Washburn University
Meeting of the Faculty Senate
February 2, 2015
3:00 PM Kansas Room, Memorial Union

PRESENT: Ball, Berry, Chamberlain, Florea, Frank, Friesen, Jackson, Kwak, Lunte, Moddelmog, Palbicke, Pembrook, Petersen, Routsong, Russell, Sadikot, Sanchez, Schmidt, Schnoebelen, Scofield, Smith, Sourgens, Stevens, Stevenson, Treinen, Weiner, Wisneski

ABSENT: Alexander, Childers, Francis, Mach, Mapp, McConnell-Farmer, McHenry, Perret, Porta, Rubenstein, Schbley, Sun

I. **President Ball called the meeting to order at 3:06pm.**

II. **The minutes of the Faculty Senate meeting of December 1, 2014 were approved.**

III. **President's Opening Remarks: None**

IV. **Report from the Faculty Representative to the Board of Regents: Ball attended the 12-4 Meeting:**
- **The following Emeritus positions were approved:**
  - **Professor Emeritus: Dr. Gary Forbach and Ms. Nancy Maxwell.**
  - **Associate Professor Emeritus: Ms. Mary Dorsey Wanless.**
  - **Eminentes Universitatis: Ms. Dena Anson.**
- **The audit report was presented.**
- **Discussion of the Allied Health program expansion by 15 programs (11 online) was presented.**
- **The one-time stipend received by employees in late December was also approved at this meeting.**

V. **VPAA Update—Dr. Randy Pembrook:**
- **It's birthday week for Washburn so please take part in the Lincoln lecture on Thursday night and the party on Friday.**
- **To improve efficiency with procedural voting, the idea of online balloting or a consent agenda was discussed a while ago, but Pembrook wondered if the Senate was still comfortable with this procedure? Such items on a consent agenda would go to General Faculty in the same fashion and move forward in the same manner unless someone disagreed and moved to take an item off the consent agenda. The senators present didn't disagree with this.**

VI. **Faculty Senate Committee Reports: NONE**

VII. **University Committee Reports: NONE**

VIII. Old Business:

- **15-04 Constitutional Amendment 1 from Executive Committee was presented for a second reading. Ball spoke on behalf of this and renewed the reason for passing (to ensure this committee is fully staffed as dictated by the Constitution). Petersen asked about the wording and clarified that it wouldn't go into effect until next year; as such, he suggests we look at changing the entire makeup of these committees and concentrate on adding as much voice as possible to the composition potentially including individuals not on Senate. Ball said that some people might resist diluting the Senate's voice on these committees when this comes up for a vote at General Faculty; she sees the problem isn't getting people to serve on this committee--it's getting enough people together who can serve and attend the meetings who represent the mandated areas. Russell asked if there was a problem with postponing the vote to take a look at Petersen's wording that was received after the agenda went out in advance of this meeting. Schmidt remarked that there is precedent for Petersen's suggestion with the graduate committee makeup. Smith noted that he wasn't prepared to vote so would like more time to consider the change. Berry noted that we could wait since it wasn't pressing. Moddelmog said we've been talking about this for a while; we should vote. Pembrook asked, in putting the proposal together, have we worked through the logistics of how this will work in order to answer questions at General Faculty? Ball noted that she had and that to her, all of the committee members should be senators and that this has only ben a problem with library representation (having enough to staff both committees), so it shouldn't be a problem. The senators in attendance voted 13-12 to postpone the vote and consider additional revision. Ball said she would circulate Petersen's proposal. She will do the same for 15-05.**

- **15-05 Constitutional Amendment 2 from Executive Committee was postponed to allow reflection as described above.**

IX. New Business: NONE

X. Information Items: NONE

XI. Discussion Items:

- **Follow-Up regarding Richard Liedtke visit; where should we go from here? (Dan Petersen). Petersen said he thought the discussion at the last meeting was very useful. He wasn't sure if the discussion was completed here, though—perhaps there could be a town hall meeting for the entire faculty? The Senate could ask for this to spread the word about how the recruitment process is going. Treinen said he still wasn't clear on the recruitment process so he would appreciate more information about the process. Ball asked Pembrook if it would be appropriate to ask Liedtke if he could do town**

halls. He said it would be appropriate and suggested information to cover in these town hall meetings. Ball said that she would e-mail Senators soliciting information we'd like Liedtke to share in a town hall and then convey that information to Liedtke. Moddelmog said that she wants to know what other universities are doing to help their recruitment. Treinen asked about our long-term goals and budget for such activities. Schmidt asked about the specific types of students we're attracting (Pembrook said that the scholarship grid would point this out to Schmidt). Pembrook stated that we have a generic approach to undergrad recruitment while our graduate-level recruitment is more specific, so Liedtke may want to address this. Berry wondered how big we wanted to be (again, asking about overall, long-term goals for the University). Florea wondered about Liedtke's assessment of whether or not he has the resources to do what he needs to do; he read recently that the University of Colorado has a very aggressive recruitment program requiring resources. Petersen wondered about more specific steps faculty can take to increase desirability, etc. that goes beyond calls and e-mails. Moddelmog wondered if recruiters could work with departments to better sell the majors. Petersen wondered about this, too, especially since turnover among recruiters seems to be high. Pembrook noted that at the beginning of each fall, each Dean meets with recruiters and goes over many of these highlights (new this year are differential talking points). Ball once again asked for senators to e-mail her these questions and she noted that she would remind everyone to send them.

- **A possible committee on teaching evaluation biases and implications for tenure, promotion, raises, etc. was discussed (Jennifer Ball presented this). Do we want a committee to look at biases and to assess to what extent these evaluations are used for T&P? Russell asked if Ball was interested in replacing the current form. Ball said that there is a wealth of information about how teaching evaluations are biased and she's wondering about how they're used and to what extent do biased forms or answers lead to problems. Her problem is less with the form than on figuring out how far the bias might extend and the implications at Washburn. Friesen clarified that each individual unit sets these standards, so what could we do? Ball answered that such a committee would be able to better inform the faculty about the faults in relying on such forms. Such a committee could look into the research and then see how Washburn uses these and discuss the situation. Pembrook said that he's talked about IDEA with C-TEL and the Deans. What he likes about the IDEA form is that it ranks faculty in similar situations across the US (it compares apples to apples). Ball added that the SIR-II could likely do the same, but that her concern isn't about the source of information, but how such information may be biased and then used against faculty. Schmidt argued that the president could certainly put together a committee to investigate. Petersen agreed that we should look beyond gender (an often mentioned example) and consider other cultural factors, as well. Ball will send out an e-mail to solicit committee members to look at this issue.**

XII. Announcements:

- **Routsong noted that February 11, 2015 is undergraduate research day at the Capitol.**
- **Schnoebelen reminded everyone that the next Faculty Senate meeting is on February 16, 2015 in Henderson 107 instead of the Kansas Room. Agenda items for this are due by Friday at 5:00pm.**

XIII. **President Ball adjourned the meeting at 4:03pm.**