

**Washburn University  
Meeting of the Faculty Senate  
February 3, 2020  
3:00 PM – Forum Room, BTAC**

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

**Absent: Brooks, Byrne, Childers, Douglass, Mazachek,**

**Guests: Erby, Grospitch, Webb**

- I. Call to Order 3:01**
- II. Approved minutes of the Faculty Senate Meeting of December 2, 2019**
- III. President's Opening Remarks**
  - **Need to ensure the electoral committee members meet after this meeting to determine the process for moving forward with election this semester.**
  - **Delaine Smith received student life award today! Congrats!**
  - **TIAA contributions are not received until you retire. Adjuncts came back and their payments were rejected. This will be worked out and should be worked out by February 1<sup>st</sup>. This is for anyone who comes back from retirement and are paid again by WU.**
  - **Complete withdraw policies have changed. If students want to total drop, they need to have permission. There are some issues that have come up regarding the difficulties of this – may need to go to academic affairs to make this less onerous.**
  - **Dean evaluations are supposed to be done every three years. It will be done this year for College of Arts and Sciences, School of Applied Studies, and School of Business.**
  - **Dale Anderson, former faculty who helped start communication department and director of KTWU, passed two weeks ago. Dr. Billy Milner, from the math department, also passed recently. Both of**

these individuals had a major influence on the university, especially ensuring that faculty attend graduation.

- Next meeting is Monday, February 17<sup>th</sup>

**IV. Report from the Faculty Representative to the Board of Regents**

- December 4<sup>th</sup>, the next is February 6.
- Sabbatical was decided for the next year.
- School of Nursing: Lori Edwards Fall 2020
- College of Arts and Sciences:
  - i. Jericho Hockett Fall 2020 or spring 2021
  - ii. Park Lockwood Spring 2021
  - iii. Ian Smith Fall 2020
  - iv. Sharon Sullivan Spring 2021
  - v. Izzy Wasserstein Spring 2021
- School of Business: Norma Juma Spring 2021
- School of Law: Tonya Kowalski Fall 2020 & Spring 2021
- Approval to build 33 million for new law school; Washburn will contribute 20 and the rest is from private donors.

**V. VPAA Update - Dr. JuliAnn Mazachek: None due to VPAA being out of town.**

**VI. Faculty Senate Committee Reports**

- Approval of the Academic Affairs Committee Meeting Minutes from November 25, 2019.

**VII. University Committee Reports**

- Received the Faculty Handbook Committee Meeting Minutes from November 12, 2019.
  - i. There was an approval of the success week changes mentioned in the notes. Would like to send this through academic affairs for approval on this. Need to ensure that the senate / senators are able to give the final approval even if the administration and WUBOR wants things to be this way. Need

to be shared governance. Schmidt (S) asked if this was already live – Barker believes that it may be.

- Received the Academic Diversity and Inclusion Committee Meeting Minutes from November 12, 2019.

**VIII. Old Business**

- 20-6 Change in WTE Governance was approved by academic affairs. This is the second reading and was approved. This will now move forward to general faculty.

**IX. New Business: none**

**X. Information Items**

- Changes to Faculty Handbook (Jackson) – moved to the next meeting

**XI. Discussion Items**

- WUmester initiative (Erby)
  - i. Washburn's new initiative to include all of the campus community in discussion of a topic they may include in class.
  - ii. This semester is Citizenship and Suffrage.
  - iii. Please encourage your student to participate.
  - iv. Topics for Spring 2021 – Sustainability
- HR Issues / Model use in the art department (Wang)
  - i. Model issues have not happened in the last 12 years employed here. This August there were issues due to changes in policy that took place this spring. HR stated that there needs to be positions already created and a hiring process needs to take place, including application, and other preventative details they had not had to do before.
  - ii. Need to be able to have a retroactive process in the case that models are not able to show up due to illness, flat tire, etc. If someone needs to cover for that model – they cannot because otherwise they will not be able to get paid. This is only a three to four hour position total.

- iii. This semester the process is burdensome. Had plans to shoot a model last weekend, but they chose not to due to releases and HR details.
- iv. Morse – HR processes are complicating classroom practices.
- v. Schmidt (S) – similar issues with hiring tutors last fall. Is it possible to use a temp agency? Then they will just pay the agency not the employee and there is no need to deal with WUHR.
- vi. Prasch – this is extreme, but the system to get employees has become impossible to navigate. Pointlessly bureaucratic to get reference approval for positions like models.
- vii. Zwikstra – HR made a bunch of changes and didn't tell the people who need to know?
- viii. Barker – HR tried to come up with a policy to address issues that were previously overlooked. This was an attempt to remedy that. Administrators don't always remember the academic schedule (e.g. when school starts). We need to speak to HR to see if they understand the need to get policies out far enough in advance.
- ix. Morse – HR copied and pasted standard corporate model and forgot to adjust for the field of academia. It would behoove representatives of this body to have that conversation with HR to change policies (new and existing) to ensure they are consistent with the way that we function.
- x. Miller – just hiring students is insanely complicated. Impression their department has been getting is that HR is creating the policies based on their interpretation of the law and the capacities of their software – not taking into account the academic environment.
- xi. Wasserstein – many universities moving to a system in which letters of recommendations are not required in their first round

of faculty interview. Research shows that requiring this is preventative for marginalized communities to gain employment.

xii. Schmidt suggested a visit to senate from HR? After brief discussion over whether academic affairs or faculty affairs should address this, it was determined that it is an issue for both and will be invited to the February 17<sup>th</sup> meeting.

- STAR report (Bearman): Beatie reported that he could not make it.

#### **XII. Announcement**

- Prasch – historical films this year are all focused on the WUmester topic. The first meeting is Selma in Henderson 107.
- Morse – reminded all faculty to take and encourage their peers to take the climate survey
- Miller – law school book sale the week of April 6, please drop off your donations
- Barker - finding the registrar is difficult on the WU website. It is only accessible via admissions.

#### **XIII. Adjournment 3:38**