

Washburn University
Meeting of the Faculty Senate
August 30st, 2021 at 3pm
Zoom Meeting Hosted by FS Executive Committee

Present: Byrne, Daniels, Ewert, Friesen, Ginzburg, Griggs, Huff, Johnson, Juma, Kay, Kendall-Morwick, Klales, Kohls, Lockwood, Lolley, Mazachek, Moore, Morse, Noonan, Ricklefs, Rivera, Sainato, Schmidt C, Schmidt S, Smith D, Smith M, Thor, Wagner, Wang, Wasserstein, Woody, Wynn, Zwikstra

Absent:

Guest(s):, DeSota J, Barker R, Hoover-King G, Ball J, Gonzalez-Abellas M, Burdick M, Gropitch E, Erby K, Carpenter J, Cook S, Nordyke D, Hickman T, Sollars D, Stephenson L, Conner S, Huff S, Toerber-Clark J, Martin C

- I. Call to Order at 3:01 pm
- II. Approve minutes-
 - April 26th, 2021 (pages 2-7). Motioned by Corey Z second by Kara K-M. Approved
- III. President's Opening Remarks
 - Welcome back!
 - Communicate with everyone as we will still have changes coming due to COVID.
 - Upcoming tasks for this year:
 - Faculty Handbook revision will be coming
 - Re-evaluate faculty load due to many changes in pedagogy, technology, and modalities.
 - Will also be working on equity and service
 - Gen Ed changes coming up due to KBOR (as well as other changes like 60-hour rule). This may not be popular, but we still have to deal with it.
 - Elections for 2 At-Large Positions due to 2 senators having to step down.
 - Break-out sessions for committees will happen at the end of today's meeting
 - Thank you for serving and communicating with your constituencies.
 - Introductions of everyone on the call.
- IV. WUBOR/KBOR Update- none
 - KBOR meeting coming up

V. VPAA Update - Dr. JuliAnn Mazachek

- Thank you for being here and discussing issues; appreciate honest candid discussions
- Students, faculty and staff appear to be wearing their masks appropriately
- Announced changes in graduation rates at Convocation (4 year 2016=16%, 2021=37%; 6 year 2016=30%, 2021=51%) This is due to efforts on all parts (especially CTEL, Center for Student Success)
- Math Pathways had a 47% first time pass rate 10 years ago but has now increased to 73% first time pass rate last year. This is largely due to the hard work of the Math Dept, Sarah Cook and Matt Arterburn.
- KBOR Board Academic Affairs Standing Committee– Recommending the Baccalaureate degree change in terms of hours that can be transferred from a community college. New language requires 45 hours from upper level from a baccalaureate institution. (Current language is 60 hours.) If it passes the BAAS committee this meeting then it will move to the Board and that will open doors to doing more activities/programs with local community colleges.
- Small Program review will continue and Faculty Handbook work will start back up. This will include faculty workload discussions as it will be more under scrutiny. Pandemic has changed how we work and this has affected how workload will be calculated.
- Report from Jennifer Ball:
 - There has been confusion about how to handle a student who doesn't wear a mask. Please ask the student to wear the mask before reporting student for a Student Conduct Code Violation.
 - Quarantine notices are continuing from VPAA office; need message from VPAA or proof from Student Health to return to class.
- Report from Eric Grospitch:
 - Vaccinations: Still working with students on testing (rapid and PCR is available at no charge for students/faculty/staff) 17 people have tested positive (most are a WU Tech) and website is being updated with counts again.
 - Do you want to include a link to the plan in the minutes when link is available? Will be sending out a notice to students, faculty, and staff there will be an incentive program to increase vaccination rates among students (photo of vaccination card, medical exemption for why you aren't vaccinated to Diversity and Inclusion, or a statement of sincerely held religious belief to Pam Foster, Equal Opportunity Director). Drawing for WU and WU Law (both in person and online) students – originally vaccinated (lap tops, and weekly drawings for \$500 to their account, not for WU Tech). Second set of prizes for those newly vaccinated. Giving away 2-3 \$3500 scholarships for the spring semester. Finalizing D2L piece which will cover myths about the vaccines, and encourage vaccinations. Asking anyone who has been vaccinated to report to Tiffany in Student Health. Can check a

line on the form if you don't want to be identified as a winner to maintain privacy for individuals. (Concerns about family back home not learning they have been vaccinated.) We should also be encouraging colleagues to get vaccinated if they are not.

- Tonya Ricklefs asked if we will be able to get booster shots on campus. Eric thinks this will be possible. Can't get J&J, but do have Pfizer and Moderna through Shawnee County Health. Have given over 800 vaccines to individual people (includes faculty, staff, and students).
- Paul Byrne asked if there has been talk of having higher premiums for unvaccinated. Eric said he had not talked to HR about it yet. Currently just encouraging people to still get vaccinated.
- Craig Martin wondered why there isn't a vaccine mandate. If we can't do that, can we have some negative consequences as well (i.e. testing every week)? Concerns that the classroom is not safe now since there is no distancing, so we are just relying on masks. The hybrid (half in person/half on Zoom) was not pedagogically sound, so that's not a good option either. Eric responded that there is no perfect answer to these issues. Laws passed last spring says we cannot require the vaccines (according to University counsel). Using model that we used last year (if you've been exposed or aren't feeling well, get tested). C. Martin – there is a lack of contact tracing. EG – doing it through Student Health (though it won't cover everyone). CM – There are ethical issues here where students and faculty have to be in the classroom, but we aren't making sure they are safe since there is no vaccine/test mandate. EG – This is an evolving conversation, so we need to keep talking. Juli Mazachek – Just fully approved vaccine last week, so this may change. The social distancing was the most limiting component to our scheduling last semester (which was part of the reason for the hybrid model last year – even though we knew it didn't work well.) Students are happy to be back on campus and having something more similar to normal student life. Melanie Burdick – students are being tested every week at son's school (even if vaccinated) and there are guards preventing students from going on campus, so implementing a mandate is much more complicated than it may appear. Kara Kendall-Morwick – Several comments in Chat (students should be wearing masks correctly, so we need to remind them even if frustrating. This might be easier if there is an institutional mandate vs individual instructors saying it.) JM – We are open to ideas to get students on board with wearing masks correctly. Tonya Ricklefs - Not all faculty are enforcing at the same level. Mark Smith – All my classes are still being taught in hybrid manner for this fall (and were that way from the start), but students didn't realize that it wasn't going to be in-person and were upset that it wasn't that way. May

need to have additional way to communicate the modality so that students know what type of class they are signing up for. JM – We have to register students in October so we are having to plan for Spring very early which doesn't allow us to know what the situation will be like then. Jennifer Ball – IT says that we can't add a line in the original schedule to let students know more about the class modality. JM – maybe just need to communicate more with students about how to find that information for a class. C Martin – To Melanie's point vaccinated people can still carry COVID and there are different levels of policies. We will need to determine where we want to draw the line. Our policy doesn't seem to be driven by science, but other things (political, revenues...). To Kara's point, messaging should be aimed to make it about science (ie masks are not just to protect faculty); we are in a pandemic and should explain it in public health terms. EG – The science is telling us that exercising with a wet mask is more problematic than not wearing a mask, which is why they don't need to wear them in the SRWC. Also need to think about Disability and Inclusion when we are working with students who can't wear masks. C Kay – Communication with professors and individual needs is important, but there is concern for already marginalized students and how we can prevent them from being further marginalized (by those who won't get vaccinated). M Kohls – there are faculty who are not wanting a vaccine mandate, recognize that everyone is on a different place on the continuum. Students are being sent out to sites that might require the vaccine for clinicals. This is an issue for students who are opposed to being vaccinated and are being marginalized because they won't be able to have some of those clinicals. T Ricklefs – We need to be careful about assumptions as to why some people are not getting vaccinated. There are populations of People of Color who are genuinely distrustful of getting vaccines and a mandate may increase that fear. K Morse – This is clearly complicated and stress is high which will make the conversations more difficult. This only increases the value of clear communication (masks, vaccinations, modalities, etc.). Kara K-M: There is some frustration about allowing unvaccinated people to participate in a Vaccine Incentive Program which is voluntary. JM – We realize the outcome will not please everyone because everyone doesn't agree, but it is important to have these discussions.

VI. Consent Agenda

- Faculty Senate Committee Reports-
 - None
- University Committee Reports-
 - Receipt of Board of Student Media Minutes (page 8).

- Receipt of Academic Diversity and Inclusion Committee Minutes (pages 9-11).
 - Receipt of the Assessment committee meeting minutes from April 20th (page 12).
 - Motion to approve S. Schmidt, second P. Byrne. Motion passed. Shaun asked about a note in ADIC minutes about using he/she pronouns which is currently under voluntary use. Kelly Erby – This is a request from students to normalize use of the pronouns so that it's not just for some subgroups (trans/nonbinary). This will be something we can talk about later this semester.
- VII. Old Business
- 21-19 Business Data Analytics Minor New Program Request (pages 13-15) was included in this agenda due to miscommunications in the transfer of secretary duties twice.
 - Dean Sollars turning this over to Gail King – This allows non-business students to get a Minor in Data Analytics. Kim Morse – Will all courses be offered online on a regular basis? (Comment from J Johnson in chat). Gail King – not sure.
 - Motion by Paul B, second by _____, Motion approved
- VIII. New Business- none
- IX. Information Items-
- 2021 Senate Committee Assignments – Kim read committee assignments. At end of meeting, there will be breakout rooms for Faculty Affairs, Academic Affairs, and Electoral Committee. Can let the Faculty Senate know if you really object to your assignment, but there are constitutional constraints. IF you are on two committees, go to Electoral first
 - AA: Kerry Wynn (CAS), Paul Byrne (SOBU), Stephen Woody (Library), Delaine Smith (SON), replacement for Mary M-C (SON), Scott Saino (SAS), Corey Zwikstra (CAS), Norma Juma (SOBU)
 - FAC: Kara Kendall-Morwick (CAS-Hum), Michele Ewert (Law), Kelly Thor (CAS-CPA), Louella Moore (SOBU), Alex Klaes (CAS-SocSci), Tracy Wagner (CAS-NSD), Sarah Daniels (Library), Park Lockwood (ED/KIN), Hillary Lolley (SAS), SON rep.
 - Electoral: Izzy Wasserstein (CAS), Delaine Smith (SON), Marsha Griggs (Law), Kelly Huff (CAS), Park Lockwood (CAS), Mark Kohls (SAS), Carson Kay (CAS)
 - University Committees which require a Faculty Senate Rep. Still need a volunteer for Tech Steering committee and International.
 - Assessment – Michael Rettig
 - Board of Student Media- meets 2-3 times a year – Julie Noonan
 - Faculty Handbook- meets monthly (Kim Morse, FAC chair, Shaun Schmidt)
 - Grad Council- Tonya Ricklefs
 - International- Lara Rivera

- Major Grants- Delaine Smith
- Probation/Reinstatement- Tracy Wagner
- Promotion and Tenure- Corey Zwikstra
- Tech Steering- meets monthly

X. Discussion Items-

- Temporary Academic Policies - Jennifer Ball – push this off until it has gone to Academic Affairs.
- WUmester (page 16) Kelly Erby – Planning this for the Spring, helps students see connections between the classroom and real-world problems. See the topic “Truth” for the Spring (<https://www.washburn.edu/academics/WUmester/index.html>). Asking for faculty to incorporate this into your classes and encourage students to attend the programming that the committee comes up with.
- Working Group on Service and Equity – Kim Morse: we spent quite a bit of time talking about Tenure/Promotion and non-tenured faculty this past year. We need to look at service and equity issues as this applies to our roles at the University. Service requirements are very different across campus. This will be a three-year process with some people from Senate as well as others across campus. Want to make sure that all divisions/units are represented. Should be tenured people who are on it. The first year will be spent diagnosing where the problems are (amount of time for different committees, requirements in different areas). Need to gather information to determine where the differences occur. This committee will be as transparent as possible, and will report back to Faculty Affairs.

XI. Announcements - none

XII. Adjournment breakout rooms at 4:39 pm