

**Washburn University
Meeting of the Faculty Senate
October 7, 2019
3:00 PM – Forum Room, BTAC**

- I. Call to Order**
- II. Approval of the Faculty Senate meeting minutes of September 16, 2019 (pp. 3 - 17)**
- III. President’s Opening Remarks**
- IV. Report from the Faculty Representative to the Board of Regents**
- V. VPAA Update—Dr. JuliAnn Mazachek**
- VI. Faculty Senate Committee Reports**
 - **Approval of the Academic Affairs Committee meeting minutes of September 9, 2019 (p. 18)**
 - **Approval of the Faculty Affairs Committee meeting minutes of April 22, 2019 (p. 19)**
- VII. University Committee Reports**
 - **Receipt of the Faculty Handbook Committee minutes of April 22, 2019 (p. 20)**
 - **Receipt of the Assessment Committee minutes of September 12, 2019 (pp. 21-22)**
 - **Receipt of International Educaiton / International WTE Committee meeting minutes of September 12, 2019 (p. 23)**
- VIII. Old Business: NONE**
- IX. New Business: NONE**
- X. Information Items**
 - **Receipt of the Academic Diversity and Inclusion Committee minutes from the May 7, 2019 (pp. 24-25)**
- XI. Discussion Items**
 - **The faculty annual contract renewal letters (attachment p. 26) (Barker)**
 - **Academic oversight of co-curricular, academically related activities (Morse)**
 - **Salary disparity between newly-hired and other faculty (Zwikstra)**
- XII. Announcements**

XIII. Adjournment

**Washburn University
Meeting of the Faculty Senate
September 16, 2019
3:00 PM – Forum Room, BTAC**

Present: Barker, Beatie, Byrne, Cook (M), Cook (S), Dodge, Grant, Huff, Jones, Juma, Krug, Mazachek, Menninger-Corder, Miller, Morse, Pierce, Prash, Ricklefs, Sainato, Schmidt, Smith, Stevens, Todwog, Wasserstein, Woody, Watson, Zwikstra

Absent: Brooks, Douglass, Friesen, González-Abellás, Vandalsem

Guests: Grospitch, Holthaus, Liedtke, Ellis, Hart, Smith

- I. Call to Order 3:00**
- II. Minutes of the Faculty Senate Meeting of August 26, 2019 were approved with modification.**
- III. President's Opening Remarks**
 - **Reflecting on faculty governance, Barker stated that he attended the Jorge Nobo memorial which reminded him the importance of this process. There is a need to be involved, pushing back against administration to ensure faculty input is considered. An example is a need for faculty involvement on the scholarships given by the university. It is concerning that students must reapply by the end of the fall semester. Raise issues when they arise, even if there is not a win in sight. Faculty has a right to be heard and to freely exchange ideas.**
 - **This fall, there may be no action items, and when this occurs with few other agenda items, meetings will sometimes be cancelled. There will not be two in a row canceled, as we should be meeting at least once a month. Next meeting is Monday, October 7th.**
- IV. Report from the Faculty Representative to the Board of Regents**
 - **Nothing to report.**
 - **September 30th is the next BOR meeting.**
- V. VPAA Update—Dr. JuliAnn Mazachek**
 - **Office is launching a new program proposal format for turning in new programs that has been in the works over the last year. Most of these changes are meant to predict the needs and questions of the BOR. Some of these changes include the following, which will need to be determined prior to review by Academic Affairs:**
 - **The demand of the program, what is generating that demand, and whether the demand will be sustained over time.**

- A degree map with a schedule of when the courses are offered.
- Changes to faculty workload.
- This new process is more informed and may include help from outside sources. At this point Deans have seen it and Academic Affairs will review it at their next meeting. Schmidt mentioned that there are different processes in different schools; asked whether this will be considered. Mazachek described the new process as a culmination of all those from different schools, for the purpose of standardization.

VI. Faculty Senate Committee Reports

- Minutes of Academic Affairs Meeting of April 8, 2019 were accepted.
- Minutes of Academic Affairs Meeting of April 22, 2019 were accepted.
 - Cook (S) had questions about the STAR numbers, suggesting that it would be beneficial to have a presentation to this body. Mazachek was in agreement.

VII. University Committee Reports: NONE

VIII. Old Business

- 20-1 Change to WTE Community Service name and requirements
 - Schmidt moved to approve, Morse seconded.
 - Barker commented that Appendix Section 2ii which starts with "...of the required 300 hours, students must engage in at least..." is not clear and suggested adding nomenclature to clarify what this looks like. Ellis stated that it will be part of the handbook.
 - Item passed.

IX. New Business: NONE

X. Information Items

- Adding a second version of the path to WUBOR and will have both of them included the minutes

XI. Discussion Items

- Mazachek presented about demographic and enrollment trends for the future. Had been presented at BOR in June prior to budget discussion. All data comes from public sources and is being used to plan for the future of Washburn, as well as being used by other universities for planning purposes.
- Cost of attending university has increased 260 percent since 1980 not taking into account price index. At this same time, the public view of higher education has changed. It used to be a common good and now is seen as a private good.

- Enrollment has decreased since 2008 nationally, since 2010 locally, specifically at the undergraduate level. There has been an overall increase in students seeking graduate degrees. Should see a stable student population until about 2025 and then a larger decrease in enrollment of traditional college students. Top fifty colleges in the US (elite four year institutions) are going to do better, which means that regional four year institutions are going to be the hardest hit. Washburn expects to see a decrease of ten to twenty percent of students. Jones asked if this was both private and public; this is just public. Krug suggested that most students might not be able to leave the state and attend those “better schools” due to variables that have not been considered.
- There is also a foreseen change in demographics, with more Hispanic and low income students attending university in the future. Gen Z not as willing to take on debt, how will they go through school then versus how it is now. Currently about half of our students are Pell eligible, so we are already operating in this type of environment.
- Cook (M) the economy has done well and there are perhaps more people entering the workforce than entering school. It may be that low unemployment in Topeka leads to fewer students at WU.
- Traditionally large graduate programs are seeing a decrease, even some MBA programs are closing. MBA, JD, and Education Master’s degrees have decreased due to the incentives offered in the field. Increases are seen in Healthcare, Engineering, and Computer Science / IT. These are expensive degrees.
- Programs for international students are shrinking as it is getting harder for students to get their visas approved, e.g. 47 approved for Nepal, 16 came to WU.
- There will need to be a focus to recruit and retain students, including diverse and non-traditional populations.
- Morse asked about trends and numbers from Shawnee county specifically. Our competition in Kansas is part of what we need to know. Where are the students from Shawnee county going? The solution to all of it is just growing our own. Liedtke stated that what they are hearing from the high schools is that it is not cool or excited to stay in Topeka. Changes are happening downtown that may help. Topeka Youth Commission members have admitted to not considering staying here for school.
- Morse asked when people start getting information for Washburn. Liedtke’s office started advertising to high school freshmen this year.

- Cook (S) asked if we are marketing to other areas where students may not think it's cool to stay home for university. Liedtke's office is creating a geofence to advertise to those in the immediate Midwest area.
- Byrne asked if the local school districts have the data on how many people plan to go to college? At 501, forty-two percent plan to attend; at 437, eighty percent plan to attend.
- Barker suggested that it is only in recent history that our reputation among kids has changed from a glorified high school to less so.
- Ricklefs mentioned that while students want to leave, they are not always successful (not just academically, but also socially), and are transferring back. Are we prepared for this trend? Liedtke finds that the data show people who transfer back are 3.0 plus and have 50 to 60 hours from KU or Kstate. This tells us that it may be debt, wanting to be close to home, or other reasons that drive these transfer numbers. There has not been a survey of these transfer students to see why, though a majority are from Shawnee county. Mazachek stated that while Ricklef's program has seen an increase, the number of transfer students has decreased across campus. Byrne asked if transfer students have merit scholarships; they have their own that is different than the first year students.
- Woody asked how many students are seeing information about the class size here versus at Kstate and KU. When he speaks to transfer students, the number one reason he hears is size of the classroom. Perspective students are shown the small classrooms when they tour campus,

XII. Announcements

- Prasch announced the next Historical Film Night Agnes Vargas, the mother of French New Wave, who passed away earlier this summer. Faces Places (2017) will be shown September 23 at 7 pm in Henderson 107.
- Gropitch reminded the Senate of Family weekend this upcoming weekend
- Morse encouraged faculty to attend and remind students of the iRead on September 17th
- Huff announced an Opera presented by the Music department on Sunday night.

XIII. Adjournment 4:00

Enrollment – Demographics, Trends, and the Future

Washburn University
Faculty Senate
September 16, 2019

Dr. JuliAnn Mazachek
Vice President for Academic Affairs

Planning for Washburn's Future – Understanding the Outlook

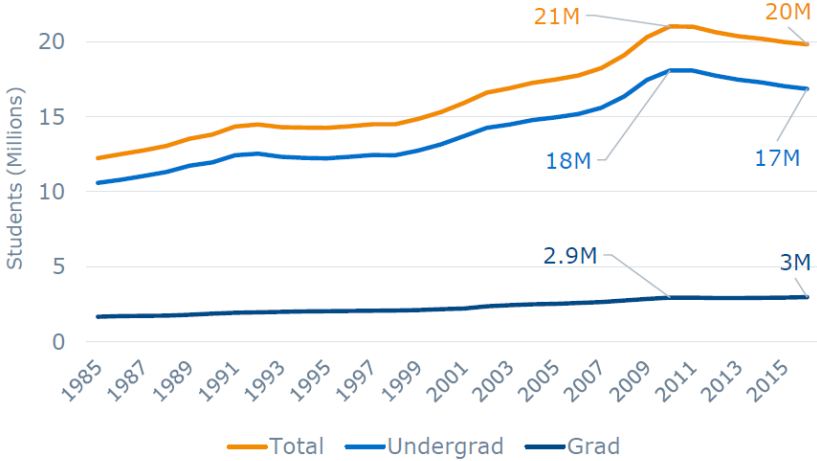
- Embracing our Reality: Developing a Common Understanding of the Information available surrounding Higher Education and Its Future
- Begin Regular, Meaningful Dialog as We Plan for the Future
- Focused on Creating Opportunity for Mutual Understanding and Input

Planning for Washburn's Future – Understanding the Outlook

- Cost of Attending University –
 - Risen 260% since 1980 where price index increased by 120%
 - Pushed on our students and their families
- Common Good to Private Good
- Decreased Funding for Public Institutions
- Introduction of the Large-Scale for-Profit Model

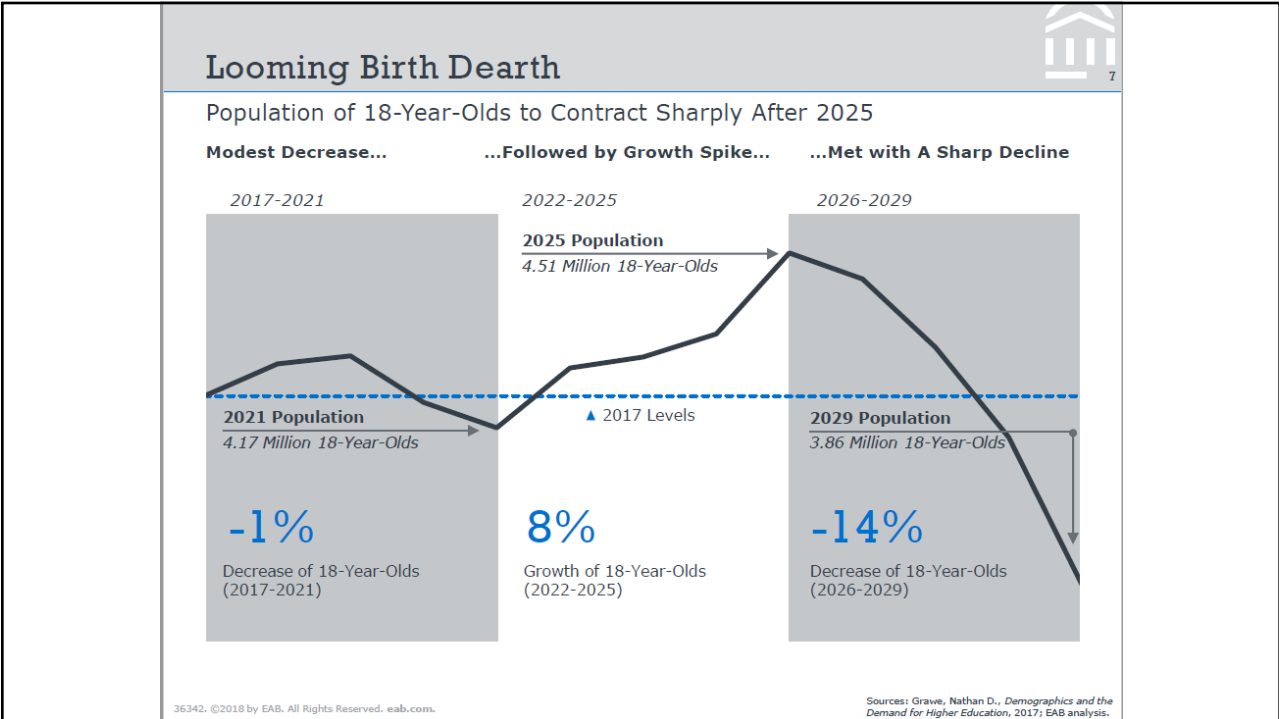
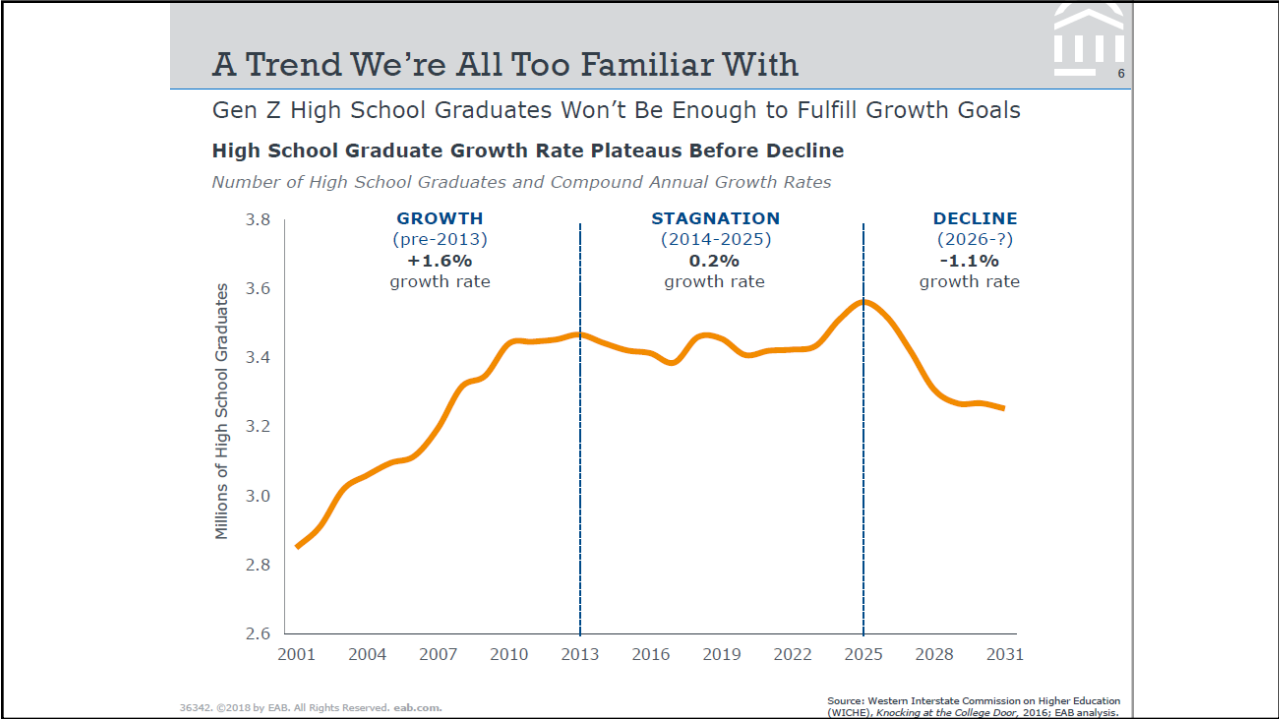
2010: Peak Post-Secondary

Student Enrollments (1985-2016)



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Source: National Center for Education Statistics, Digest of Education Statistics, 2017

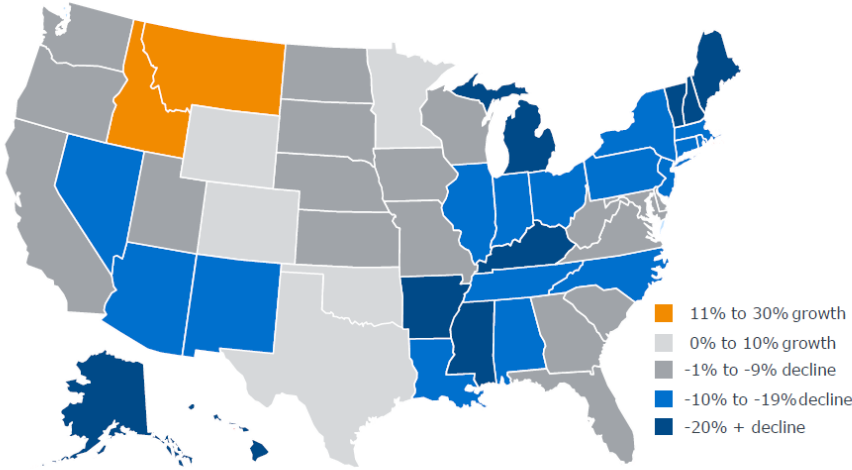


Diverging Fortunes by Region



Falling Birthrates From 2007 to Present Projected to Hit HEIs Across the US

Projected Percent Change in the Population of 18-Year-Olds, 2017-2029



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Sources: Grawe, Nathan D., *Demographics and the Demand for Higher Education, 2017*; EAB analysis.

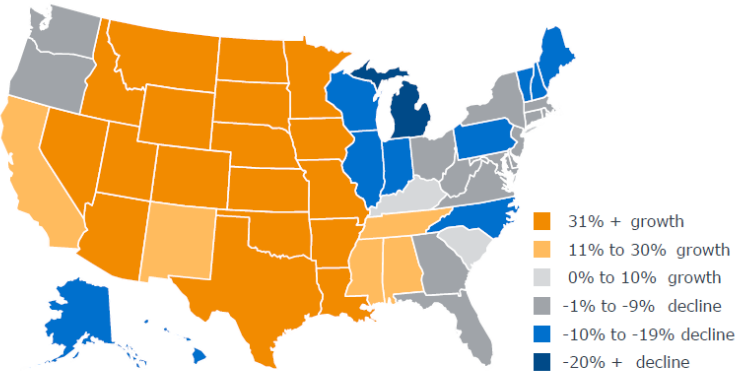
Smooth Sailing for Elite 4-Year Institutions



Demand for Elite 4-Year Institutions Rising Fast West of the Mississippi

Projected Change in 4-Year Elite HEI-Going Students by State, 2017-2029

Elite:
 Top 50 research universities +
 Top 50 liberal arts colleges
 (USNWR rankings)



Without Expansion, Most Elite HEIs Will Not Meet Increased Student Demand

+12K 2029 Projected Demand vs. 2017 Projected Demand

7% Projected Increase in Student Demand From 2017 to 2029

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Sources: Grawe, Nathan D., *Demographics and the Demand for Higher Education, 2017*; EAB analysis.

Regional 4-Year Institutions Must Brace for Impact

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Slim Glimmer of Hope Across Nation For Regional Institutions

Projected Change in 4-Year Regional HEI-Going Students by State, 2017-2029

Regional:
Research universities + liberal arts colleges ranked outside of Top 100 (USNWR rankings)

Regional HEIs Face Demographic Decline and Increasing Competition

-152K 2029 Projected Demand vs. 2017 Projected Demand

If appropriations fall, public national HEIs may recruit students from regional HEIs to boost revenues.

Sources: Grave, Nathan D., *Demographics and the Demand for Higher Education*, 2017; EAB analysis.

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Future Students Likely to Need More Support

23

Higher Proportion of At-Risk Populations

Immediate College Enrollment Rate¹ Increasing Among Low-Income Students

- High Income
- Middle Income
- Low Income

A National Snapshot: First Generation Students

30%

Of entering first-year students in US are first generation college students

25%

Leave after their first year, a drop-out rate four times higher than peers¹

89%

Of low-income first generation students leave college after six years without a degree

1) Students who are enrolled in a college or university the October immediately following high school graduation.

Source: U.S. Department of Education, Institute of Education Sciences, National Center for Education Statistics; EAB interviews and analysis.

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Fewer Kansas High School Grads Applying to Higher Ed

- **2010:** 55.4% of Kansas high school graduates enrolled at a Kansas higher education institution
- **2017:** 50.3% of Kansas high school graduates enrolled at a Kansas higher education institution

Kansas Board of Regents May 2019 report.

Price Sensitivity

Gen Z: Children of the Great Recession



Students Quickly Showing More Price Sensitivity and Debt Aversion



TruTV's PAID OFF

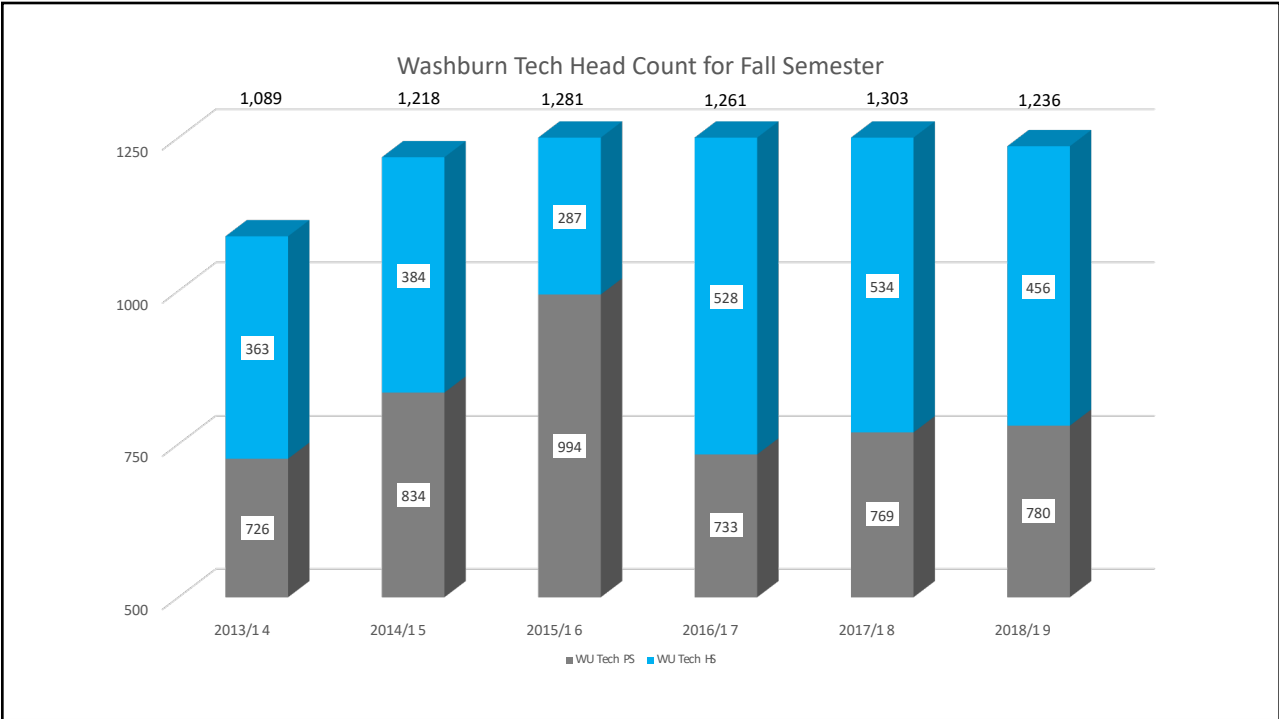
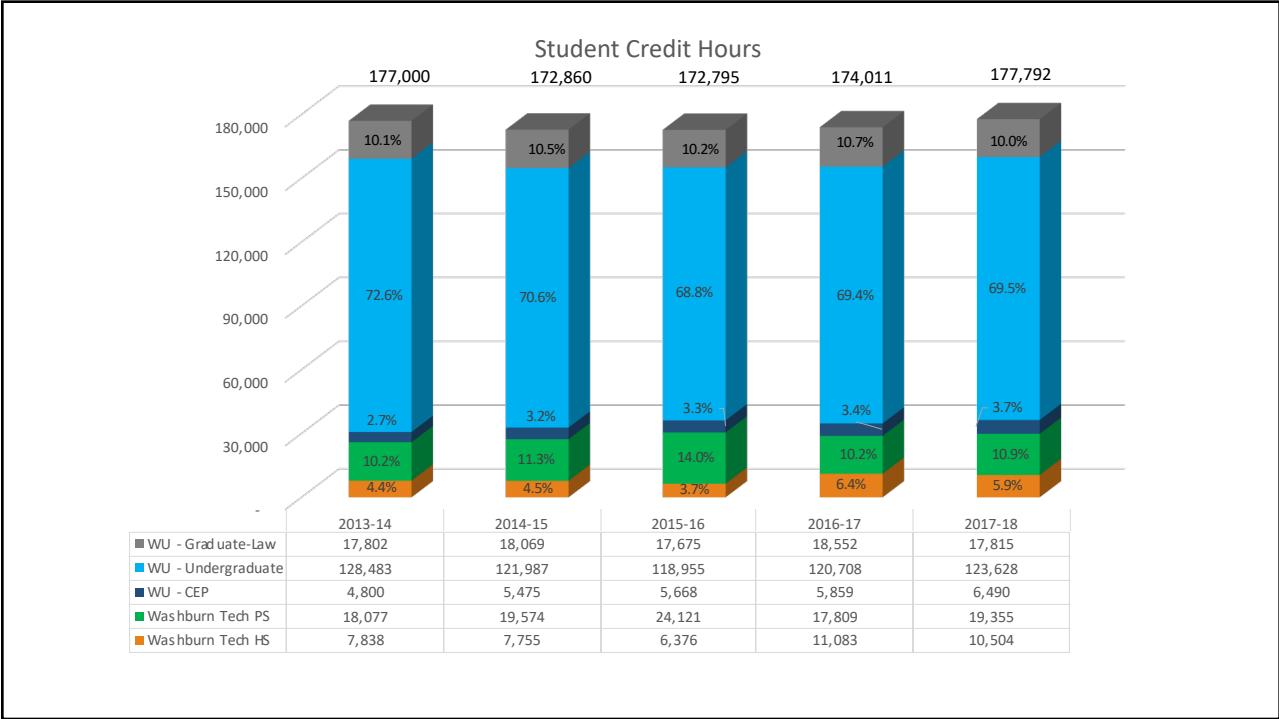
“PAID OFF is going to do something the government won't—help people get out of student loan debt.”

26% likelihood of rejecting an offer when an aid package is smaller than expected

32% say they believe that “borrowing money is basically wrong”

22% say they believe it's “not okay to borrow for education”

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Source: Apple App Store and Google Play Store as of October 2018; Boatman, A., Brent J. Evans, and Adela Soliz, 2017, Understanding Loan Aversion in Education: Evidence from High School Seniors, Community College Students, and Adults; EAB Deposit IQ, 2017; EAB interviews and analysis.



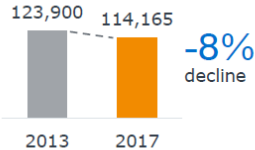
Signature Graduate Fields Continue to Contract



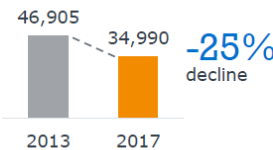
MBA, JDs, and Education Master's Continue to Decline

Declining Degree Conferrals 2013-2017, EAB Research

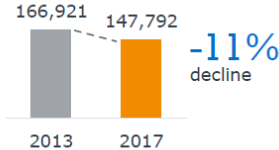
MBA



JD



Education Master's Degrees



Volume of Test Takers Indicate Enrollments Unlikely to Rebound

-6%

Decline in GMAT test takers from 2014 to 2018

-6.9%

Decline in LSAT test takers from 2017 to 2018

Flat

Volume of GRE test takers in the United States

Source: IPEDS Database, National Center of Education Statistics; Graduate Management Admission Council (GMAC); Law School Admission Council (LSAC); Educational Testing Service (ETS); EAB Analysis.

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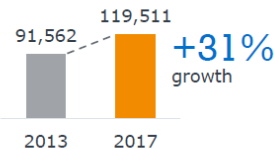
Growth Concentrated in High-Cost Fields



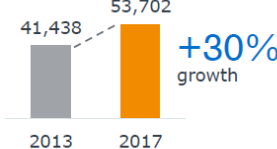
Health Care and STEM Expensive to Launch and Scale

Growing Master's Degree Conferrals 2013-2017, EAB Research

Health Care



Engineering



Computer Science and IT



Growing Competition at the Master's Level 2013-2017, EAB Research

+10%

Growth in number of institutions reporting health care conferrals

+6%

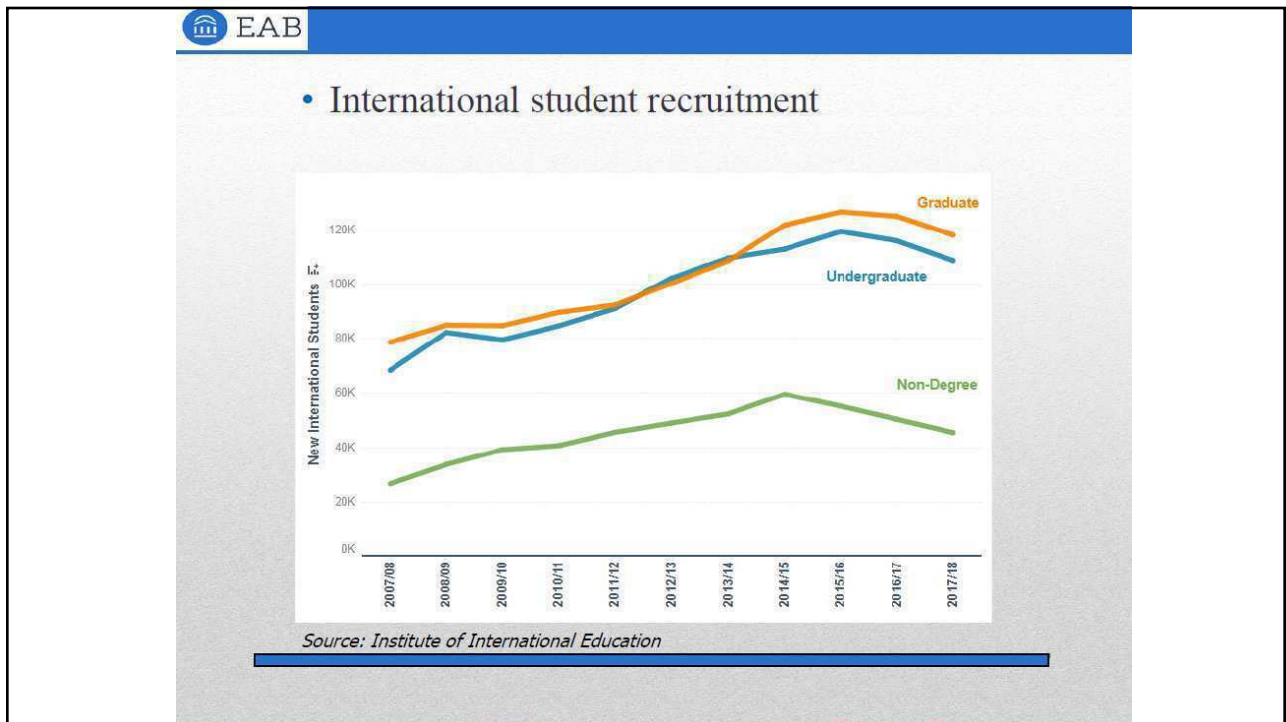
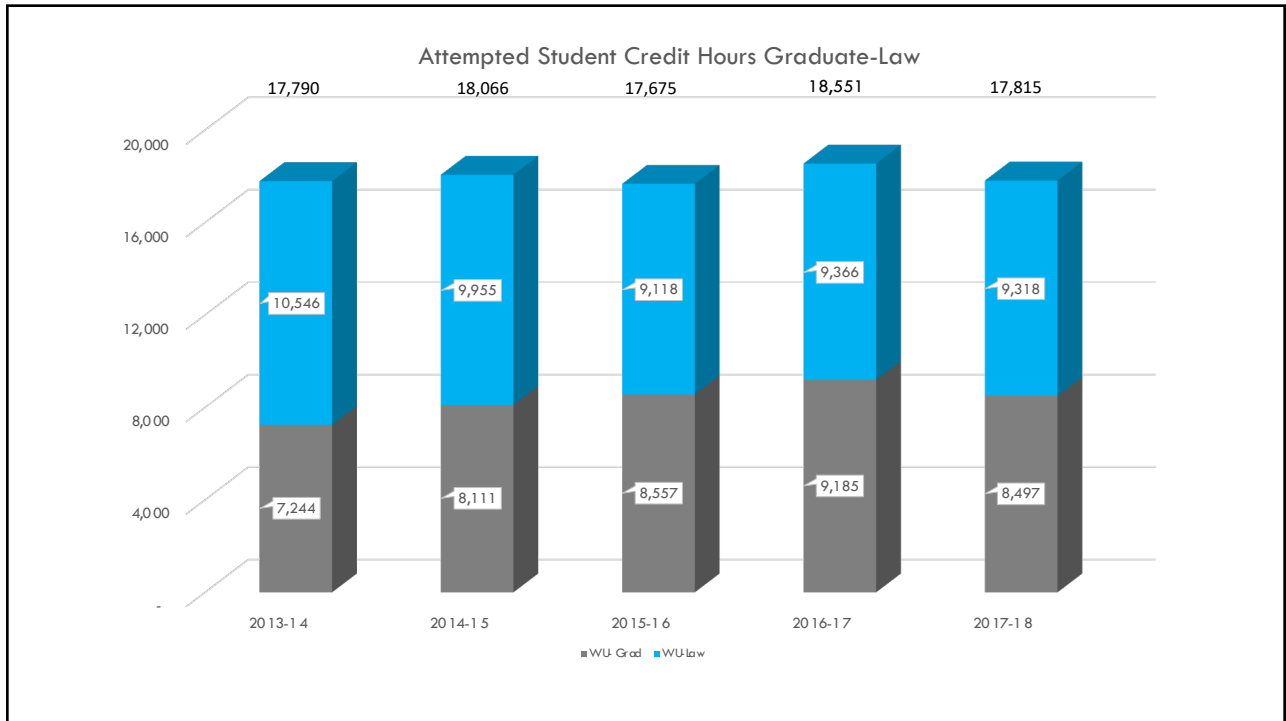
Growth in number of institutions reporting engineering conferrals

+11%

Growth in number of institutions reporting computer science and IT conferrals

Source: IPEDS Database, National Center of Education Statistics; EAB Analysis.

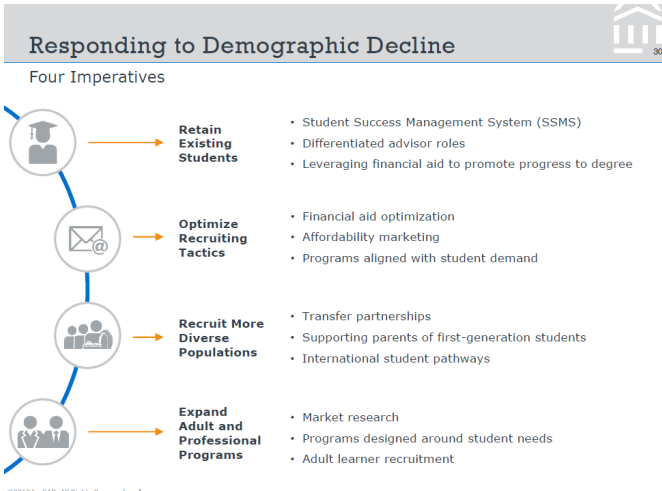
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International Student Enrollment at Washburn University

	Fall 2015	Fall 2018	Fall 2019 Estimate
Total International Student Headcount	301	256	232
Number of New International Students	124	74	66*
Largest International Student Populations:			
China	100	57	
Japan	24	46	
Nepal	23	34	
Saudi Arabia	88	42	

We won't use this slide but good to reference when building our action points



What's Next?

- Understand Adult Population Information and What it Means for Washburn's Future
- Continuing Dialog about the Path for our Future
 - Imagining Our Future
 - Determining the Path
 - Implementing the Plan

- Thank you!

Academic Affairs Committee
Washburn University
9/9/2019
Minutes

Present: Jones, Morse (chair), Ricklefs, Juma, Menninger-Corder, Stevens, Beatie, Ball (J.)
Staff: Aileen Ball
Guests: Rick Ellis and Kristine Hart

1. Morse called to order at 4:00 pm
2. Meeting minutes: Menninger-Corder moved and Beatie seconded approval of the 4/8/2019 and 4/19/2019 with the correction of adding Beatie to attendees on 4/8/2019. Motion carried
3. Program approval:

Program Modification-changes to the WTE Community Service name and requirements: Rick Ellis and Kristine Hart sought approval from the committee regarding

- A program name change from Community Service WTE to Community and Civic Engagement WTE
- Change the hour requirement from 150 service hours to 300 hours of combined community engaged activities and meaningful discussion in facilitated seminars, meetings and/or classes related to those activities

The committee recommended a strengthening of the proposal through inclusion of a communication plan with departments and plans for collaboration with C-TEL for relevant faculty development programming.

Jones moved and Stevens seconded approval. Motion carried.

4. Adjourn: Meeting adjourned at 4:35 pm.

Faculty Affairs Meeting
Washburn University
4-22-19

Attendance: Byrne, DeSota, Grant, Prash, Sheldon, Thor

Notes:

Called to order by Thor at 2:36 p.m.

The committee made the following changes to the 4-8-19 minutes, as follows:

- Todwong, not Juma
- Cook was present

If it is possible to stay on this committee for the 2019-2020 academic year, that would be helpful regarding discussion on the Faculty Handbook termination policy. After reviewing the recommendations from the Faculty Handbook Committee, the Faculty Affairs Committee recommends the TAC make a decision, VPAA makes a recommendation, and the President make a decision- explaining their decision either for or against the decision of the TAC. The Faculty Affairs committee would like to see the TAC and President's decisions both go to WUBOR. Committee members recommended using set standards of review for this. A required deference of the President's decision based on chosen standards. They also considered recommending a presidential rebuttal to the TAC's decision if not in agreement. Lastly, the Faculty Affairs committee appreciates the movement of the Faculty Handbook committee, but there is still disagreement on the decisions in the process.

Recommendations of the Faculty Affairs committee:

- Continue to be consulted as final language is drafted
- When defining the role of the TAC, make the fact-finding role an aspect of that body
- Decision rather than recommendation of the TAC
- If the President disagrees with the TAC, explicit rationale given in their statement to WUBOR
- Language allowing the faculty to withdraw after the TAC decision and the Pres decision
- Clarify that the fact finding is the role of the TAC, not the President

The committee briefly discussed a plan for the fall semester regarding children on campus, as follows:

- Build a subcommittee dedicated to this topic
- Research comparable institutions (also state house, insurance companies)
- Discuss who is included in any sort of policy created (faculty, staff, and/or students)
- Discuss broad financial implications as well as insurance implications

Adjourned by Thor at 3:41 p.m.

Faculty Handbook Committee
Washburn University
4-22-19

Attendance: Bird, Holthaus, DeSota, Byrne, Barker, Tate, Thor, Frank, Sollars, Stephenson, Pratt, Mazachek, Fried

Minutes:

Called to order by Mazachek at 9:06 a.m.

Minutes were approved for 3-28-19 with no changes.

The committee discussed the process and thoughts of the Faculty Affairs Committee regarding the policies for non-reappointment and termination. The Faculty Affairs committee recommends specific changes, which are laid out in the draft document included with the agenda. The Faculty Affairs committee recommends the President or faculty member can appeal the TAC decision to the Board of Regents.

Discussion

- Can the Dean be present for the meeting between the faculty member and VPAA?
ADDITION- Step 2: add that the Dean will not be present. If necessary, the Dean and possibly department chair could be invited for an additional meeting
- The committee discussed the differences between a recommendation and a decision with the possibility of an appeal.
- Typo: add "a" back on pg. 7
- Add additional clarification to pg. 6
- The decision vs. recommendation of the TAC needs to be further discussed.
 - One possibility could be that after TAC makes their decision, the President makes a decision to agree with the TAC or disagree with the TAC. The faculty member could then take an appeal to the Board of Regents.
 - Faculty member can appeal to the Board if they do not agree with the decision of the President (and TAC, if in agreement with the President's decision)
 - President must give a reason that they do not agree with the TAC decision.

Mazachek adjourned the committee at 10:02 a.m.

ASSESSMENT COMMITTEE MEETING MINUTES
Thursday, September 12, 2019 2:30 p.m. to 3:30 p.m.
Memorial Union-Cottonwood Room

In attendance:

Vickie Kelly (Chair), Cat Jaynes (administrative support), Debbie Isaacson, Amy Memmer, Erin Grant, Jericho Hockett, Danny Wade, Benjamin Reed, Jennifer Ball, Nancy Tate, Christa Smith, Tom Hickman, Gloria Dye

Welcome and Introduction of New Members

There are new committee members this year. Vickie welcomed new members and they introduced themselves to the committee.

Status of Assessment Reports and Plans

This is the last year assessment reports and plans will be reviewed on paper. Next year we will review them using the new electronic reporting system. We have almost completed reviewing the assessment reports and plans for the year. Next month we will begin to train committee members on how to review reports and plans in the new Watermark AMS (Assessment Management System) software.

We should have a good overview of where we are with the paper reports by next month. The final overview report will look different this year because of the switch to the new system.

Watermark AMS – Dr. Nancy Tate

Nancy gave a tutorial of the new Watermark AMS (Assessment Management System) software. Nancy showed the committee a completed assessment plan from the Education department and highlighted features/benefits of the system. With the new system you can create the mission statement within the plan, create program student learning outcomes, and create the curriculum map, etc. Categories for the curriculum map have changed from taught, taught and assessed, and assessed to introduced, practiced, and reinforced.

Some additional features/benefits:

- Outside accreditors can be mapped.
- Attachments can be uploaded to Watermark AMS. This will eliminate having files on multiple drives.
- Findings can be used to find out how well they did with their measures.
- Eliminates having files on multiple drives.
- Reports will be available immediately after a department submits.
- No more Saturday assessment retreats.

Departments will have until December 1 to input paper plans into the new system.

Committee Tasks

Assessment Plans

All assessment plans will need to be reviewed this year since they are being inputted into the new system, so next semester we will start asking members to review. The plans will still need to be reviewed by two members and Vickie will continue to reconcile the reports before they are sent to the departments.

Assessment Extravaganza

The Assessment Extravaganza topic this year will be University Student Learning Outcomes (USLOs). Vickie asked members to begin thinking about table topics and leading a table discussion at the extravaganza. The committee should bring topic suggestions to the next meeting and ideas on how to improve or change the extravaganza. Do we keep the same format as last year? How many tables? How many topics?

The Assessment Extravaganza will be held on February 13, 2020, 2:30-4:30 in Kansas room, Memorial Union.

Final Remarks

Assessment and Grants office is now located in Garvey.

Jericho suggested emailing past table topics to the committee.

Amy volunteered to present oral communication results at the extravaganza.

International Education /International WTE Committee

September 12, 2019, 4-5 pm, International House

In attendance: Crystal Stevens, Zach Frank, Maria Stover, Seid Adem, Liviu Florea, Miguel Gonzalez-Abellas (ex officio), and Baili Zhang; regrets: Lori McMillan, Lindsey Ibanez

Members introduced themselves.

Reports

Zhang: 233 students from 39 countries enrolled in the fall. The top five countries - Japan, China, Saudi Arabia, Nepal, and Brazil - accounted for 70% of the total.

Gonzalez-Abellas: MFL would send a student group to Chile during winter break and one student currently studying in Spain for one academic year.

Stevens: Nursing School discussed sending the outbound group to Japan in May as supposed to January.

Frank: Two groups to Haiti would depart in October.

The following faculty travel requests were approved:

Norma Juma: \$1,500 (India)

Jason Miller: \$487 (Canada)

Craig Martin: \$1,225 (The Philippines)

The following language would be added to the application guidelines:

Applications must be submitted at least 45 days before the start of travel. Applicants are encouraged to apply early while their papers / presentations / teaching are still pending final official acceptance. Late or retroactive applications will not be considered.

Respectfully submitted,

Baili Zhang

**Academic Diversity & Inclusion Committee Minutes
May 7, 2019 1 PM Cottonwood**

PRESENT:

Alegria, Barraclough, Boyd, Burdick, Camarda, Dahl, Dempsey-Swopes, DeSota, Emperley, Erby, Etzel, Grant, Hart, Jones, Kendall-Morwick, McClendon, J. Miller, Morse, O'Neill, Sadikot, Schnoebelen, Thimesch, Tutwiler, Walter, Wasserstein, and Wynn

GUESTS:

Grospitch and Williams

I. The minutes from the April 9 meeting were approved.

II. Dr. Eric Grospitch, Vice President of Student Life, made a presentation on the Multicultural Resource Center. The university has requested an architect to come in and look at some spaces in the Union to come up with plans for the space. Other possible locations are Morgan or Kuehne (at least temporarily), but the Union is the most likely space for the permanent home. In any case it will require some offices moving around to accommodate. Grospitch also reported that a basic online training module with regard to diversity is in the works as part of the “onboarding” process for new students who will live in the residence halls. He said that he’s hopeful it could be incorporated as soon as NSO’s this summer. Grospitch also noted that the Bias Response Task Force has had its first meeting and is making plans for implementation of a process in the fall. Ideas/questions that came up during the discussion include: 1) perhaps the committee could help with RA training or be present at residence hall meetings so that the online training module could be expanded/discussed; 2) perhaps the modules could also be made available to faculty so that could reference them in class.

III. Erby solicited reports from those who had attended any student organization meetings. Members attended HALO (this group will be sending the ADIC their meeting minutes in the future so the committee is aware of their activities). Other members attended the BSU meeting. Erby said that she’d like to see members attending these and similar meetings going forward.

IV. Old Business

a. Erby noted there will be a debriefing scheduled on May 14 at 1 p.m. in the Cottonwood Room of the Union to discuss WU-mester 2019. She reminded everyone that the topic for 2020 is suffrage/voting.

b. Erby provided an update on staff hiring trainings. She noted that the 2 that have been offered for staff, but one geared toward faculty hiring is tentatively scheduled for August. It would be optional and would not replace EOE trainings provided by Pam Foster. There may also be some optional training offered in June, primarily aimed at staff. If you’d like to be included in developing or participating in this training, please let Erby know.

V. New Business

- a. Erby facilitated a discussion on how to best address and prevent violence in our communities to keep students safe. Specifically, she asked for any ideas given the press release about the Washburn/JUMP partnership. She added that if anyone has ideas, she'd be happy to send those forward to administration officials involved with these efforts.**
- b. Erby asked for help planning a committee retreat over the summer. She was thinking late-July for a half day, and the VPAA has said she will support this event with refreshments and/or a speaker/facilitator for professional development.**
- c. Burdick announced that the new Diversity and Inclusion Fellows at C-TEL are Muffy Walters & Tina Williams. She also thanked Sandy Tutwiler for her past service in this role. She added that 32 faculty earned the diversity and inclusion certification this year. Finally, she noted that new faculty orientation would feature two programs specifically aimed at inclusive teaching strategies.**
- d. Erby facilitated a discussion about promoting diversity-related courses for fall 2019 and beyond. Committee members asked for a list of relevant courses to be posted to the committee webpage and university social media accounts. Members discussed having a “mixer” in the spring to help promote these courses and minor programs to students and also bring more awareness of the existence of the committee to campus.**
- e. Wynn solicited volunteers to join a subcommittee that will review an Honors Program diversity strategic plan. She noted that if anyone was interested to please let her or Erby know.**
- f. Wasserstein offered an update on the Bias Rapid Response committee. She noted that they will be having a virtual meeting in the summer and that a system should be in place by the fall.**

VI. Discussion: NONE

VII. Announcements

- a. Sociology/Anthropology course additions that may be of interest include:
 - i. SO300 A: Immigration Policy and Citizenship: T 4-6:30pm, Dr. Childers**
 - ii. AN300 A: The Immigrant Experience in America, MW 1-2:15pm, Dr. Miller****
- b. Be aware of the Tilford Conference call for papers sent out previously—Erby noted that the deadline is a bit earlier than in previous years.**

Respectfully Submitted,

Jim Schnoebelen

Your employment on the academic staff remains subject to the rules, regulations and policies of the University as expressed in the University's Bylaws, the University Faculty Handbook, and the Washburn University Policies Regulations and Procedures Manual now in existence or which may be adopted hereafter, all of which are incorporated in this appointment by reference.

As stated in previous contracts, your employment and/or the terms and conditions of your employment, including but not limited to salary/wages or reduction in full-time equivalent status, assignment or job duties, are subject to change during the 2020 fiscal year at the discretion of the University Board of Regents if, in its judgment, such changes are necessary or appropriate due to declining revenues from any of the University's revenue sources requiring corresponding reductions in expenditures, including but not limited to furlough, layoff, reorganization, or reduction in force.

If you have questions or need additional information, please contact the Vice President for Academic Affairs (VPAA) office at faculty-hiring@washburn.edu.

Thank you for your continued commitment to our students, your service to the University, and your support of the mission and values of Washburn University. Your efforts change the lives of our students and profoundly impact our community.

signature