

**Washburn University  
Meeting of the Faculty Senate  
December 4, 2017  
3:00 PM – Forum Room, BTAC**

**PRESENT:**

**Barker, Cook, Erby, Fredrickson, Garritano, Grant (Emily), Grant (Erin), Hickman, Hockett, Jackson, Jolicoeur, Krug, Kwak, Mansfield, Mark, Mazachek, Modellmog, Petersen, Prasch, Schmidt, Schnoebelen, Sheldon, Stacey, Steffen, Wasserstein, Watson, Watt, Wohl, and Worsley**

**ABSENT:**

**Black, Memmer, Ockree, Scofield, Sourgens, and Todwong**

**GUESTS:**

**Gonzalez-Abellas, Grospitch, Holthaus, Nizovtsev, Simmons, Smith, and Stephenson**

- I. **President Schmidt called the meeting to order at 3:03pm.**
- II. **The Faculty Senate minutes of November 6, 2017 were approved.**
- III. **President's Opening Remarks:**
  - **Schmidt indicated that he still needed someone from the Senate to serve on the parking ticket committee. Garritano volunteered to serve on this committee.**
  - **Schmidt asked that the Familial and Consensual Relationship policy be switched from an Information item to a Discussion item. The Senate voted unanimously to move it to a Discussion item.**
- IV. **Report from the Faculty Representative to the Board of Regents:**
  - **Worsley attended the 11/9 meeting. She noted that the key items included a presentation by the Frank Agency on University marketing efforts and the indoor athletic practice facility. After some brief discussion and a few questions about funding the facility were presented, Mazachek noted that the practice facility would likely be funded by a combination of private donations and University money and said that it would likely be on the agenda at the next Board meeting.**
- V. **VPAA Update—Dr. JuliAnn Mazachek:**
  - **Mazachek noted that the Handbook Committee is working to create policies that will govern online education; this set of policies will eventually come before FAC and the Senate.**
  - **Mazachek said that they had received nominations for the Freedom of Expression committee. She added that if anyone had more, please send them to the Executive Committee (specifically Mazachek, Schmidt, and/or Worsley).**
  - **Mazachek offered an update on the Strategic Plan. She said they are still in the process of synthesizing the suggestions to form a plan. It will hopefully be ready by the time the spring semester begins.**
  - **Mazachek finally said thank you to all those who participated in the recent Breakfast with Farley events.**

**VI. Faculty Senate Committee Reports:**

- The Faculty Affairs Committee minutes from October 9, 2017 were approved.

**VII. University Committee Reports:**

- The Interdisciplinary Studies committee minutes of November 3, 2017 were received.
- The Faculty Development Grant Committee minutes of April 24, 2017 were received.
- The Research Grant Committee minutes of April 28, 2017 were received.
- The Research Grant Committee minutes of October 12, 2017 were received.
- The Faculty Development Grant Committee minutes of November 7, 2017 were received.
- The Interdisciplinary Studies committee minutes of November 10, 2017 were received.

**VIII. Old Business:**

- 18-6 Graduate Student Learning Outcomes was presented by Mazachek. Prasch noted that aside from missing Oxford commas (that were offered and accepted as friendly amendments to the proposal), and adding the word “appropriate” to the phrase “professional standards,” he wondered if the SLOs themselves could be made more specific. Petersen commented that even the most common outcome needs flexibility because all programs don’t, in example, share the same ethical standards, etc. Mazachek said that this helps explain the flexible nature of the somewhat vague language. Mansfield said that the wording of this policy allows the programs to maintain individual assessment methods. The motion passed as amended; it will go on to the General Faculty as an Information item.
- 18-7 Restoring General Education Credit for AA Non-U.S. Degrees was presented by Russ Smith. Prasch said this proposal seems to clear up an unnecessary roadblock and thus, makes sense to him. Wohl agrees with making this change, though asked about the number of 1 credit courses that international students sometimes try to transfer in. Nizovtsev said they don’t necessarily try to transfer courses on a course-by-course basis; in these cases they simply look to the number of hours in specific Gen Ed categories. Wohl wondered if this was a problem for auditors; Nizovtsev said they’re doing it already and it’s not a problem. Smith added that if they look at categories, it shouldn’t be an issue. The motion passed; it will go on to the General Faculty as an information item.
- 18-8 Handbook Policy Regarding Faculty Employment Outside University was presented. Sheldon noted that “creates” needs to be “create” in line 5 of the new language; this change was accepted as a friendly amendment. Stephenson was concerned about the wording prohibiting unpaid teaching. Barker said that in committee, they wanted to have an appeal process to give some voice to Faculty if they did not agree with the Dean’s decision. Prasch wondered about the vagueness of “unreasonable.” Watt said this also allowed for recourse for the faculty if the work was denied. Schmidt said that the appeals process should perhaps be included rather than vaguely implied. Mazachek noted that such decisions, though, would often end at the Dean’s level; she added that such employment must be approved in advance, and noted that the committee wanted to keep the University’s interests at heart. Gonzalez-Abellas said he had issues with this policy primarily because of having limited (9-month) contracts that leave faculty technically unemployed during the summer, so why can’t they go somewhere else to work? He also wondered about what might happen to a faculty who sought such an opportunity when they had a summer course that didn’t make; is it wrong to allow them to go to another area school to teach if they otherwise wouldn’t be able to at Washburn? (i.e. it’s not “competition” if we elected to cancel a section at Washburn). Modellmog wondered about being a visiting scholar—are we not allowed to do this anymore

if it's an area school like KU? Watt said if there are benefits to Washburn and it meets the criteria set forth and it is approved in advance, then such programs can be approved. Watt added that this newly defined process at least helps to ensure transparency. Mazachek added that this language already exists in the WUPRPM; this action item simply recognizes the existing language and ties it to employment outside the university. She added that none of the scenarios discussed here would be prohibited; they would just need to be approved in advance. Schmidt noted that the language about "cannot be reasonably denied" was not a part of WUPRPM. Mazachek said that this language was suggested by the lawyer on the committee in order to ensure that the decisions weren't made arbitrarily. Mazachek also noted that some units, including SAS, have been upholding this while others have not, so this policy ensures equal use of the policy among all academic units. Sheldon wondered about how such a policy might be enforced (through reprimand or termination?). Mazachek said that we should be collecting Conflict of Interest forms every year, and that if some faculty member misrepresented her or himself on this form, then it would be grounds for dismissal. She added that if we became aware of such a case, then we would follow up appropriately. Gonzalez-Abellas asked, what are the guidelines for non-teaching employment? Modellmog said she thinks this is a gray area. Watt said that the policy covers this. Mazachek said there is no dollar amount attached to such activities as this might vary widely by academic unit. Petersen believes that the logic doesn't seem consistent. Cook wondered if this was going to the General Faculty, and if so, we should reference Appendix A "rather than 5.5.5.2." Steffen wondered where the line might be with "part time." Mazachek noted that the faculty is what makes Washburn special; thus, we don't want, at the end of the day, to share faculty with other institutions. She added that this policy helps ensure that the "special-ness" of Washburn is preserved. The motion was passed as amended and will be sent on to General Faculty for approval.

**IX. New Business: NONE**

**X. Information Items:**

- Erby addressed the Senate regarding the Academic Committee on Diversity and Inclusion that replaces the Diversity Initiative group. She said that if anyone would like to serve on this committee, please let Erby know. Mazachek added that we hope this will facilitate a broader discussion about inclusion that the entire campus can model.

**XI. Discussion Items:**

- The WU Familial and Consensual Relationship Policy was presented by Schmidt. Mazachek noted that the document being discussed before the Senate today represents the regulations and procedures, though the policy itself (what the Board will actually vote to approve) is much smaller. She also noted that this policy had been presented to and discussed by the Executive Staff, the Faculty Handbook Committee, WSGA, and the Faculty Affairs Committee. Gropitch said that WSGA felt good about the policy but were concerned about losing out on mentoring opportunities. Barker had an issue with part 1.4.4.2; he said the policy is missing "be." Prashch said that this goes significantly farther than the past policy and it is an enormous step forward; it seems solid. Cook said she is bothered by the phrase "entering" (in 1.2); what about previous relationships? Mazachek said such relationships must be reported. Wasserstein said that this policy is necessary but wondered about familial relationship policies (1.4.5.1); would it ban, for instance, one family member from advising another? Mazachek said that this is less about advising and more about grading, but such a relationship must be

revealed. Mazachek said advising may need to be considered more specifically. Erby said this advising would seem to represent a position of authority. Wohl said 1.3.3 should address many of the concerns being raised about advising. Wasserstein wondered if the mitigation plan is required in all incidents. Hockett said that sometimes the mitigation plan might not be any actual action (meaning the result may be “no action is necessary”). Sheldon said we may have the best intentions, but this document helps everyone understand the possible pitfalls. Gonzalez-Abellas said that there might be some cultural issues with defining some relationships that is not covered in these policies. Modellmog said such a policy helps remind us that we should always be considering what is and is not “appropriate behavior.” Mazachek said they anticipate that this policy will be discussed with new faculty specifically and through C-TEL activities once it is approved. Cook wondered if this included CEP student relationships as well; Mazachek said that if it involved giving grades, it would.

**XII. Announcements:**

- Grades are due on the Tuesday after Finals Week this year (December 19<sup>th</sup>) instead of the usual Wednesday.

**XIII. President Schmidt adjourned the meeting at 4:23pm.**