affairs. Broad agreement for more oversight. Mazachek suggested that we be careful about how this process is established. Regarding this particular course, Byrne pointed out that the library is an outside program and not degree granting.

- Academic Diversity & Inclusion Committee Minutes of November 13, 2018 were received with edited previous minutes included.
- Graduate Council Meeting Minutes of October 29, 2018 were received.

VIII. Old Business

- 19-9 Revisions to the major for the Bachelors of Applied Sciences in Technology Administration moved from information item to old business. It was recently approved by Academic Affairs to move forward as an action item. Wohl clarified that for a bachelor's of science, there needs to be 30 hours of concentration in science. Worsley pointed out that while the description of the item states Bachelor of Science that the rest of the materials in the proposal are correct and the degree is in applied science. This is primarily a degree completion program for people from WUTech. Four minors are suggested for this degree; six hours of required correlate hours are covered in the minor. Prasch suggested that someone should be present to present the item. Barker agreed there should be some discussion with a representative. There was further discussion of how the minor hours were determined, which takes place within the department the minor is housed in. Hickman mentioned that there are 21 hours in the SOBu minor, but there is flexibility in completion. Worsley will communicate all feedback to the school. The motion was approved with 19-2 and will be passed on to General Faculty for approval.

IX. New Business: None

X. Information Items

- Criminal Justice Fast Track Program

XI. Discussion Items

- Accessibility issues on campus was brought forward by Wasserstein. A colleague noticed that east doors to Morgan and those on the north side of Garvey were not accessible. People in wheelchairs could not get in the door. Grateful to those clearing the walkways, but there are some ADA issues that continue to occur. Connell, from facilities, has night staff working on the entries. They did not meet their own expectations, but will do better in the future. Sheldon explained there were issues with the handicap parking spots, as well. Spots by the library and Benton / International House were an issue as well. Enos suggested that we encourage students to contact him when they experience these issues, via either email or phone. He has heard from some already.
- Open Educational Resources came forward from Barker with Bird presenting. These open sources are free sources course materials. Barker is concerned with the current costs of textbooks. Mabee already has some resources. Bird explained that these can be freely copied, adapted, and shared either inside or outside the classroom for equity and accessibility to students. Higher education has a core value of being equitable and the library has a role to play. They have already hired an open sources librarian. The budget will be examined to do marketing and have conversation beyond this. Bearman and he [Bird] were in a virtual meeting with the people from the four year public libraries on Kansas campuses – they are all working on a plan to use more open sources. Morse asked whether some topics had better coverage. Bird suggested that

the librarian Luke would know the most about this, but it depends on what is there already and who the early adopters are. Bird would like people to start thinking about this within their schools and departments. There is information on the Mabee [website](#). Prasch pointed out two limits. One is range of topics. The other is fundamental tension between open sourcing and copyright issues, and currency of resources. There is a lack of things that are current. There has been little opportunity to get the resources to meet the demands of faculty. Bird suggests that we consider what it would take to use open source materials. It may require some time to get this off the ground and get buy in. It would be best as a collaborative effort between Mabee and faculty members. Wasserstein pointed out issues with having to rent a copy of the book for her class as it is hard to find certain sources. Jones uses some open source materials and spoke at a publisher conference recently regarding the faculty side. There is an ability to balance open access and hard copies – doesn't have to be all or nothing. Thor worries about those who have a hard time reading on technology. But also is having an issue with textbooks – Pearson just dropped hers. Sheldon suggested using older editions if you can; this saves students money and the bookstore is agreeable to having used ones on hand. Byrne also does this and has conducted book swaps when they cannot be sold back at all.

- Policies regarding children on campus were brought for discussion by Prasch. In 2004, Morse had made careful arrangements for her infant to come to campus. She was told she could not bring the child after some time and no notice. There are some gender inequities as related to children. Workplaces back then were becoming more open to children being present; WU formed a committee and no policy was made. In 2007 guidelines were created to totally exclude kids from campus. There has been some conversation since, but no changes. When the legislature permits nursing on the floor, why can't we have an inclusive campus environment? Morse added that the policy seems very "don't ask don't tell". She had been working collaboratively within the department and there had been no issues from students or other faculty. We need a clear and set policy. Menager asked if there are resources on campus for parents. Grant provided information on University Child Development Center and a project from 2015/2016 Leadership Washburn that included a potential service where students could connect with faculty and staff who may need childcare. Krug pointed out that people bring their children to campus when USD501 is closed as there is often not another option. When she interviewed for the job here her kid was three weeks old and it seemed very supportive of her child being on campus. Would like to see an update. Smith (M) asked about the official policy - Prasch explained no kids on campus is the official policy. Erby suggested if we are going to think about revising the policy, it needs to be applicable to staff and students as well. Wasserstein agreed, that we need to have student input as well. If policies were changed, the WUBOR would end up making final decision. Holdhaus explained that it is part of the employee manual (section F7). Changes would need to start with Theresa Lee. Mansfield stated that how this policy impacts students is very important so it may be prudent to approach this regarding the faculty and staff first. Prasch requested there be a committee created to discuss this with faculty affairs, staff council, and potentially WSGA. Sheldon

suggested this needs to include terms of the hiring process. In fall 1987, she was hired while pregnant unbeknownst to the committee or herself. She was told that being pregnant had not been understood and would have prevented her hiring. Another woman with school aged children was not hired in her department until 2015. Cook (S) was 8 months pregnant when she was hired. Barker will talk to staff council and put together a committee. Menager and Prasch volunteered to be on the committee for FA. Byrne suggested Faculty Affairs examine the issue first.

XII. Announcements

- **Thursday, February 7 at 7 p.m. Prasch is hosting a forum on Venezuela**
 - I. **Participants in the forum include Modellmog, Parada-Ramirez, Morse, and Gonzalez-Abellas.**
 - II. **Location: Henderson 112**
- **Tuesday, February 12 at 7 p.m. Salt of the Earth will be presented.**
 - I. **Sheldon is leading discussion over this controversial movie that the U.S. government tried to prevent from being made.**
 - II. **Location: Henderson 100**
- **February 25th at 7:30 p.m. is the King lecture for religious studies. Mroczek will present on lecture on the dead school scrolls. Location: Washburn A/B.**
- **There is currently a faculty art show in Adeline Peers Galleries**
- **The next general faculty meeting is February 18th at 3 p.m.**

XIII. Adjournment 4:25

Faculty Handbook Committee
Washburn University
12-11-18

Present: Barker, Byrne, Carpenter, Childers, DeSota, Frank, Fried, Holthaus, Mazachek, McMillan, Munzer, Tate, Thor

Minutes:

I. Call to Order

The meeting was called to order by Mazachek at 2:05 PM.

II. Welcome

III. Approval of minutes

The minutes were approved for 10/11/18 and 11/1/3/18.

IV. Old Business- none

V. New Business

Question: Is the yellow or blue added or deleted? When folks bring something forward, they need to put forth a rationale. The committee believes the blue indicates new text and is basing their approval as such. The committee has decided this will move forward to Faculty Senate after Dr. Mazachek works some of the text with Ms. Stover.

The most recent version of the Procedure for Termination section was distributed. On pg. 6 (step 9) it will be added that the President will address a difference of opinion if it differs from the VPAA or TAC. In step 6, the timeline will need to be established based on the process of choosing the TAC. Committee members believe the verbiage regarding an incapacitated faculty member needs to be addressed. Counsel will be adding a section on FMLA involvement, which may delay the timeline. Counsel will be adding a section before the next meeting regarding the appointing of the TAC. Committee members would like the faculty member to have the ability to build a list of possible members from which one TAC member could be selected. The committee would like to make sure the TAC consists of non-departmental, Washburn faculty committee members. Counsel will be addressing potential approaches to the evidence presented. This will be discussed further at the January meeting.

VI. Announcements- none

VII. Adjourn

The meeting was adjourned by Mazachek at 2:47 pm.

**Academic Diversity & Inclusion Committee Minutes
December 11, 2018, 1 PM Cottonwood Room**

PRESENT:

Alegria, Barraclough, Burdick, Camarda, Dempsey-Swopes, Erby, Grant, Harrison, Hart, Kendall-Morwick, Krug, McClendon, Moreno, Morse, Petersen, Porras, Schnoebelen, Tatum, Thimesch, and Walters

GUESTS:

Foster

- I. The Minutes from the November 13 meeting were approved.
- II. Old Business:
 - a. Melanie Burdick provided an update about Dr. Dyan Watson's visit in February. She will be meeting with our group on February 5th at 1:00pm in the Kansas room. In part, she can help us engage in strategic planning while also helping us measure the effectiveness of our group. Peterson was hopeful that she could offer us insights based on her meetings earlier in her visit in terms of what we might be able to do in the future. He also noted that perhaps she could give us insights on thing going on with regard to inclusion on other campuses that we may want to keep an eye on. Other ideas for this visit can be sent to Erby.
 - b. Erby provided an update on proposed University core value statement and strategic plan. She noted that these were adopted by the Board of Regents last week and will appear in the master syllabus and course catalogs going forward. Committee members brainstormed how we can promote awareness of the addition to the core values.
 - c. Erby provided an update on committee meeting minutes. They will soon be going forward to the Senate as Information items.
 - d. Erby provided an update on Themester 2019 planning:
 - i. Syllabus addendum;
 - ii. Apeiron will recognize Themester projects;
 - iii. Patrick Early is working on an EventBrite link in;
 - iv. Prizes for Themester: Dempsey-Swopes and Erby will coordinate on this. If anyone would like to help, please get ahold of Erby.
 - v. Harrison discussed the "Watch Your Mouth" presentation/talk as part of Black History month on February 4th at 7:00pm.
- III. New Business:
 - a. Erby asked for Themester topic suggestions for 2020. Ideas included our motto but made to fit social justice. Other topic suggestions centered on the 2020 election (voting rights and suppression and civic engagement) or the 100th anniversary of women's suffrage in the U.S., the environment/climate change. Erby will review the list/ideas and send them out to everyone.
 - b. Erby asked committee members to consider future strategic plans.
- IV. Dr. Pam Foster, Equal Opportunity Director, discussed the process for filing non-discrimination complaints.

- V. Announcements:
- a. The C-TEL Workshop: Freedom of Speech and Expression Themester Workshop, will be on Monday Dec. 18 from 11–12:30 in Garvey 231.
 - b. Dempsey-Swopes gave an update about upcoming events her office is organizing:
 - i. January—**Groundwork: Allyship Workshop** – Jan 22 – 12pm – Memorial Union, Mosiman Room
 - ii. February—**Groundwork: Allyship Workshop** – Feb 15 – 12pm – Memorial Union, Cottonwood Room; **Groundwork: Allyship Workshop** – Feb 23 – 2pm – Memorial Union, Mosiman Room; **3rd Annual Step Show** – Feb 28 – 7pm – White Concert Hall
 - iii. March—***Who Freed the Slaves and Why it Matters*** – Lecture by Dr. David Roediger – Mar 6 – 3pm – BTAC; **Groundwork: Allyship Workshop** – Mar 19 – 12pm – Memorial Union, Mosiman Room
 - iv. April—**Groundwork: Allyship Workshop** – Apr 3 – 12pm – Memorial Union, Mosiman Room; **GSA Conference** – April 15 – All Day – Washburn Memorial Union – Jennicet Gutiérrez (part of GSA Conference) – April 15 – 12pm – Washburn A/B; **Drag Show** – April 20 – TBA – Washburn A/B; ***A Conversation with Ta-Nehisi Coates on the 65th Anniversary of Brown vs. Board*** – w/Ta-Nehisi Coates – Apr 25 – 6:30pm – Lee Arena

Library Committee Minutes
TUESDAY
FEBRUARY 12, 2019
Room 105
4:00PM

The Library Committee convened in Mabee Library/CSSR at 4:00PM. The following members were present: Dr. Adem, Dr. Bearman, Mr. Bird, Dr. Chamberlain, Dr. Conner, Dr. Menninger-Corder, Dr. Douglass, Ms. Eschenburg, Ms. Hawkins, Dr. Huff, Dr. McGuire, Dr. Parada-Ramirez, Dr. Porta, Dr. Jim Smith, Dr. Joshua Smith, Dr. Thomas, and Mr. Thew. Dr. Jason Miller filled in for Dr. Murphy, and Dr. Justin Moss filled in for Dr. Hine. Dr. Dahl, Dr. Hull, Mr. Nyquist, Dr. O’Leary, and Dr. Sullivan sent word they would be unable to attend.

Discussion centered on Open Educational Resources (OER). Dr. Bearman discussed the importance regarding open access textbooks and student success. The key to open access adoption is to incentivize the faculty to reconsider the books they use and provide them the time and resources necessary to redesign their courses to accommodate open access materials. The Library has allocated \$10,000 to launch the program and is working in conjunction with WUF to raise \$15,000 additional dollars. A few Grant applications have been submitted. Grants range from \$250-\$2,000 and Dr. Bearman asked the library representatives to get the word out to their colleagues to submit more applications ASAP. You can find additional information at the following web site: <https://libguides.washburn.edu/openeducation/grant>. Amanda Luke, Open Access Librarian, is on leave until April 2019, interested faculty should contact Dean Bird (x1550).

Dr. Bearman discussed one-time material purchases and the importance of sending request to your library liaison ASAP. Your department’s library liaison should be contacting you by next week to schedule individual or departmental meetings to discuss the selection of new content, as well as the ongoing review of existing collections and resources. Dr. Bearman stressed the importance of these conversations because of the significant fiscal challenges faced by University Libraries across Kansas. The Washburn University Libraries, like others, expect large changes to occur in their purchasing power in FY20 so Dr. Bearman asked departmental representatives to consider who should attend these conversations with them (i.e., Chairs or even all departmental faculty).

On January 31st, 2019, WUF hosted a Ribbon Cutting Ceremony at the library to recognize donors John & Barbara Stauffer for the new Math Learning Lab on the 3rd floor. If anyone is interested in technology training or teaching in any of the new classrooms, contact Dean Bird ASAP.

Meeting adjourned at 4:38PM
Respectfully submitted
Ginger D. Webber
Administrative Specialis

NEXT MEETING
TUESDAY
MARCH 19, 2019
4:00PM
ROOM 105
Mabee Library