

Washburn University  
Meeting of the Faculty Senate  
March 1<sup>st</sup>, 2021 at 3pm  
Zoom Meeting Hosted by FS Executive Committee

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

Absent: Brooks, Douglass

Guest(s): Wisneki, Rossi, Reisinger, O'Brien, Bearman, Holthaus, Dye, Burdick, Munzer, Kimberly, McClendor, Lee, Bluml, Smith (I), Dickinson, Sellak, Westbrook, Sollars, Conner, Carpenter, Camarda, Sullivan, Barker, Dempsey-Swopes, Stover, Ball (A), Stephenson, Gerhardt-Whiddon, Gonzalez-Abellas, Ball (J), Noonan, Johnson, Miller (J), Maxwell, Hine, Moss, Pratt, Sneed, Mazachek (K), Alexander, Park, Leming, Jones (C), Kwak, Tenny, Perriguet-Keene, Nguyen, Mikulka, McNamee, Steinroetter, Gropitch, Smith (R), Liedtke, Peterson Dealey, Cook-Cunningham, Pilgram

- I. Call to Order at 3pm by Morse
- II. Approve minutes- Motion and 2<sup>nd</sup> to approve minutes. Approved without discussion.
  - February 15<sup>th</sup>, 2021
- III. President's Opening Remarks
  - Sign up for vaccine
  - Students already taking advantage of the academic forgiveness program that we approved at our last meeting.
  - We have a lot to discuss today. We will watch the chat and try to get to everyone's question. If we don't get your question, please email to Morse.
  - Will be
- IV. KBOR Update
  - TAAC interested in facilitating transfers directly into programs, KBOR is pursuing a general education package.
  - Will continue to talk about this. WU needs to pause any conversation about gen ed reform until we know what KBOR general education package will be.
- V. VPAA Update - Dr. JuliAnn Mazachek
  - We are having graduation this semester for 2020 and 2021 graduates. We should have an email with details on Wednesday.
  - Budget process is beginning. Expecting things that are frozen will stay frozen. No new monies. If we unfreeze something, then will have to find

money for these programs. Hoping to restore research grants and curriculum development, some travel funds next academic year, maybe some WTE money.

- We are strong financially. Believe next year will be the tougher year. 2021-2022 enrollments important. We have a conservative budget stance for next year as well. No salary program this year.
- Grospitch vaccine update-still waiting for Shawnee county to reply about a meeting request to discuss roll out. 350 have responded to the survey. As soon as we have more information, will share with everyone.
- Bearman: Information sent on new student orientation advising. Group that meets every other Thursday to discuss orientation. The schedule has been condensed to two weeks. Appreciate everyone's help with this. So important. Trying to make it simple, timely and easy for students.
- Small/low enrollment program review update
  - We are not governed by KBOR but fall under their umbrella for many things.
  - Small enrollment program review is done each year by the KBOR, but they are looking at it more intensely this year due to COVID, legislature, and budget.
  - We have not had a small program enrollment review at Washburn in the past. We are under the same scrutiny as other schools so we are launching our own small enrollment program review
  - We want programs at Washburn that students want to pursue and spend our money on these programs.
  - Legislature wants to know how we are going to control cost. Washburn has a commitment to be good stewards of our budget.
  - We are using the same definition on small enrollment programs as KBOR.
  - Mazachek will report to WUBOR on small enrollment programs.
  - Anticipate small program review will become a part of the annual review process.
  - No specific goal on amount needing to cut through this process. Do think this process will be beneficial and seeing this is an improvement process.
  - The process looking at minima as set by KBOR. For undergraduate this is: number of majors; have an average of 25 or more junior, senior, and 5<sup>th</sup> year majors computed over the most recent 5 years. Number of graduates: should have an annual average of 10 or more graduates over the last 5 years. For graduate programs should have 5 graduates for graduate program and 10 in the program over the last 5 years.
  - Minima applies to all regent schools regardless of size
  - Detailed process: 3 parts:
    - I. Critical assessment by the faculty and leadership of an academic unit of the department's current and future direction in programs and course offerings.

- II. Assessment and articulation of a unit's future potential and identification of priorities for making improvements in degree and course offerings.
- III. Review of department resources for opportunities for efficiencies and potential investments for growth.
  - Not looking at associate degrees or minors.
  - Faculty Senate Executive Committee and deans will make nominations to the VPAA who will choose.
  - Committee to be comprised of tenured faculty, preference for full professor. Mazachek to appoint and chair the committee, members will include: 3 CAS, 2 SAS, 1 SON, and 1 SOBU.
  - As part of this, will review and work on common language for programs, majors, minors, etc.
  - After review, decision will be one of 4 classifications:
    - I. Continue program without change- no further review or change required at this time
    - II. Continue program with improvements- change program curriculum, focus, size, frequency
    - III. Consolidate program- merge program with other programs in department or with programs in other departments
    - IV. Program needs further review- review and consider additional factors to determine continuance, suspension, or discontinuance of program.
  - Question asked if an emphasis is a program. The answer yes. These questions are why we need to look at language. Anything that requires a special degree audit falls in this category.
  - Question regarding criteria and funding. No universal answer. Things are different in different areas. There will be a whole set of data provided to departments when completing this process. Will look at several different things: faculty, sizes, offering, do students get jobs
  - Next steps and why
  - Our demographics are changing, declining trend in Kansas students going to college in Kansas.
  - This process not on program quality but on enrollment. We have to determine if we have resources and must have resources to run our business.
  - Who will make the final decision? VPAA and committee will make the decision, but Mazachek is open to ideas if others should have input.
  - Don't hesitate to reach out to Dr Mazachek with questions or with recommendations.
  - Accreditation requirements will be looked at.
  - Will look at how some programs feed other programs.
  - Try to figure out how our program can be successful, that is the goal. Departments should show how their programs serve the

mission of the university, general education, students, community, etc to tell their story.

- Question if the hiring process has affected enrollment. The university has worked to hire where we have needed to.
- We are not reporting anything to KBOR. HLC and legislature may ask.
- Question when would these changes been seen. Will be based on when works for different programs, as reasonable. Will work over all programs over two years, then build in to annual report
- So appreciate everything that everyone is doing.

VI. Consent Agenda motion to approve consent agenda, 2<sup>nd</sup>, passed with no discussion.

- Faculty Senate Committee Reports
  - Approval of the Academic Affairs committee meeting minutes from February 8<sup>th</sup>, 2021
- University Committee Reports-
  - Approval of Board of Student Media Minutes from October 30<sup>th</sup> 2020, December 21<sup>st</sup> 2020 and January 28<sup>th</sup>, 2021

VII. Old Business

- 21-6 Honors Catalog revision- motion to approve and 2<sup>nd</sup> with no discussion. Approved. Will not go forward to general faculty. Amendment to remove “general faculty on date”. Moved and 2<sup>nd</sup>. Approved with no discussion.

VIII. New Business- none

IX. Information Items

X. Discussion Items

- Faculty Affairs Committee Promotion and Tenure recommendations – Thor
  - FAC has worked through listening sessions and committee meetings to have this first draft of Promotion and tenure recommendations. Not our job to approve today, continue to work/refine and bring forward March 15<sup>th</sup>.
  - Interested in feedback. Either now or email Thor with comments.
  - FAC does not believe this document is done.
  - Hope to vote on the final document March 15<sup>th</sup>.
  - Question about resources used- a large amount of data/research available. Shared via chat.
  - Part E problematic for some- it not the university business what is going on in individual personal life. Not wanting people to feel pressured to share personal information. Not mandatory to share but allowing for sharing of how COVID has impacted individuals.
  - Data shows that disproportional impact on female faculty.
  - Looking at circumstances and how COVID impacted your area. Give the power of the story here.

- Some points where this is straight forward related to COVID, and other places in the document where it is broader than COVID. Recommendation that the document should stay focused on COVID and the current situation.
- Not looking to make things less rigorous
- Question on data related to student evaluation during COVID.
- This will be looked at by department.
- Morse asked if comments/question on other sections than E?
- Wanting departments to review standards adopted in COVID within a set timeframe.
- Challenges of defining time and how long each department and faculty may be impacted
- Discussion how different department have more flexibility with COVID regarding P&T, but other must relook at guidelines.
- FAC trying to look at the broader university
- Question related to stopping the clock for 2 years. A lot of moving parts. Handbook does allow for extensions.
- This is consistent with our mission of 50% teaching. More holistic review of teaching recommended.
- CCPT and UPT pay attention to department criteria.
- Send comments, concerns and any feedback to Thor before next Monday FAC meeting.
- Future work looking at non-tenured faculty and staff.

XI. Announcements

XII. Adjournment motion to adjourn at 4:50pm. Moved and seconded.