

Washburn University
Meeting of the Faculty Senate
March 15th, 2021 at 3pm
Zoom Meeting Hosted by FS Executive Committee

Present: Morse, Stevens, Woody, Zwikstra, Klales, Dodge, Miller (C), Smith (D), Grant, Mazachek, Kendall-Morwick, Erby, Huff, Thor, Wynn, Douglass, Griggs, Moore, Krug, Kohls, Smith (M), Watson, Byrne, Friesen, Cook, Daniels, Sainato, VanDalsem, Schmidt, Romig, Ricklefs, Wagner, Wang

Absent: Brooks,

Guest(s): DeSoto, Ball (A), Sollars, Grospitch, Johnson, Ball (J), Stephenson, Wisneki, Munzer, Barker, Lee, Routsong, Dempsey-Swopes, Mcnamee, Leming, Hart, Jones, Liedtke

- I. Call to Order at 3:01pm
- II. Approve minutes- motion and 2nd to approve minutes, approved without discussion
 - March 1st, 2021
- III. President's Opening Remarks
 - Washburn faculty can get their COVID shots!
 - Thank you to Dr Grospitch for his work on getting faculty on the list for vaccinations.
 - If you get your shot somewhere in the community, let Eric Grospitch and Tiffany McManus know.
 - Louise Krug, and the electoral committee is working on election. A lot of open position including 3 at-large positions. Email will be sent out for nominees this week.
 - Morse is hoping there are no summer meetings but no promises at this time.
 - This is not time to use senate as check box for service. As you think of nominees we need broad, campus minded individuals.
 - KBOR Gen ed committee working very quickly and coming up with a package for 30-32 hours includes English 101 and university math requirement. This will go quickly through KBOR, meaning we have a lot to think about quickly.
 - We have to honor what KBOR does and figure out our general education program on top of that.
 - Question regarding if we are governed by WUBOR why are we following KBOR. Dr Mazachek responded that gen ed transferability come from legislature and the governor. We want to be transfer friendly and state money (\$11 million per year) could be impacted if we don't do this.
 - Tracy Wagner pointed out that course quality between community colleges and Washburn are not consistent. She referenced a study

conducted a number of years ago that showed that the different resources available at CC's meant that it would be difficult to address quality at different levels.

- We currently already take transfer credits
- Gen ed requirements to be incorporated into our own gen ed requirements

IV. WUBOR/KBOR Update-None, next meeting all day this Wednesday

V. VPAA Update - Dr. JuliAnn Mazachek

- Gropitch update on COVID vaccine. We are close to receiving 700 vaccines here on campus. Hoping by Wednesday will be sending out email to get individuals scheduled through student health.
- Access to address a majority of our student employees as well.
- Working on communication going out to student workers.
- Vaccines being made available for faculty and staff first and then student employees.
- Lindsay Monroe has sent the list of student employees.
- We are getting the Moderna vaccine.
- Question related to clinical students getting vaccines. Currently not on our radar, but will take the list of those students from the departments.
- Question regarding getting 2nd vaccine here if 1st one somewhere else. Individuals are being asked to get at same location as the first.
- Interested in looking at numbers of clinical students.
- Question regarding students living in dorms. Don't see us having the numbers of vaccine to vaccine this group.
- We are currently planning for fall. Planning for a regular fall with changes to social distancing. Looking at full capacity in the classrooms. Will do classroom assignments over the summer.
- After employees have vaccinations will look at what normal will look like
- Will hear more about that over the next 4-6 weeks.
- We are planning for 2 graduations. May 1st for 2020 grads and May 8th for spring 2021. Please invite students to come back for graduation. Individuals can bring 6 family members.
- Commencement will be a celebration with a live band
- Next WUBOR meeting will be work on new law building plan to approve budget and builder.
- Budget committee meeting precedes upcoming WUBOR meeting. We are not anticipating cuts but maintaining things that are frozen over the next academic year.
- Looking to restore some faculty development and small grants.
- Question regarding if we will be at capacity in the summer. Individuals teaching over the summer encouraged to reach out to chair or dean.

VI. Consent Agenda

- Faculty Senate Committee Reports-none
- University Committee Reports- Motion and 2nd to receive, received without discussion.

- Receipt of Academic Diversity and Inclusion committee minutes from December 8th, 2020

VII. Old Business

- 21-7 Faculty Affairs Committee Promotion and Tenure recommendations
 - Clarified the narrative would be optional and encouraged to discuss chair/dean about personal narrative.
 - Encouraged unit and department heads to revise annual evaluations to include a section regarding impact of COVID.
 - Motion to add duties, responsibilities and/or to B. Moved and seconded.
 - Motion and 2nd to change 2nd to last paragraph to include evaluate our work. 2nd to last paragraph does not seem to address COVID 19 and more so just tenure related. Byrne recommended removing this paragraph. FAC included this paragraph to address concerns that have been exacerbated by COVID and brought to light.
 - F recommendation to change working to professional lives, motion and 2nd, moved and passed without further discussion.
 - Wording meant to be broad enough to include all individuals. Thought that examples may empower junior faculty to come forward with things that they may have otherwise not thought was appropriate to bring forward.
 - Move and 2nd to remove sentence “as also recognized by the ADIC statement”. 52% voted no.
 - New motion and 2nd to change language “as also recognized by the ADIC statement to “Further, as also recognized by the ADIC statement, people of color and women have been shown, on average, to shoulder a disproportionate burden when it comes to the negative impact of COVID research, work, and home life, although members of any group may well be impacted and should have the opportunity to document these impacts”. Vote passed 80% in favor.
 - Add link instead of hidden link to section f, as hidden links are problematic.
 - Poll to vote on entire document sent-89% in favor.

VIII. New Business- none

IX. Information Items-none

X. Discussion Items

- Update on Diversity and Inclusion partnerships/initiatives- Erby/Dempsey-Swopes
 - Goals of campus climate reporting process:
 - I. Respond to incidents of bias reports by students, faculty and staff.
 - II. Provide care and support to those that experience bias.
 - III. Explore avenues for conflict resolution mediation.

- IV. Monitor trends that may affect the overall campus community.
- V. Support ongoing community healing and education.
- Pre COVID biggest issue was biased incidents on campus and having the ability to respond on campus. Nothing was done about these incidents due to not meeting level of legal and so no findings not counting as discrimination.
- Looking at a way to address these issues, as these issues have impacts on students and faculty and cause students and faculty to leave the university.
- 2014-2019 we had similar issues on campus and multiple issues brought to administration. These issues motivated to help find a way to help our students, faculty and staff feel more welcome on campus.
- 2019 held town hall to discuss diversity and inclusion on campus. Micro aggressions were brought up at town halls.
- Summer 2019 group from across campus was brought together by Grospitch and Mazachek to discuss these micro aggressions and how they are addressed on campus.
- Can now report bias incidents to campus climate team and referrals may be made to Inclusive WU Network.
- If not fitting track, can refer to WU inclusive network
- WU inclusive network provides restorative justice by:
 - I. Creating opportunities for acceptance of responsibility for harm.
 - II. Facilitate a non-adversarial climate climate for resolution
 - III. Opportunity for education, understanding and growth
 - IV. Demonstrate care and provider emotional support for healing and inclusion.
 - V. Repair relationships and restore trust.
 - VI. Nurture a sense of belonging.
- WU inclusive cannot due
 - I. Require that parties respond or participate.
 - II. Assure action on behalf of the University.
 - III. Enforce recommendations.
 - IV. Make decisions on behalf of the University.
 - V. Infringe upon rights guaranteed by state or federal law.
 - VI. Address an ongoing threat of harm or safety.
- 21-22 members chosen by Dr Mazachek.
- One suggestion from town halls was to start faculty and staff affinity groups. These have been formed. There is an online applications. Hope individuals will use these affinity groups to network. Can join any affinity group.
- Thank to everyone for this hard work.
- Like to add to general faculty meeting agenda to share with the broader university.

- Returning to “normal”-Morse
 - Right now we are just listing questions and concerns that we need to address.
 - What worries/concerns do you have?
 - I. Question regarding what will happen with zoom in the fall. Zoom to improve learning environment otherwise not the normal way of delivery.
 - II. It would not be expected that you provide students the opportunity to attend in person and on zoom.
 - III. Question regarding how modalities will change going forward.
 - IV. Question if there will be a slow integration on presence on campus? Just beginning these discussions and figure out this as we work to provide on campus and vibrant campus experience.
 - V. Remote delivery will not our main modality/
 - VI. Early communication will be important for students to adjust to child care, work, etc.
 - VII. Will all equipment stay in the classroom? We have not evaluated all rooms, but likely will stay if not hindering the learning environment.
- XI. Announcements - none
- XII. Adjournment -motion to adjourn at 4:42pm