

Washburn University
Meeting of the Faculty Senate
August 29, 2022 at 3pm
Meeting in Forum Room Hosted by FS Executive Committee

- I. Call to Order
- II. Approve minutes-
 - May 2, 2022 (pages 2-6)
- III. President's Opening Remarks
- IV. WUBOR/KBOR Update- Erin Grant
 - KBOR
 - WUBOR
- V. VPAA Update - Dr. Laura Stephenson
- VI. Consent Agenda –
 - Faculty Senate Committee Reports- none
 - University Committee Reports-
 - Assessment Meeting Minutes 4-27-22 (pgs 7-8)
- VII. Old Business
- VIII. New Business-
- IX. Information Items-
 - 2022 Faculty Senate Committee Assignments (pg 9)
 - Working on setting up SharePoint site for Faculty Senate
 - May 5, 2022 WUBOR Comments (pgs 10-12)
 - Pathway to WUBOR (pg 13)
- X. Discussion Items-
 - Faculty Discussion of University Transition Processes
- XI. Announcements
 - Michael Tilford Conference: After Brown v Board, No Turning Back: The Future of Diversity and Multiculturalism October 6 - 7, 2022 at Washburn University (<https://www.eventbrite.com/e/michael-tilford-conference-on-diversity-and-multiculturalism-tickets-367808694707>)
 - WUmester Topic for Spring 23 (pgs 14-15)
- XII. Adjournment

Washburn University
Meeting of the Faculty Senate
May 2nd, 2022 at 3pm
Zoom Meeting Hosted by FS Executive Committee

Present: Byrne, Daniels, Ewert, Farkas, Florea, Huff K, Juma, Kay, Klales, Kohls, Lolley, Moore, Morse, Ricklefs, Sainato, Schmidt S, Smith D, Smith M, Thor, Toerber-Clark J, Wagner, Wang, Wasserstein, Woody, Wynn, Zwikstra, Dahl P, Porta G, Cook-Cunningham S

Absent: Friesen, Ginzburg, Griggs, Kimberly, Lockwood, Noonan, Rivera, Schmidt C

Guest(s): Luoma S, Ball J, Erby K, Lanning S, Barker R, Mazachek J, Cook S, Stephenson L, Grospitch E, Maxwell A, Bluml, Huff S, Camarda K, Grimmer K, Ibanez L, Dempsey-Swopes D, Miller J, Stover M, Nyquist M

- I. Call to Order at 3:00
- II. Approve minutes- Move by Ewert and 2nd Kay Motion passed
 - April 4, 2022 (pages 2-5).
- III. President's Opening Remarks –
 - We have done so much over the 2 years. Shared governance allows an institution to be carried through the worst of times. Staff and Faculty must be involved.
 - Would like to see All Fac-Staff email restored so that we can have open communication
 - Must keep Senate informed about university budget and processes. Senate can best advise when it understands the money
 - Need to keep moving forward on Service and Equity
 - Need to build better relationship with WUBOR
 - Have to continue to hold Enrollment Management accountable.
 - Thank you to Joey DeSota, Steven Luoma, Jennifer Ball and Juliann Mazacheck. Thank you to committee heads of FAC, AAC, and EC.
- IV. WUBOR/KBOR Update- K Morse and T Ricklefs
 - KBOR
 - GenEd revisions – still don't know what that is or timeline for implementation. We will need to think about how we will handle it.
 - KBOR might vote to extend the Faculty and Staff Termination Policy. This does not apply to us.
 - WUBOR
 - MAY 5TH at 4 pm in Kansas Room Please attend
- V. VPAA Update - Dr. JuliAnn Mazachek

- I have enjoyed working with you over these last years, and especially during COVID when we all worked together for our students. We didn't always agree, but the input made a difference.
 - WUBOR this Thursday – main agenda item is the renewal of Navigate (and some will be asked to come and report on the difference it has made in our retention.) This is a great story to tell.
 - The budget process is in the final stages, and we are working on it. There is no significant individual change in the budget as there is no new money. Any new money is being put into the salary plan. Please know the Board is the final authority for the budget.
 - Capital Improvement projects were approved in March
 -
- VI. Consent Agenda – Moved by Ewert, second Farkas, motion passes
- Faculty Senate Committee Reports-
 - Faculty Affairs Committee Minutes 3-28-22 and 4-11-22 (pgs 6-7)
 - Academic Affairs Committee Minutes 4-11-22 (pg 8)
 - University Committee Reports-
 - ADIC Meeting Minutes 3-8-22 (pgs 9-10)
- VII. Old Business
- VIII. New Business-
-
- IX. Information Items-
- At-large Election Results – I Wasserstein
 - Welcome Erin Grant and Sherri Cook-Cunningham
- X. Discussion Items-
- Faculty Discussion of VPAA and University Transition Processes
 - Reminder that Kim/Tonya are keeping track of the chat, Tracy will type conversation
 - Mazachek's last day is May 16th, Farley Sept 30th. We have interim VPAA and Dean of CAS. Normally President has major input in who the VPAA is since that person serves at the pleasure of the President. What would your advice to WUBOR be?
 - Ewert – seems like we will have a better pool of applicants if we know who the president is going to be. Not sure if WUBOR will be OK with that logistically.
 - Barker – if we fill the interims below the president, it may be difficult to get applicants for VPAA but I think we should start from the top down, as I think that will be better.
 - KMorse – thoughts on Interim Pres - from chat: would like WUBOR to use an executive search firm and their expertise.
 - From chat – concern about the short turn-around, particularly with the summer coming up. Is there advice similar institutions could give us? K Morse – there have been a number of KBOR searches in recent years, and we have a regent who has sat on one of those. I think our position might be more unique since we have a Pres, VPAA and 3 dean slots open.

- S. Cook – Surprised when you mentioned Interim President. KM No stated plan right now. There is concern about the summer issue, so is there value in taking more time and having an interim president. This might give us the chance to be able to offer more to the other positions we have up for hire. T Ricklefs – Interim would not mean that we would need to pull from our own ranks. KM – That is what the executive Firm could help us with this.
- From Chat – what about the optics? Is the number of people leaving going to make it hard to recruit since it might look like a mass exodus? KM – It could, something to consider. This is me speaking for now (not as president). The rush may make people look at us and wonder what has happened at WU. Slowing down provides time to vision a bit and project a better image while recruiting. Also from chat – there needs to be a voice from us and a clear identity.
- M Ewert – it never occurred to me that we wouldn't have an interim. There are many things which may need to be changed (due to long-tenure of Dr. Farley) and it may be easier for an external interim to flag some of those things and make changes.
- From chat – would having an interim mean we would not search for VPAA for over a year. Reality is that WUBOR understands Washburn based on what they get through Dr. Farley. An interim would give WUBOR some new information because it will be a new perspective.
- KMorse – it's not unusual to have shared governance interacting with the Board, but this hasn't happened here since Dr. Farley was the main communicator/filter. We all need to work together and get voices to WUBOR. (Agreement from chat that they need to understand what is happening in the classroom.)
- KWynn – What do we know about the process, who is choosing, etc.
- KM We know nothing, not because they are hiding. Current chair has been out of the country since mid-April and a new chair will be selected in June.
- LFlorea – This is an important position, so I don't think it's realistic to hire a new president in 5 months, since it takes about a year to search. I think we need to speak loudly about the head position because we only have one (not 5).
- Byrnes – What is happening Thursday at WUBOR that you are wanting everyone to be there. KM – Standard meeting, but I have asked for time in public comments to present the thoughts based on our conversation here. It will be unusual since we haven't really done this before, but I think it's important. It will be more powerful if the room is full of faculty when the incoming president and I are making the presentation. Barker – WUBOR has never said no

when the room is full of faculty for a position (passed on by Al Riveland – former faculty member.)

- KM – If we show up at WUBOR meetings regularly, it will give us a chance to have more of a voice
- From Chat – Rushing is a bad idea, as we need to take our time. It is important to have quality time in classroom (observations). Seems like we have lost some big pieces (salary, what faculty are asked to do), Would be good to have time for reflection to see what we would need.
- L Moddelmog – As a student here a long time ago, there have many positive transitions, but would like new president to refocus with realization that this is an institution of higher learning and we would need to make sure that we are here for education (not new athletic facilities).
- KMorse – We need to think about what we want to do and what we want to be as an institution.
- From Chat – WU is/needs to be first option for many local students.
- KM -Incoming president will keep you updated as we get new information. Meetings can happen over the summer if needed. We are at one of those points where we may need to meet. Don't check out completely.

XI. Special Orders

- Welcome New Senators
 - Thanks to Senators rotating off: Byrnes, Daniels, Farkas, Griggs, Klales, Kohls, Moore, Ricklefs, Schmidt C, Smith M, Thor, Wynn,
 - Welcome New Senators: Holt, Barraclaugh, Dahl, Scofield, Sourgens, Ewert (back), Kara Kendall-Morwick (back), McGuire, Moddelmog, Friesen (back), Grant, Porta, Rossi, Scofield
- Election of Faculty Senate Officers 2022-2023
 - President – Zwickstra nominates S Schmidt, seconded by D Smith, motion passes
 - Vice-President – Ewert nominates Grant, S Schmidt seconds, motion passes
 - Secretary – Lolley nominates Wagner, seconded by Wasserstien – motion passes.
 - Parliamentarian – Kay nominates Wasserstein, seconded by Farkas, motion passes
- Notes from incoming president – This is much different over Zoom – Looking forward to this year, with lots of changes.
 - FS Constitution changes needs to be completed and implemented
 - We need to have Rules of Order for Parliamentarian to utilize
 - Need to fill out EC (SON, SoBU, SOL) so that we can get started on some of this work.
 - Thank you to Kim for all her hard work!! You were the right person at the right time.

XII. Announcements

- Call for Presentations, Panels, and Workshops for Tilford Conference (pgs 11-13)
 - The dates for this are October 6th and 7th. WU is hosting this year which is a big deal. Please consider presenting and attending. It is free for everybody
- WUmester Topic for Spring 23 (pgs 14-15)
 - Erby – Topic is Health and Healing. Never too early to start thinking about how to include this in your courses.
- In person social gathering in Kansas Room immediately after Adjournment
 - Come see each other face-to-face. Food and festive libations are awaiting us. Please take the time to go over, even if it's 15 minutes. We have earned this.

XIII. Adjournment - Moved by Farkas (Juli's reception on Friday + her Birthday, May 16th at 12:50 to send her off) S Schmidt seconds – motion passes based on everyone getting off.

Assessment Committee Minutes

4.27.22

Present: Jericho Hockett, Tara Lindahl, Emily Grant, Christa Smith, Beth O'Neill, Gloria Dye, Bobby Tso, Jennifer Ball, Danny Wade, Bassima Schleby

Absent: Benjamin Reed, Debbie Isaacson, Erin Grant, Linzi Gibson, Melanie Burdick, Michael McGuire, Steve Hageman, Tom Hickman

Old Business

NA

New Business

- Assessment Grant Report
 - Budget is \$10k for the fiscal year
 - This round \$5,950 were awarded
 - Special thanks to Gloria Dye, Michael McGuire, and Linzi Gibson for serving on the grant subcommittee
- Assessment Award Report
 - The new rubric and process were implemented for this award cycle which were created and revised in Fall 2021 with the goal of making the process more accessible.
 - Criteria for the awards includes but is not limited to, program review, grant involvement, and CTEL involvement.
 - The awards will be announced at CTEL's Celebration of Teaching.
 - Rising Star award will go to Allied Health
 - Achiever award will go to Psychology
 - Special thanks to Emily Grant, Michael McGuire, and Bobby Tso for serving on the award subcommittee.
 - After feedback from the subcommittee and the programs that submitted materials, revisions will be made for the next cycle.
- Timeline of program assessment
 - The timeline from last year will be used again this year.
 - Those involved will select a due date for themselves, either June 30 or the beginning of August, so those who are not contracted to work over the summer will not be pressured to work.
 - Zoom sessions on Taskstream as well as how to form submissions (cross-referencing, accurate communication, etc.) will be offered.
 - There will be a joint review session in person. As soon as materials come in, you can start reviewing. This meeting will take place early in the fall semester as voted on by the committee.

- Introduce the new Assessment Director
 - Beth O’Neill is the incoming Director of Assessment. She will begin in June and have one month of overlap with Jericho for training purposes.
 - If you have recommendations or suggestions for Beth and Jericho to discuss, please email Jericho.Hockett@washburn.edu and/or Beth.Oneill@washburn.edu.
 - Many thanks were expressed by the committee to Jericho for her work during her time as director.
 - More information on Beth O’Neill: She has a Ph.D. from the University of Kansas. She has been in Washburn’s Social Work department since 2018. During her time at Washburn she has been involved with the Social Work assessment committee and became the chair of the committee in 2020. She oversaw the transition to a new data collection system, including temporary and permanent solutions. She teaches a quantitative research class, received an Assessment grant recently, and has strengths in teaching, project management, partnerships, and familiarity with assessment tools, strategies, and best practices.

Action Items

NA

Academic Affairs 2022-2023

Barbara Scofield - School of Business
Norma Juma - School of Business
Delaine Smith, Faculty- School of Nursing
Lara Rivera - School of Nursing
Scott Sainato, Faculty- School of Applied Studies
Pat Dahl, Faculty- School of Applied Studies
Corey Zwikstra, Faculty- College of Arts and Sciences -
Tracy Wagner, Faculty - College of Arts and Sciences
James Barraclough - Mabee Library

Faculty Affairs 2022-2023

Izzy Wasserstein, Faculty - College of Arts and Sciences (HUM)
Michael McGuire, Faculty - College of Arts and Sciences (SOSCI)
Julie Noonan, Faculty - College of Arts and Sciences (C&P)
Vince Rossi, Faculty - College of Arts and Sciences (NSD)
Park Lockwood, Faculty- College of Arts and Sciences
Liviu Florea - School of Business
Sarah Holt - Mabee Library
Hillary Lolley, Faculty- School of Applied Studies
Jody Toerber-Clark, Faculty- School of Nursing

Michelle Ewert - School of Law -

Electoral Committee 2022-2023

Erin Grant - School of Applied Studies -
Freddy Sourgens - School of Law
Carson Kay - College of Arts and Sciences
Delaine Smith - School of Nursing
Norma Juma - School of Business

Faculty Senate Presidents Public Comments
Washburn University Board of Regents (WUBOR)
May 5, 2022

Good afternoon. On behalf of the faculty of Washburn University we appreciate this opportunity to speak with you. My name is Kim Morse. I am completing my nineteenth year at Washburn. I am a Professor of History. I was a senator first from 2010-2012, served again from 2018 to 2020, and elected to serve as Senate president from May 2020 until Monday.

Good afternoon. I am Shaun Schmidt and am completing my 21st year at Washburn. I am Professor and serve as Chair of the Chemistry Department. Most recently, I served as Parliamentarian on Faculty Senate and as a member of the Executive Committee from May 2020 until Monday, when I was elected to again serve as Faculty Senate President.

President Morse:

Thank you, Dr., and Mrs. Farley, for your 25 years of service to Washburn and commitment to our motto, Non Nobis Solum. Thank you, Dr. Mazachek, true servant leader, mentor, our VPAA, and friend. Thank you to Dr. Bearman and Dr. Mazachek for acknowledging faculty efforts in support of student success. Faculty's efforts in the last two years to move us through the pandemic defy description. Crucial to what has made us good for students through the pandemic has been our commitment to shared governance. Shared governance is:

the structures and processes through which faculty, staff, administration, and sometimes students participate in the development of policies and in decision-making that affect the institution.

Faculty Senate is grateful to Dr. Mazachek for her commitment to shared governance as VPAA. It was through the partnership with her and her staff and with Dr. Grospitch and his staff that we are as strong and healthy as we are today.

Now, as we enter a transition phase that will define the future of Washburn, faculty is resolved in our commitment to shared governance, to working with administration, staff, and students in the visioning and decision-making procedures and processes essential in the transitions and in our future.

It is common on university campuses throughout the nation to incorporate governing boards in shared governance. As we build toward WU's future, we must incorporate WUBOR in shared governance. Indeed, Washburn is stronger when communication between students, staff, administration, faculty, and WUBOR is consistent and transparent.

For the last two years as Senate President, I have sent Monday emails to all faculty (and much of the staff). The purpose of the emails has changed over time, often responded to the crises of the moment, but consistently informed, shared the wisdom learned from colleagues, empathized, and encouraged. Lately, my repeated message has been faculty leads because faculty endures. On Monday faculty gathered at the last senate meeting of the year. The one discussion item was VPAA and President transitions. What was immediately clear is that faculty embraces the transitions with equal parts optimism and anxiety. Faculty are resolute in the knowledge that faculty endures and leads especially now. Faculty insist on our right and our obligation to participate in conversations about transition processes and in the transition processes as they evolve.

President Schmidt:

I am honored to have been associated with Faculty Senate since its inception. While the mission of Faculty Senate is clearly set forward in our constitution, each Faculty Senate President has led the faculty in their own way, on the course that they see forward. These are normal and necessary adjustments that occur with any transition in leadership. However, when considering changes in University executive leadership, setting a clear, strategic, new direction is much more critical for the long-term health of the institution. Therefore, Faculty are resolved in the following:

1. Washburn is not well-served by a rapid search for a long-term president. Instead, we believe an Interim President is needed to guide the university community's transition to the next long-term presidency. The KBOR approach to appointing executive leadership may work for our cousin institutions. However, Washburn is unique in its role in our community and faces a set of unique challenges.
2. Faculty request the opportunity to work with an Interim President who can help all of us (faculty, staff, students, and WUBOR) assess how healthy we are and clarify our identity in a post-pandemic world. An interim can see us with a fresh set of eyes and can make tough decisions which begin our transition from the status quo of a long-term presidency. This interim can help us become more focused and strategic to attract candidates for the Presidency with the correct skill sets needed to fit the leadership and management needs for Washburn University in the present and in our future.
3. Faculty knows that the president chooses a VPAA or Provost who is the best fit to carry the University's vision. For that reason, the *next long-term* president of Washburn must work with WUBOR, faculty, staff, and students in the search for the next long-term VPAA or Provost.
4. A long-term interim president is not necessary. It is probable that an interim presidency, with a individual skilled in executive transitions, could last less than a year.

Dr. Farley managed the institution for a quarter of a century. It is time for the community of the institution to look at ourselves, our strengths and challenges moving forward. We

need to take the time necessary to give you the feedback that you need so that *together* we may find our next president. An interim president is essential. If you choose to move forward with the search for a long-term president without an interim presidency, you impede the next long-term President and their ability to lead all of us forward.

Thank you for your servant leadership as Regents to Washburn. We know that you take this obligation seriously. We look forward to our future as Ichabods...together.

Academic Affairs	Faculty Affairs	Grad Council	Faculty Senate	General Faculty	WUBOR
			Aug. 29, 2022		
			Sept. 12, 2022		
Sept. 19, 2022	Sept. 19, 2022	Sept. 19, 2022			
			Sept. 26, 2022		
Oct. 3, 2022	Oct. 3, 2022	Oct. 3, 2022			
			Oct. 10, 2022		
			Oct. 24, 2022		Oct. 20, 2022
Oct. 31, 2022	Oct. 31, 2022	Oct. 31, 2022			
			Nov. 7, 2022	Nov. 9, 2022	
Nov. 14, 2022	Nov. 14, 2022	Nov. 14, 2022			
			Nov. 28, 2022		
					Dec. 8, 2022
			Jan. 23, 2023		
Jan. 30, 2023	Jan. 30, 2023	Jan. 30, 2022			Feb. 2, 2023
			Feb. 6, 2023		
Feb. 13, 2023	Feb. 13, 2023	Feb. 13, 2023			
			Feb. 20, 2023		
Feb. 27, 2023	Feb. 27, 2023	Feb. 27, 2023		Mar. 1, 2022	
			Mar. 6, 2023		
					Mar. 16, 2023
			Mar. 20, 2023		
Mar. 27, 2023	Mar. 27, 2023	Mar. 27, 2023			
			Apr. 3, 2023		
Apr. 10, 2023	Apr. 10, 2023	Apr. 10, 2023			
			Apr. 17, 2023	Apr. 19, 2022	
Apr. 24, 2023	Apr. 24, 2023	Apr. 24, 2023			
					May 4, 2023
					June 15, 2023



Spring 2023: Health & Healing

The words “health” and “healing” are both derived from the same Old English word “hale,” meaning “wholeness, being whole, sound, or well.” But while health is a state or goal, healing is a process; healing invites us to take action. And although healing is often associated with “cure,” a restoration of health, it is actually considerably broader than this. Healing can be an intensely private, subjective experience that varies by culture, time, place, and person. Healing may occur when a chronically ill person dies at home surrounded by family and friends, or when two people talk out their differences. Commemorating a historic injustice can help heal, as can naming a once-mysterious medical condition. Devouring junk food and laughing on the couch with your best friend may not be healthy, but it sure can be healing.

WUmester 2023 will examine health and healing from the perspectives of academic disciplines across campus and through a variety of co-curricular programming. It will help us explore key contemporary problems and debates, from physical health and healing as we navigate an endemic state of COVID-19 to the health of our democracy and healing of our national discourse, from financial health and healing amidst an epidemic of student loan debt to environmental health and the healing of our planet.

Possible subtopics include:

- social construction & cultural definitions of health & healing
- mental health
- socioeconomic contributors to health & healing
- disability & ableism
- fatphobia
- histories of medicine
- bioethics
- reconciliation
- liberation from historic oppression
- healing from war & other large-scale trauma

- LGBTQ healthcare
- spirituality
- resilience
- self-care and self-love
- the "healthy aging" movement
- discrimination in healthcare & medical research
- public health
- the healthcare system & access to healthcare
- health of the economy
- financial health
- healing justice
- holistic interventions into generational trauma
- environmental health
- reproductive healthcare
- paid & unpaid caregiving