Washburn University
General Faculty Minutes
April 14, 2016

I. CALL TO ORDER
Dr. Farley called the meeting to order at 3:06 PM in Room 100 of the Henderson Learning Resources Center. Approximately 130 faculty were present.

II. APPROVAL OF MINUTES
A motion was made and seconded to approve the minutes of the November 5, 2015 General Faculty meeting. These minutes were approved unanimously.

III. OPENING REMARKS
A. From the President
   1. President Farley discussed the Voluntary Retirement Incentive Program (VRIP). Forty-five of the 109 qualified employees expressed interest, which would bring the university close to the target of 1.2 million generated in savings. This will help set the stage for the overall budget picture.
   2. President Farley discussed the Frank Agency’s new role as our advertising firm. They will assess the existing WU brand and determine if it matches what we’ve envisioned, while also working on brand consistency. They have engaged in focus-groups and interviews, wherein students and faculty offered these top descriptors of WU: friendly, relaxed, reliable, progressive and up to date. The Frank Agency has recommended this institutional statement: “WU exists solely to help you become your better self.” There will be open sessions soon where the agency will present recommendations and engage in dialog.
   3. President Farley discussed recent developments on campus. The KBI/forensics programs continues to attract, and nearly 100 incoming students have expressed an interest in these programs. Applications to WU have significantly increased and it’s important to translate this gain into matriculating students. Yield can be enhanced through faculty contact (phone calls, notes, etc.) and this will be a permanent expectation of faculty. The new residential building, Lincoln Hall, is nearing completion and will be ready for student occupancy in August.

B. From the Vice President for Academic Affairs
   1. Dr. Pembrook encouraged faculty to attend various ceremonies honoring student achievement and leading up to commencement.

IV. NEW BUSINESS
   1. 16-3 Assessment Committee Membership
      A motion was made and seconded to approve this item. The item was approved unanimously with no discussion or debate.
2. **16-7 Academic Residency Requirement**

   A motion was made and seconded to approve this item. The item was approved unanimously with no discussion or debate.

3. **16-8 Kansas Insurance Certificate**

   A motion was made and seconded to approve this item. The item was approved unanimously with no debate.

4. **16-9 Bachelor of Music Performance: Guitar Emphasis**

   A motion was made and seconded to approve this item. The item was approved unanimously with no discussion or debate.

5. **16-10 Master of Arts in Comm/Leadership**

   A motion was made and seconded to approve this item. A further motion was made to amend the item by making the capstone experience a variable credit (1-3) that would be earnable cumulatively over the course of multiple semesters, and by adding “consent of instructor” to all pre-requisites for leadership courses. The motions to amend the item in these two manners was approved. The item was approved unanimously with no discussion or debate.

6. **16-6 Victim Advocate Proposal**

   Jennifer Ball and Kelly Erby presented this item, emphasizing that this proposal is not binding but advisory, and represents a “respectful request” to university administration to consider establishing a position that can bring this service to campus. Many logistical points will have to be negotiated; this item merely recommends that this process begin. A motion was made and seconded to approve this item.

   The question was raised of whether an existing employee be assigned these duties. This is possible but the preference is for a dedicated position that wouldn’t force the advocate into potentially conflicting roles.

   The item was approved unanimously.

7. **16-4 Office Door Proposal**

   Jennifer Ball introduced the item, which requests clarification of the existing policy and a recommendation of a new policy allows faculty to post items on their doors. A motion was made and seconded to approve this item.
VPAT Anderson explained the rationale for the existing practice: brand new doors and walls need to be maintained and posted items use adhesives that mar the wood finish. Bulletin boards have been placed in hallways, but these admittedly don’t allow faculty to express themselves in their own space. VPAT Anderson suggested that “enhanced nameplates” with spaces for posting might be a compromise position. Additional faculty comments/questions:

- A written policy should be established in collaboration with faculty senate so that it is clearly understood and fair.
- What is the impact of blank, pristine doors in terms of appeal? What evidence supports this policy? Doors with posted materials exhibit character and may better promote a friendly/relaxed environment to our students.
- Removal of items from doors have included student assignments placed in folders, disrupting the submission of homework.
- The administration might consider consulting AAUP policy on this.

The item was approved unanimously.

8. 16-5 Designated Smoking/Vaping Areas

Jennifer Ball introduced this item. The current policy permits smoking in any outdoor area of campus if more than 10-ft away from the entrance to a building. WSGA recently passed a resolution to ban all tobacco products on campus and asked for Faculty Senate support. The Senate reviewed and rejected the resolution, but did support a policy that would confine smoking to designated areas on campus. A motion was made and seconded to approve this item.

This item is advisory and reflects faculty support for the concept of designated smoking areas, but doesn’t establish the parameters or logistics of a specific policy. One faculty member suggested that one of many campus plans in existence that could be used as a model. Another suggested that Staff Council be consulted. VPAA Pembrook reiterated that passage of this policy would prompt a discussion of how restrictive our policy should become: somewhere on a spectrum between the very permissive, current policy and the total abolition of smoking proposed by the WSGA. Item 16-5 represents a compromise between the two but still would require many parameters to be defined.

The motion was passed by a significant majority.

V. Announcements

1. Dr. Farley appealed to faculty to attend graduation ceremonies, and requested a round of applause to recognize the service of those faculty taking advantage of the VRIP.

VI. ADJOURNMENT

The meeting was adjourned at 4:20 PM.