

Washburn University  
Meeting of the Faculty Senate  
November 30th, 2020  
Zoom Meeting Hosted by FS Executive Committee

- I. Call to Order
- II. Approve minutes-
  - October 26<sup>th</sup> (pages 2-7)
- III. President's Opening Remarks
- IV. WUBOR/KBOR Update
- V. VPAA Update - Dr. JuliAnn Mazachek
- VI. Consent Agenda
  - Faculty Senate Committee Report
    - Approval of the Academic Affairs committee meeting minutes from October 19<sup>th</sup>, 2020 (page 8)
  - University Committee Reports-
    - Receipt of the honors advisory board meeting minutes from September 2, 2020 (page 9)
    - Receipt of the Academic Diversity & Inclusion committee minutes from September 8<sup>th</sup>, 2020 (page 10-11)
    - Receipt of the faculty constitution task force meeting minutes from October 9<sup>th</sup>, 2020 and October 21<sup>st</sup>, 2020 (pages 12-13)
    - Receipt of the assessment committee meeting minutes from October 14<sup>th</sup>, 2020 (page 14)
    - Receipt of the graduate council meeting minutes from October 19<sup>th</sup>, 2020 (page 15)
- VII. Old Business
  - 21-4 Proposed Faculty statement on support for freedom of expression (pages 16-18)
- VIII. New Business- none
- IX. Information Items
- X. Discussion Items
  - WSGA smoking free campus resolution- WSGA President and Dr Grospitch
- XI. Announcements
- XII. Adjournment

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

Present: Thor, Stevens, Morse, Wagner, Klales, Dodge, McNamee, 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

- I. Call to Order by Morse at 3:03pm
- II. Approve minutes-
  - September 28<sup>th</sup> (pages 2-4) Motion to approve and 2<sup>nd</sup>, 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 2<sup>nd</sup> to approve consent agenda. Passes with no discussion.
- Faculty Senate Committee Reports
  - Approval of the Academic Affairs Committee meeting minutes from September 21<sup>st</sup>, 2020 (page 5)

- University Committee Reports
  - Receipt of the Faculty Constitution Taskforce minutes from March 7<sup>th</sup>, 2019, April 24<sup>th</sup>, 2019, May 13<sup>th</sup>, 2019, September 9<sup>th</sup>, 2019, October 11<sup>th</sup>, 2019, November 6<sup>th</sup>, 2019, December 10<sup>th</sup>, 2019, February 4<sup>th</sup>, 2020, April 10<sup>th</sup>, 2020, April 28<sup>th</sup>, 2020, May 5<sup>th</sup>, 2020, May 21<sup>st</sup>, 2020 and May 29<sup>th</sup>, 2020 meeting minutes(pages 6-21)
  - Receipt of the Graduate council minutes from February 24<sup>th</sup>, 2020 (page 22)

VII. Old Business-

- 21-2 BA in Music Theatre Program Revised-motion to approve and 2<sup>nd</sup>. 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 5<sup>th</sup> 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 18<sup>th</sup>, 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 2<sup>nd</sup> 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.

## **Academic Affairs Committee**

Washburn University

10/19/2020

Minutes

Present: Kerry Wynn, Crystal Stevens, Delaine Smith, Shane Vandalsem, Becky Dodge, Sarah Cook, Scott Sainato, Paul Byrne, Stephen Woody, Jennifer Ball (ex-officio)

Guests: Sharon Sullivan

Staff: Aileen Ball

1. Kerry Wynn called to order at 3:03 pm
2. Meeting minutes: Sarah Cook moved for approval of 9/21/2020 meeting minutes; Scott Sainato seconded. Motion carried.
3. New program approval: Sharon Sullivan presented a proposal for the B.A. in Musical Theatre based upon the curriculum for the Musical Theatre concentration in Theatre. Program proposal attached. Sarah Cook moved for approval and Paul Byrne seconded. Motion carried.
4. Adjourn: Meeting adjourned at 3:32 pm.



## Honors Advisory Board Meeting Minutes

Wednesday, September 2, 2020

Zoom ~ 12:00 p.m.

Present: Akins, Burns, Cook, Edelman, Hageman, Ibañez, Krug, Lumadue, Marples, Nizovtsev, Shaw, Smejdir, Van Dam, Waugh, Williams, Wynn

### I. Call to Order

### II. Introductions

### III. Honors Student Council

- New Officers:
  - President: Jasper Lumadue
  - Secretary: Paeton McCarty
  - Treasurer: Jordan Akins
  
- Honors Program Orientation: September 22, 2020, 3pm

### IV. Director's Report -- Wynn

- New Student Orientation
  - Process was more drawn out than previous years. The preparation of office staff and the Honors Fellow for Outreach and Recruitment were essential for identifying Honors students.
- New incoming students (44, including a few transfer students)
- Honors Living and Learning
  - Floor in Lincoln Hall. Occupancy not near maximum, but a comfortable amount for 2020-21.
- Spring 2021 courses that are Honors-only sections:
  - HI102HN Modern World History
  - HN202B Digital Storytelling
  - HN303A Science and Technology for World Leaders

~Discussion regarding best way to reach faculty in light of removal of "All Faculty and Staff" email hiatus~

Suggestions include Workplace, academic unit emails

Also suggestions for brevity and tailoring of messages to gain interest

Student communication is facilitated currently through an Honors Student Council

D2L site

### V. Announcements

Next meeting – Wednesday, October 7, 12pm

Academic Diversity & Inclusion Committee Minutes  
September 8, 1 PM via Zoom

Attendees: Ayella, Berumen, Brown, Burdick, Chadwick, Dempsey-Swopes, DeSota, Emperley, Erby, Etzel, Grant, Juma, Lambing, Marks, McClendon, Moreno, Miller, Morse, Nyquist, O'Neil, Sadikot, Smith, Tatum, Thimesch, Walter, Wasserstein,

- I. Approval of Erin Grant as committee secretary for 2020/2021
- II. Approval of minutes from May 12<sup>th</sup> meeting
- III. Introductions
- IV. Reports from Student Organizations
  1. Bods Connect is the place to find Student Organization meeting info
  2. Alpha Phi Omega increased its membership over the summer
  3. BLM has a new student branch on campus
  4. We Are F1rst meetings are still happening; holding a voter registration training on Wednesday 9/9 from 4–5 pm.
  5. BSU has met once
- V. Old Business: NONE
- VI. New Business
  1. Overview of committee charge & membership expectations
  2. 2020–2021 Committee/Subcommittee Goals
    - I. Goal 1: Review existing curriculum and work with faculty members to further diversify this curriculum.
    - II. Goal 2: Provide recommendations for best practices in retaining diverse faculty and staff.
    - III. Goal 3: Support relationship-building between faculty, academic units, and multi-cultural student organizations and students of color at Washburn.
    - IV. Goal 4: Research best practices and prepare reports to share with campus and surrounding academic communities on relevant topics.
    - V. Goal 5: Coordinate successful WUmester on the topic of sustainability, taking into account unique campus conditions due to COVID19 that will likely exist for Spring 2021.
  3. Subcommittee Assignments: Email Erby with the subcommittee you would like to be on. Each goal above is a subcommittee.
  4. Call for Spring Diversity Courses
- VII. Information Items
  1. Dempsey-Swopes: Opening of Multicultural Intersectional Learning Space (MILS)
    - I. Sept 18 @ 3:00 will be a virtual grand opening for the space
    - II. Hired four students to work in the space. Being trained same as the SOCs with lots of information on student resources.
  2. Updates to WU diversity and inclusion webpages

- I. Still a work in progress. Suggestions can be communicated to Erby.
- 3. Preferred names on iCard
  - I. As of September 1, you can include a non-legal name on the icard; name must be entered in Banner first. iCard shop will print both names unless asked to exclude legal name. Will not / should not be charged to change their name.
- 4. Bias response network update
  - I. Process is moving forward.

VIII. Announcements

- 1. Cradle: Ichabod's Steps to Success virtual conference. Please encourage your students to attend and register on Bods Connect.
- 2. Miller: *Hostile Terrain 94* is a museum exhibit regarding the humanitarian crisis at the border. Event hosted this Wednesday with an expert from Texas State speaking. On September 25<sup>th</sup> there will be a video screening regarding the process of recovering human remains. October 1<sup>st</sup> is Beyond the Reel, with the discussion of stereotypes of Latinx folx in the media. Last event will be a 26-year retrospective, discussing what has happened since the Clinton administration regarding the situation at the border.
- 3. Gibbons: There is now an iArt exhibit to accompany the iRead initiative; this year it features five African American artists who created pieces on the topic of identity and culture. The Mulvane is inviting students, faculty, and staff to write something in response to one of the works that addresses how these artists claim identity and what is / who is culture and who gets to write the story. Will create an online journal to collect the response. The Mulvane is open again to the public with limited hours.
- 4. Dempsey-Swopes: Rescheduled student BLM rally October 2<sup>nd</sup> at 7 pm at the stadium. Also Dr. Carol Anderson who wrote *One Person, One Vote* will give a short lecture on 10/16. A panel will follow featuring Dean Carla Pratt and Professors Steve Hageman, Bob Beatty, and Jim Schnobelen.

**Faculty Constitution Task Force**  
**10-9-2020**  
**3:00 pm**

Present: Shaun Schmidt (chair), Kerry Wynn, Louella Moore, Melanie Worsley, Norma Juma, Jim Schnoebelen, Jeff Jackson

Schmidt called the meeting to order at 3:03 pm.

Jim Schnoebelen moved and Jeff Jackson seconded to approve the April 29 2020 minutes. Motion carried. The group agreed to send all past meeting minutes to Faculty Senate.

Because Jennifer Ball was not present to continue review of Section VI, the group continued to consider potential revisions to Section IV, as prepared by Jim Schnoebelen and Shaun Schmidt. Jim and Shaun will incorporate the product of the discussion into a draft for the group's consideration at its next meeting.

Adjourned at 2:00 pm.

**Faculty Constitution Task Force**  
**10-21-2020**  
**2:00 pm**

Present: Shaun Schmidt (chair), Kerry Wynn, Louella Moore, Jim Schnoebelen, Jeff Jackson, Craig Martin, Jennifer Ball (ex-officio)

Shaun Schmidt called the meeting to order at 2:06 pm.

Jim Schnoebelen moved and Kerry Wynn seconded to approve the November 9 2020 minutes. Motion carried.

The group continued to consider potential revisions to Section IV, as prepared by Jim Schnoebelen and Shaun Schmidt. Areas of discussion included the job duties described in the language of the constitution, the development of standing rules, and the granularity of content included in the constitution. The group also discussed the potential inclusion of an extraordinary (or emergency) circumstances clause to allow for suspension of Faculty Senate rules in order to expedite business, but reached no decision.

The group agreed to look at the revisions to Section VI at its next meeting.

The following tasks and next steps were devised in the meeting:

- Shaun Schmidt and Jim Schnoebelen will continue to refine their section IV work and consider greater concision/generalization in the job duty descriptions
- Jennifer Ball will locate and disseminate the Board-approved definition of extraordinary circumstances
- All will consider whether some content from the committee descriptions in section VI would be more appropriate in standing rules
- Craig Martin will review the WUBOR bylaws for the source of the Faculty Senate's authority
- Kerry Wynn will look at what the AAUP says on shared governance
- All will consider for the next (or a future) meeting:
  - Where in the Faculty Constitution is the source of the authority of the Faculty Senate stated?
  - What is the scope of that authority?

Adjourned at 3:00 pm.

Assessment Committee Meeting

October 14, 2020, 2:00-3:00 via Zoom

**In attendance:** Jericho Hockett (chair), Christa Smith, Gloria Dye, Melanie Burdick, Emily Grant, Amy Memmer, Danny Wade, Benjamin Reed, Linzi Gibson, Bobby Tso, Erin Grant, Jennifer Ball, Cat Jaynes (administrative support)

**Highlights from Program Review sessions (Jericho Hockett)**

Jericho shared a short presentation covering highlights from the training on evaluating program assessment materials.

Features of good program assessment are:

- Finish evaluations by end of October
- Reporting and committee evaluations focus on fulfillment of basic process vs. basic practices
- Score generously on rubric, add constructive comments regarding best practices

**Program Assessment rubric revision (Jericho Hockett)**

Issues with the assessment plan evaluation rubric and the annual assessment report rubric were discussed. The assessment plan evaluation rubric should be updated because some elements of the rubric are not represented in the reports. The annual assessment report rubric needs additional examples added to communication with external constituents.

Additional general proposed changes:

- Add some instructions to committee members (e.g. “look at catalog” on mission statement rubric)
- Simplify double-barreled criteria

**Proposed changes to General Education 5-year Review (Jennifer Ball)**

The general education review system has been abbreviated for this semester and spring semester. Going forward the current general education USLO review system should be updated so that it is useful to everyone involved.

## **Graduate Council Meeting Minutes**

**October 19, 2020**

**12:00-1:00 pm**

**Via Zoom**

**Members present:** Joseph Mastrosimone, Bobbe Mansfield, Michele Reisinger, Michael Rettig, Dave Provorse, Tracy Routsong, Jim Schnoebelen, Becky Dodge, Erin Grant, Rhonda Dealey, Tonya Ricklefs, Barbara Scofield, Sarah Daniels; Jennifer Ball (ex-officio)

**Others:** Aileen Ball (staff)

The meeting was called to order at 12:02 pm.

Joe Mastrosimone was nominated as chair. Jim Schnoebelen moved to approve, Erin Grant seconded. Motion carried.

Jim Schnoebelen moved and Rhonda Dealey seconded to approve the February 2020 meeting minutes. Motion carried.

Rhonda Dealey described an issue in which graduate programs were not represented at the recent virtual grad fair because Handshake could not accommodate multiple departments from the same university. The group requested that a representative from Career Services attend the next Graduate Council meeting.

The group also discussed the challenges associated with recruitment and marketing and expressed a desire to include a representative from Marketing in a future meeting. Jennifer Ball agreed to discuss with JuliAnn Mazachek. Joe Mastrosimone suggested the theme of the group's work in 2020-2021 could be marketing of programs.

Michael Rettig brought up with the group that his unit recently discovered that the professional reference form is the same for all students and that he intended to survey the Council on that form for content validity per their accreditors.

Joe Mastrosimone noted there is a graduate personnel opening in Financial Aid that will be filled and that Council members should contact Richard Liedtke on how to be involved in the search process.

The group agreed to retain their regularly scheduled meetings going forward.

Rhonda Dealey moved to adjourn, Jim Schnoebelen seconded. Meeting adjourned at 12:32 pm

## FACULTY AGENDA ITEM

Date: November 16, 2020

Submitted by: Paul Byrne x1597

SUBJECT: Proposed Faculty Statement on Support for Freedom of Expression

Description: The proposal is that the General Faculty formally pass a statement of its support of the Freedom of Expression statement (below) passed by the Freedom of Expression Taskforce in the Spring of 2018.

Rationale: In 2018, the Freedom of Expression Taskforce met throughout the spring semester to draft a Freedom of Expression Statement for Washburn University. The taskforce was made up of faculty representing schools and units across the Washburn campus, as well as, administrators and a representative from Washburn Tech. The task force voted in favor of the attached statement and passed it on to the administration.<sup>1</sup> Aside from a brief reconstitution of the task force in the fall of 2019, Washburn University has yet to support a statement of support of free expression. While this is their prerogative, the Faculty Senate represents the voice of the faculty. Without the unequivocal knowledge that Washburn University is a community which values the free expression of ideas, many faculty and students may be hesitant to participate in the process by which the advancement of knowledge takes place. For students, this hesitancy is a trait they may take with them throughout their careers. Washburn faculty should voice their commitment to promote and support the free expression of ideas.

Financial Implications: None

Proposed Effective Date: N/A

Request for Action: *Approval by AAC, FS and General Faculty*

Approved by: *AAC 11/16/2020*

*Faculty Senate on date*

*General Faculty on date*

Attachments Yes  No

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<sup>1</sup> I only added the title and first paragraph to clarify that this is a statement of the faculty.



## Washburn University Faculty Statement on Freedom of Expression

Washburn University General Faculty supports the following statement on freedom of expression drafted by the Freedom of Expression Task Force in Spring 2018.<sup>2</sup>

From its inception, Washburn University has been an institution dedicated to the rights of all people to an education. In the Articles of Association for then-Lincoln College in 1865, the Founders professed their purpose “to promote the diffusion of knowledge,” “to afford all classes, without distinction of color, the advantages of a liberal education,” and “to make [the institution] an engine for the furtherance of those ideas of civil . . . liberty.” At the announcement of its opening, President of the Board of trustees Peter McVicar declared the intention and purpose of the college to “prepare young men and women . . . for the earnest duties and practical relations of life.”

It is the belief of Washburn University that a part of the preparation includes the preservation of freedom of expression and open discussion.

Because Washburn University is committed to free and open inquiry in all matters, it guarantees all members of the Washburn University community the broadest possible latitude to speak, write, listen, challenge, and learn. Except insofar as limitations on that freedom are necessary to the functioning of Washburn University, Washburn University fully respects and supports the freedom of all members of the Washburn University community “to discuss any problem that presents itself.”

Of course, the ideas of different members of the Washburn University community will often and quite naturally conflict, and some individuals’ ideas will even conflict with the University’s values and principles. But it is not the proper role of Washburn University to attempt to shield individuals from ideas and opinions they find unwelcome, disagreeable, or even deeply offensive.

Although Washburn University greatly values civility and inclusion, and although all members of the Washburn University community share in the responsibility for maintaining a climate of mutual respect, concerns about civility and mutual respect can never be used as a justification for closing off discussion of ideas, however offensive or disagreeable those ideas may be to some members of our community.

The freedom to debate and discuss the merits of competing ideas does not, of course, mean that individuals may say whatever they wish, wherever they wish. Washburn University may restrict expression that violates the law, that falsely defames a specific individual, that constitutes a genuine threat or harassment, that unjustifiably invades substantial privacy or confidentiality interests, or that is otherwise directly incompatible with the functioning of Washburn University. In addition, Washburn University may reasonably regulate the time, place, and manner of expression to ensure that it does not disrupt the ordinary activities of Washburn University. But these are narrow exceptions to the general principle of freedom of expression, and it is vitally

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<sup>2</sup> This statement was adapted from the University of Chicago [Statement on Freedom of Expression and the FIRE Model Freedom of Expression Resolution](#).

important that these exceptions never be used in a manner that is inconsistent with Washburn University's commitment to a completely free and open discussion of ideas.

In a word, Washburn University's fundamental commitment is to the principle that debate or deliberation may not be suppressed because the ideas put forth are thought by some or even by most members of the Washburn University community to be offensive, unwise, immoral, or wrong-headed. Controversial speech and robust debate are expected and valued on college campuses and in our society. It is for the individual members of the Washburn University community, not for Washburn University as an institution, to make those judgments for themselves, and to act on those judgments not by seeking to suppress speech, but by openly and vigorously contesting the ideas that they oppose. Indeed, fostering the ability of members of the Washburn University community to engage in such debate and deliberation in an effective and responsible manner is an essential part of Washburn University's educational mission. With this in mind, no administrative or academic unit or committee shall implement a policy or undertake any action that infringes on any member of the Washburn community's freedom of speech or expression, nor shall the Washburn Student Government Association, or any of its committees.

As a corollary to Washburn University's commitment to protect and promote free expression, members of the Washburn University community must also act in conformity with the principle of free expression. Although members of the Washburn University community are free to criticize, contest, or lawfully protest the views expressed on campus, and to criticize, contest, or lawfully protest speakers who are invited to express their views on campus, they may not obstruct or otherwise interfere with the freedom of others to express views they reject or even loathe. To this end, Washburn University has a solemn responsibility not only to promote a lively and fearless freedom of debate and deliberation, but also to protect that freedom when others attempt to restrict it.