

Washburn University
Meeting of the Faculty Senate
May 1st, 2023 at 3pm
Kansas Room by FS Executive Committee

Present: Barraclough, Cassell, Cook-Cunningham, Dahl, Ewert, Florea, Friesen, Grant, Holt, Huff K, Juma, Kay, Kendall-Morwick K, Kimberly, Lolley, McGuire, Modellmog, Noonan, Porta, Rivera, Rossi, Sainato, Schmidt, Scofield, Smith, Toerber-Clark, Wagner, Wang, Wasserstein, Zwikstra

New Senators: Altus D, Camarda, Cook S, Hartman, Heusi, Huff S, Miller, Ricklefs, Steffen, Steinrotter (for McHenry)

Absent: DeSota, Ginzburg, Hansen, Harnowo, Kendall-Morwick J, Kowalska, Sourgens, Sneed

Guests: Stephenson L, Ball J, Asamoah T, Martinez A, Broxterman H, Lanning S, Burns P, Morse K, Holthaus C, Hutchinson L

- I. Call to Order at 3:06 pm
- II. Approve minutes- moved by Wasserstein, seconded by Kay. Motion passes.
 - April 3, 2023 (pages 2-9).
- III. President's Opening Remarks
 - Introductions of everyone (old, new, guest; state their connection to WU and favorite childhood food)
 - WSGA – Martinez (New WSGA President): Wanting to increase the Lift Program (amount to pay for transportation to/from campus), increasing coverage for services on campus, etc. Asamoah – want to establish good relationship between new WSGA and faculty.
 - Thank you -Dr. Stephenson for food, Holly for everything!
- IV. WUBOR/KBOR Update- Shaun Schmidt/Erin Grant
 - KBOR - none
 - WUBOR – Meeting next week
- V. President – Dr. JuliAnn Mazachek
 - Spoke with Shaun, wanted to make sure we covered what the Senate was interested in hearing. There is some information from Town Hall meetings but also other information that is new. (Budget and Strategic Plan)
 - Will start with **Strategic Plan**. This will start with Board at a very high level, not details, but have to set up big goals. This is a time of disruption in higher ed. I believe we are going to be a strong winner. Need a longer-term vision (2-4 years now). Became aware that Association of Governing Boards (AGB) has an advisory capacity. Paul Friga (PhD in organizational management) is a consultant director. Timeline is for August -December to get a draft of plan in place. AGB is facilitating the process, but will have a Task Force at WU to help with this. The goal is to stake out WU's position

going forward. We don't have a lot of excess people who can take a year off to do this, so it's good that we hired someone to help. This will help us also identify how we are going to put the plan into practice. We will have 3-5 overarching goals (not 95...) Not sure what they will be yet. This group has already done some benchmarking (competitor comparison and financial analysis). Trends of money per student (Paul Burns put together) (Admin cost/student is lower than WU peers, instructional cost per student is about the same as peers, student services cost per student we are above our peers, inflation adjusted tuition is below the average of our peer group, average 4-year graduation rate is close to our peer group (not all are open admission institutions). This data is part of our strategic planning process. We will go through some of this. Florea: Can we compare not just against peers, but also aspirational universities? Mazachek: That is a good idea, but not sure we know which our aspirational schools are yet. Rossi: Should we compare to other KS institutions? Mazachek: Yes, but still have to decide what is the best comparison group (don't limit just to KS schools). Will bring information before all details are ironed out so that you know what is going on. Morse: Thinking the last task force was very large/comprehensive. Mazachek: This one won't be like that. Will seek input but need to be small enough to work well.

- **Strategic Budget Process** – This has been going on for quite a while. How do we balance human and financial resources to make sure we get the best incomes for our students and have faculty/staff flourish. We have a pretty good size budget, but are we spending it in the correct areas? We have been working together (financial vs leadership) to get it to the correct places. We are moving money around this year, but we have never done this outside of academics. This is a growth process, and no huge changes but we are getting a salary plan. The three areas are: Growth (goal from WUBOR), People (Want to hire, retain, and grow best people), Campus (this sets us apart and attracts students). If goals don't fit in these three groups, then they need to be revised. Will put four million into reserves this year, but that could be invested in our people in a responsible way. We need reserves to pay for capitol projects, but probably don't need to put that much away. Operating revenues: overall revenue is positive (not true for most institutions), net tuition revenue is pretty flat over past 10 years, state aid is slowly increasing, local appropriations (sales and property tax) has also been slowly increasing because house values are going up and sales are going up due to growth and inflation. The three sources (diversified) helps with this. We did not get an increase of state funding to cover inflation. We are looking at a 3-4% tuition increase to help, budgeting conservatively, salary raises (since many years we could not/did not match what was happening) that includes a Student Wages Increase and some benefits increases. Some of the money will come from new monies but some will come from money that may not be used as much in some departments.

- Ball: Strategic plan and searching for Provost? Mazachek: Yes, will be doing a search for a Provost (thanks to Interim VPAA and Provost Stephenson for staying here 1 more year) and Dean of SOL. Will hold off on CAS dean until after Provost search is done.
 - Thank you for the opportunity to come. I am very interested in hearing what people think. I can't do what everyone wants since everyone doesn't agree, but we can talk about how to best serve our students and working together to make that happen. Please make sure that input comes forward and is shared. I'm always willing to listen. Best way to get information to me, since I can get behind on e-mail, contact my Assistant Renee Burlingham (from KBOR) and Jackie Askren is moving from Student Life to President's office.
 - Grant: Does any of this have to do with your presentation coming out on Thursday? Mazachek: No, we are keeping that very secret. We are going to do something that many of us have been wanting to do for many years. We want the news to be a surprise and we think this will create opportunities for Shawnee County Students. *(Note from secretary: this big announcement was for the Thrives and Promise scholarships.)*
 - Thank you for all you do in this important body and for how seriously you take this. The president of this organization (*referring to Faculty Senate*) has an open line to me and hope it will stay that way while I am here. Look forward to seeing you at many events going forward.
- VI. VPAA and Provost Update - Dr. Laura Stephenson
- Brief – We passed a General Ed framework so next year will be very busy as we see how we need to move forward. Very grateful we have CourseLeaf in place. AAC will be very busy next year. We need to get most of this done in the Fall semester. Thank you for all of the work that you have done.
- VII. Consent Agenda – Schmidt – Those voting for this item is the current 22-23 senate. Moved by Kendall-Morwick to approve the consent agenda, seconded by Wasserstein. Motion passes
- Faculty Senate Committee Reports-
 - Faculty Affairs Committee Minutes 2-13-23 and 4-10-23 (pgs 10-13)
 - Academic Affairs Committee Minutes 3-27-23 (pgs 14-15)
 - University Committee Reports-
 - ADIC Meeting Minutes 3-7-23 (pg 16)
 - Assessment Committee Meeting Minutes 4-4-23 (pgs 17-18)
- VIII. Old Business: Schmidt: We will take these individually since they are two different motions.
- Office Hours: Moved to approve by Noonan (as they came out) and seconded by Wasserstein. Rossi – there was confusion about the order of approving. We now move that we accept the Faculty Handbook's recommendation. Ewert: We suggest that those with physical offices post on their door, everyone should post in syllabus and online as this is best practices. Scofield: Not everyone who teaches on campus has an office,

so School of Business has a schedule. We need to cover everyone, so we should put the wording in that covers all situations. Ball: We talked about that in Dean's meeting, and not all Deans were comfortable being the keeper of the office hours. Deans said everyone has someplace they can be posted (if they don't have an office door). I think the original language as came out of Faculty Handbook Committee would suffice for this. Kendall-Morwick: In the College, we usually share with the Chair. Can we put something that they are available upon request. Ball: I think what is there suffices. Lolley: Has there been a problem with students not finding hours. Ball: No, really just trying to make sure that they are posted on Syllabus/LMS. Martinez/Asamo: Have not heard that students are having issues, but think it's good to have it posted in multiple places. Schmidt: So, what is on the floor now? Now the "office door" is struck. Is there a motion to put back in? Moved by McGuire and seconded by Kimberly to put "office door" back in. Motion passes for the Amendment. Now vote to approve whole motion. Motion passes (as amended to include office door.)

- Faculty Recruitment: Some confusion that different measures came through. Motion to approve as shown in the agenda by Wasserstein, seconded by Moddlemog. Rossi – There was an attempt to set uniformity for faculty hiring. Originally said 2 candidates, but the FAC thought 3 was a more reasonable number to invite. Faculty Handbook Committee took out number (and just says "top candidates").
- 23-2 Faculty Handbook Changes (pgs 19-24) Wagner: Faculty Handbook Committee discussed having a more flexible document. Cook: Like the vagueness since you might lose a top candidate if waiting for a third. Ewert: For context, it originally just said two and thought that might be an issue. Morse: How is this document set up (Like Standing Rules or just something else. How formally it is set up so that people know where to look is important.) Porta: Can we reference that other document in the Faculty Handbook? Stephenson: In original document in Agenda Item (in pre-amble), it states detailed procedures are available in the office of VPAA. Wasserstien: Just making sure I understand, this document is still under the rules of Faculty Handbook, so no changes could be made that would contradict the Faculty Handbook. Stephenson: This other document has "handy" information that would change (like how to get things done). Schmidt: Do we want to change candidate numbers? Cook: It doesn't say automatically that 3 will come forward. Rossi: We are happy to remove 3 and leave it open ended. I move we strike 3 and leave open ended. McGuire seconds. Motion passes (but not unanimously – 1 nay). McGuire asks where the additional language/preamble is found. Ricklefs: There is lot in the beginning of the document, so perhaps we can do something there and make links. Schmidt: If it is not in the Faculty Handbook item, but is shown in the Agenda Item, this may be an issue. Ball: it is in there. Schmidt: Needs to be clear that it belongs there. Ewert: There were two issues here: 1) Procedural issues for the path which have

now been dealt with and 2) We weren't always working of the correct draft, so groups didn't know what changes had been proposed.

IX. New Business-

X. Information Items-

- At-large Election Results – C Kay
 - All results were in on time
 - Thank you for electoral committee members since we had some half-term additions. This was some extra work.
 - Still one at-large senator short, so will have a special election in the fall (anyone other than CAS). Please encourage people to consider for Fall of 23. Start planting seeds of consideration early in Fall for future. Ask electoral committee to get a rough estimate of numbers of senators who will be needed.
 - Schmidt: Thank you for your work.

XI. Special Orders – Opening of new Senate Session.

- Welcome New Senators
- Election of Faculty Senate Officers 2023-2024 (must be made by new senate)
 - President: T. Ricklefs Nominated by Wagner, Grant seconds. Nominations close and motion passes. Ricklefs is now running the meeting.
 - Vice-President: Moddlemog nominates T Wagner, K Kendall-Morwick seconds. Nominations close and motion passes.
 - Secretary: K Kendall-Morwick moves for Grant, Cook seconds. Nominations close and motion passes.
 - Parliamentarian: Holt nominates Kay, K Kendall-Morwick seconds. Nominations close and motion passes.
- Remarks from Incoming President: Ricklefs: I don't have many, since I thought people might be ready to go. Excited about this even if it's a tough year. I will be stepping down as Chair in my department, since I believe this is one of the best ways I can serve the University. Have been a student, administrator, and am looking forward to serving in this position as well.

XII. Discussion Items-

- AI and academic dishonesty/irregularity policies – Carson Kay
 - This is an item that has come to my attention and am sure it's a conversation among many units. Where does AI fit within Academic Dishonesty. Would like to see us look at this next year. McGuire there is a list serve showing lots of recommended policies that we might want to tap into. Ricklefs: This just came up this week, and is a challenge since some students view this as a study aid. This is an important matter to take up.
- Proportion of Funds spent on Instruction – Barbara Scofield (pg 25)
 - Brought to me by a School of Bus Faculty member, so I will turn over to him. Paul Burns: This came up because I think Faculty should advocate about budgetary issues. Kerry Wynn asked about

why certain years were chosen (graphs stopping at 2019, which is a pre-COVID year, so before lots of expenses for COVID were put in and not sure how that was done). Everyone is bargaining for funds.

- Mazachek: That is a great comment and I agree. It bothered me that we dropped four million in one area. In 2018, some money was reclassified from instructional to support, but can't recall what actually happened. I assure you we will be having those discussions. Ricklefs: Any additional comments. Am I hearing that this is a topic for the future? Burns: Yes, just something to keep an eye on. Modellmog: Need to keep an eye on other things (like expenditures/student)

XIII. Announcements

- Cook – Thanks to officers rotating off and senators who have served.
- K Kendall-Morwick: Thursday will be a pet therapy event in lower-level of Union.
- Social gathering immediately after Adjournment

XIV. Adjournment: Moved and seconded by multiple people.

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