

**Washburn University
Meeting of the Faculty Senate
December 2, 2019
3:00 PM – Forum Room, BTAC**

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

Absent: Brooks

Guests: Ball, Desota, Erby, Gropitch, Lietke

- I. Call to Order 3:00**
- II. Approved the minutes of the Faculty Senate Meeting of November 4, 2019.**
- III. President's Opening Remarks**
 - **There is a need for representatives for two committees. If you are interested, give your name to the executive committee for appointment.**
 - i. OER committee**
 - ii. Registrar search: the committed has a CAS and SOBu representative, but would like someone from SON or SAS.**
 - **Start thinking about officers to elect for next fall as we will be needing to replace the President and Vice President due to term expiration.**
 - **February 3, 2020 is the next meeting of the Faculty Senate. Bearman will be attending with a presentation on statistics regarding the STAR report.**
- IV. Report from the Faculty Representative to the Board of Regents**
 - **No meeting since last Faculty Senate meeting**
 - **Next meeting December 4, 2019**
- V. VPAA Update - Dr. JuliAnn Mazachek**
 - **Happy success week!**
 - **Presenting later in the meeting regarding diversity and inclusion efforts.**
 - **Graduation will be next Friday, December 13th. There are 500 students that qualify for graduation. It is the biggest we have had for a December graduation. If the 80 percent who show up on average are present, we will have 400 students attending.**

VI. Faculty Senate Committee Reports

- **Approved the Academic Affairs Committee Meeting Minutes of October 28, 2019.**

VII. University Committee Reports

- **Received the Academic Diversity & Inclusion Committee Minutes from October 8, 2019.**
- **Received the Faculty Handbook Committee Meeting Minutes from September 13, 2019.**
- **Received the International Education / International WTE Committee Minutes from November 22, 2019.**
- **Received the Board of Student Media Meeting Minutes from November 15, 2019.**
- **Received the Graduate Council Meeting Minutes from October 28, 2019.**

VIII. Old Business

- **20-4 Bachelor of Education (B.Ed.) in History Secondary Education**
 - Moved to approve on second reading, as it has been through academic affairs committee.**
 - Prasch presented the details regarding the 120 hour teaching program with the five year program remaining intact. Will be a B.Ed. rather than a BA.**
 - Will be forwarded to the General Faculty**
- **20-5 Addition of a Technology Administration minor within the Technology Administration program**
 - Approved and moved to the General Faculty**

IX. New Business: none

X. Information Items: none

XI. Discussion Items

- **Progress report presentation from Grospitch and Mazachek regarding diversity and inclusion efforts on campus.**
- **Bias Response Task Force:**
 - Created so that members of the WU community may report bias when student conduct code or other WU policies are not violated. Juma along with a number of faculty members and students worked through summer 2019 to provide recommendations for this program.**

- ii. Grospitch presented the results. Such programs have the potential for legal issues around the use of these response teams (e.g. U of Michigan free speech issues). To avoid these, there will be an online forum for the entire campus community to complete a form to report negative and positive feedback, as well as what type of response they would like to see. Ball and Bluml will receive these reports. If there is a potential policy violation, Ball and Bluml will move the process forward to that disciplinary process. If there is not a policy violation, the campus climate team will determine the level of support the individual may need. Volunteers will be trained to address these needs. There may be an opportunity for parties to meet so they can learn from one another, though it is not a requirement. The meeting is not meant to be disciplinary, rather about creating a better environment for the campus community. An example from the fall: an individual felt verbally attacked in a parking lot and were able to report the issue and receive support from another community member. The expectation is there will be more information coming in than what we are used to and the climate team will monitor for trends. These trends can provide educational opportunities. The goal is to have the committee and the report drafted for the spring.
- iii. Mazachek announced members of the climate team, to include Dempsey Swopes, Teresa Lee, Kelly Erby, Bayens, and Lowry. Students will not be included due to issues of confidentiality; this was agreed upon by student government. The incident in the parking lot happened as the task force details were being finalized and provided a good start for creating a way to address the issue and preventing this behavior on campus.
- iv. Prasch noted that the reporting process needs to be dynamic and done well. Grospitch suggested that there are a number of processes that ours has been based on. Currently in draft mode, but there will be more formal documents outlining this in the future.
- v. Friesen asked who determines the truth in the matter. If this is a policy violation, those who are already in that process will determine truth. If it is not, then it does not matter about truth but about how actions and words were received and perceived.
- vi. Morse asked about the timeline from complaint to it being addressed. Mazachek reported that a complaint will be first responded to within 24 hours if there needs to be follow up,

including an automatic email sent from the system that the report has been received. There will not be standard timelines for the remaining parts of the process. Using the example mentioned, the conversation between the complainant and the offending party took place within a week, along with daily conversation the week prior.

- vii. Grospitch provided another example in which a faculty member came into the office with a student who has a stand back 50 feet in Arabic bumper sticker. The parties were able to have a conversation about the meaning of the sticker.
- viii. Byrne asked and was confirmed that there will be anonymous reporting. The concern is there may be frivolous complaints coming in. If there is a trend, then the climate committee can take note. Wasserstein suggested that even if there is anonymous reporting, individuals can still include their names. Byrne followed with a question about a need for authenticating the process – how do we know that it is a community member? Barker would be concerned about authentication as there would be a record and it would no longer be anonymous. Don't want outside people adding in, but don't want to stifle the efforts. Mazachek suggested that it will be a confidential report rather than anonymous.
- ix. Gonzalez-Abellas asked what happens in a he said she said situation; for which there is already an effort and process to identify what is true. Vandelsem asked about policy issues coming in anonymously. Currently, conversation happens between student life and the VPAA, who will then work together to investigate. Miller asked about Title IX or harassment violations being reported confidentially. These will still be sent to Pam Foster who will reach out to the person who reported. There will be a disclaimer on the form that if something is a policy violation it will have to be reported to the appropriate authority. Steffes Herman (campus advocate) will be available to help people work through those processes. Mazachek stated that the process currently requires a complainant before investigation can take place, e.g. if there are whispers that a faculty member is having relations with students, students need to come forward. These things will likely show up in the new reporting system.
- x. Ricklefs asked about who the mediators will be and suggested that there is a great need to have a diverse group trained in the

mediation process. Morse suggested that Steffes Herman is already and will likely continue to be overloaded. There is concern students will not get that help. Mazachek stated that there will be an exploration of funds for another advocate if there is a need.

- x. Miller asked if there is any idea based on what they are seeing from other universities regarding usage. Grospitch suggested if it had been launched last spring, there would have been a lot of reporting. The offices are watching for the next election cycle to be a trigger. Other campuses have seen a dozen to a couple dozen reports coming in. Report numbers did increase, but mostly because of the ability to report.
 - xii. Childers stated that students talk to faculty they trust regarding bias about institutional structure, e.g. bias in the WUPD mentioned over the last 15 or so years, often over the last few years. If there is a sense of already systemic issues, how will those be addressed? Senators were encouraged to report these things in the climate survey to be distributed in January / February. Leaders have been seeking to determine what policies that may already exist that are systemically biased. When reports of this kind come in, the climate team would determine how best to address. There has been a lot of work happening with the WUPD in the last two years, more than previous years.
 - xiii. Multicultural Space: for students to gather and discuss issues on campus. McVicar room will be renovated for scheduling and office of student involvement. Late spring the office of student involvement will become the multicultural space so that most student activities will take place in the underground, or garden area. Fall 2020 the room will be opened. (Grospitch)
- **Climate Survey**
 - i. A survey to determine how to address the campus climate issues will be distributed in late January / early February.
 - ii. All campus community members will be provided an opportunity to complete.
 - **Academic Minor(s)**
 - i. There is a new minor program that will make its way to faculty senate soon.
 - ii. There are efforts being undertaken to make students more aware of the programs that have been offered or will be offered in the future.

XII. Announcement

- **Prasch announced that the Wednesday of finals week, Monty Python and the Holy Grail will be shown in Henderson. Details to come.**

XIII. Adjournment 4:04