

Washburn University
Meeting of the Faculty Senate
October 26th, 2020
Zoom Meeting Hosted by FS Executive Committee

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

Absent: Douglass, Romig, Woody

Guest(s): Holthaus, Sollars, Grospitch, Carpenter, Johnson (J), Ball (J), Bluml, DeSota, Stephenson, Burdick, Munzer, Liedtke, Barker, Waugh, Lee, McNamee,

- I. Call to Order by Morse at 3:03pm
- II. Approve minutes-
 - September 28th (pages 2-4) Motion to approve and 2nd, approved without discussion.
- III. President's Opening Remarks
 - Great conversation last meeting about spring break. A lot of work to get 2 days off in the spring
 - Graduation/recognition is not what we wanted to expected, but that is okay. Faculty attendance via zoom, important to our students.
 - Sports-playing ball again soon.
 - Sports are important to our athletes and to students for normalcy.
 - Frustration on indoor sports allowing spectators. Willing to add a discussion item about this if that is wanted by the senate.
 - Morse invited to ribbon cutting in the Spring.
 - Mazachek shares WSGA reports students are appreciative of added wellness days.
- IV. KBOR Meeting Report
 - Faculty senate president met to continue to work on freedom of expression. Morse willing to share with anyone that wants to see it.
 - Dr Mazacheck asked Morse to share the statement with her.
 - KBOR thinking about promotion and tenure in COVID times.
- V. VPAA Update - Dr. JuliAnn Mazachek
 - Graduation is in planning and looks different than we thought.
 - Faculty participation via zoom will be meaningful to students.
 - Tell students to watch their email for clear instructions on graduation.

- Two guests per graduate. When people RSVP will have to identify their graduate.
- Graduation range from 9-110 graduates.
- Check with chairs and deans with questions regarding specific ceremonies.
- Joey is coordinating commencement ceremonies and we thank him for that.
- WUBOR meeting Thursday. Very few agenda items. Audit complete and will do all things done for this. Recognize we are closing books on 2019/2020. We had a strong year financially. Grateful for how responsible leaders are and we all are with resources.
- We are ready to move forward on a small performance hall on the other side of the Blitt Gallery. This will move forward to the board to be able to begin fundraising. Depending on fundraising, hope we might have a new recital hall in 3-4 years. Will be able to be used for multiple purposes.
- Question on funding for recital hall. Goal is to obtain 5 million through fund raising and 2 million from the university.
- Grateful we are moving forward with this project.

VI. Consent Agenda- Morse asked Schmidt to give update on large amount of minutes to be accepted from faculty constitution taskforce

- Schmidt gave updated on faculty constitution taskforce work. Currently going through and looking at what needs to be changed regarding current faculty senate. Faculty senate is working currently but may need some changes.
- Morse asked what the next steps is. Schmidt reports it will come to senate first. Timeline is as soon as work is done will come to senate. Would like to get this done this semester. Trying to make sure what is brought forth is correct.
- Freedom of expression question asked. Should the faculty senate have a freedom of expression statement? Seems to not be being addressed by anyone. Freedom of expression statement is a board decision. If KBOR statement is brought forward, will have to be approved by the board. Senate could create a resolution if individuals are interested in this.
- Motion and 2nd to approve consent agenda. Passes with no discussion.
- Faculty Senate Committee Reports
 - Approval of the Academic Affairs Committee meeting minutes from September 21st, 2020 (page 5)
- University Committee Reports
 - Receipt of the Faculty Constitution Taskforce minutes from March 7th, 2019, April 24th, 2019, May 13th, 2019, September 9th, 2019, October 11th, 2019, November 6th, 2019, December 10th, 2019, February 4th, 2020, April 10th, 2020, April 28th, 2020, May 5th, 2020, May 21st, 2020 and May 29th, 2020 meeting minutes(pages 6-21)
 - Receipt of the Graduate council minutes from February 24th, 2020 (page 22)

VII. Old Business-

- 21-2 BA in Music Theatre Program Revised-motion to approve and 2nd. Noonan available for questions. Huff reports a change needs to be made to split out 2 courses to include MU 215: Music Theory I (3) and MU217: Aural Skills I (1). Wagner asked if a friendly amendment could be made to approve with this change. Friendly amendment passed. Passed BA in Music Theatre

VIII. New Business

- 21-3 Draft Language for Recommendation to VPAA Mazachek
 - October 5th faculty affair meeting, Wynn brought forward issue and research she had done regarding issues with funding related to increased child and dependent care
 - Discussed amongst the FAC.
 - Letter created to look at potential taskforce interested in looking at reallocating funds to help faculty and staff.
 - University taskforce to look at new practices regarding COVID. Research out there that has already been done that could be used.
 - P&T being discussed at all KBOR school per Morse.
 - Question asked about why this was not just taken on by faculty affairs.
 - Faculty affairs wanted to see if there was interest and seeing how large this could get wanted those interested to be involved in the process.
 - Opening it up allows us to have individuals from different backgrounds as FAC was not made with this issue in mind.
 - FAC open to questions.
 - Morse asked if it would be possible for faculty affairs to work on the P&T portion of this issue. Would it be possible to look at this and have something by March?
 - Mazachek asked to prioritize the most important issue and bring that forward first and then move on to the next problem. P&T first issue to address.
 - Thor would like to make it possible for those interested in this issue to be part of this process. More diverse group is better.
 - Faculty affairs are open meetings and open to anyone.
 - Morse is willing to send an email out to all faculty and staff to invite those interested in attending FAC.
 - Mazachek feel it would be important to her to know what challenges faculty are facing.
 - Question regarding anonymous survey about challenges being faced.
 - FAC appreciate some guidance on issues that fit versus what does not in the terms of FAC.

- We need to get the data on what issues faculty are facing so a survey would be needed. HERI survey out next week and out for 3 weeks, overlapping surveys get a bad response rate.
- Faculty issues should be tackled first and what Dr Mazachek can have the most impact on. Please tackle these issues.
- Stop the clock and tenure is the basic issue.
- Question regarding what people want money and changes made for? Money related to increased cost of child care, lack of money for research, unable to do research, COVID impact on tenure, for some examples.
- Question regarding flexibility of funds available for virtual conferences attendance would be appreciated. For some this money could go towards something else that would impact research.
- Question about money for faculty success groups and this added burden during this time.
- Money given to adjunct in the spring for extra work, which is important but others felt “what about the rest of us?”
- Questions/concerns should be funneled through faculty affairs.

IX. Information Items

X. Discussion Items

- Academic Diversity & Inclusion Committee update and goals- Kelly Erby
 - Erby chair of Diversity and inclusion committee and wanted to make sure faculty affairs is aware of recent effort and goals for this year.
 - Committee charged with providing recommendations and proposals to cultivate a diverse and inclusive academic environment at Washburn
 - Broad membership- have reps from across the campus. Work closely with academic diversity and inclusion department.
 - Work to revise diversity assignment in WU101 classes. New assignment added to look at experiences and expansion of world view.
 - Committee came up with WUMaster to foster a campus wide discussion on a topic. To help students
 - WUMaster topic for spring is Sustainability. Encourage all faculty to include this topic in to courses. Author Harriet will be on campus February 18th, 2021 at 2pm.
 - Committee helped administer the Campus Climate Survey. Plan to announce results in early spring 2021.
 - Creation of AAADS Minor Program-program launched fall 2020
 - Changes to faculty search program- new language to include diversity in faculty hiring.
 - Outreach for a diverse applicant pool
 - Goals

- I. Conduct audit of general education courses to learn more about how diverse cultural perspectives are taught in general education.
 - II. Provide recommendation for best practices in retaining diverse faculty and staff.
 - III. Facilitate relationships between faculty academic units, and multi-cultural student organizations and students of color at Washburn.
 - IV. Researching best practices to share with campus and surrounding academic communities on relevant topics.
 - V. Coordinate successful WUmaster on the topic of sustainability, taking into account unique campus conditions due to COVID10 that will exist for spring 2021.
- New improved website on diversity. Inclusive teaching and learning you can find them and find reps/minutes/and agenda.
 - Meet 2nd Tuesday every month with groups meeting separately related to specific goals.
 - Join a meeting to learn more if you are interested.
 - Question regarding why the minor as part of the college. Anyone can take them. The majority of the classes are in college so that is the reason it is housed there.
 - Question regarding how through your teaching on application for employment. It is up to the candidate to interpret diversity. Broad definition of diversity at the university.
 - Question regarding if candidates get copy of rubric. Not given to candidates, rubric is not required to be used by any department.
 - Job seeker are familiar with being asked about diversity.
 - Diversity statement included before we had a university wide way to evaluate, but moving towards this.
 - Question if these statements went through FAC? Went through administration staff, but did get significant faculty input from the committee which has 30-35 faculty members.
 - Question asked how does diversity relate to searches for positions where we don't have that many applicants in the pool? We don't want to hire someone that does not align with our mission.
 - Seeing a few more applications because of our diversity statement.
 - Griggs says that law school asked a diversity statement and it is not a hindrance to hiring.
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XI. Announcements

- Silent film tonight, 1916 silent film
- Congratulations to Izzy on being awarded.
- New Upper division MU300 gen ed. Send students needing fine arts credits that direction.
- Student directing Mr Marmalade in theatre and online this week.

- Pop-up workshops related to teaching after the election. Burdick and Erby brainstorming on teaching after the election
- Similar circles for students.
- Open mic, Halloween costume, and pet costume.
- Special topics in English- animals and BLM

XII. Adjournment Motion to adjourn at 4:39pm.