

Washburn University
Faculty Senate Agenda
April 22, 2024

- I. Call to Order
- II. Approve minutes from the April 8, 2024, meeting of Faculty Senate (pp. 2- 10)
- III. President's Opening Remarks
- IV. WUBOR/KBOR Update
- V. VPAA/Provost Update – Fritch
- VI. Faculty Senate Committee Reports
 - Approve the minutes of the April 8, 2024, meeting of the Academic Affairs Committee (pp. 11- 12)
 - Approve the minutes of the April 1, 2023, meeting of the Faculty Affairs Committee (pp. 13- 14)
- VII. University Committee Reports
- VIII. Old business
- IX. Informational items
- X. Discussion Item
- XI. Announcements
- XII. Adjournment

Washburn University
Faculty Senate Minutes
April 8, 2024

Members Present: Altus, Cook-Cunningham, Dahl, DeSota, Friesen, Fritch Hakenewerth, Harnowo, Hartman, Holt, Kay, Kendall-Morwick (J.), Kendall-Morwick (K.), Kowalska, McGuire, Miller, Modellmog, Porta, Ricklefs, Scofield, Sneed, Toerber-Clark, Wagner

Members Absent: Barraclough, Camarda, Cook, Grant, Hansen, Heusi, Lolley, McHenry, Rivera, Steffen

Guests: Ball, Broxterman, Erby, Hutchinson, Lanning, Fritch, Stephenson, Grospitch, Martinez, Asamoah, Wood, Burdick, O'Neill, Holthaus, Bailes, J. Mazachek, Burlingham, Haverty, White, Maxwell, Cooksey, Shipley, Turk, Morse, Wynn, Wade, Herbster, Jones, McNamee

- I. Call to Order at 3:04
- II. Approve minutes from the March 25, 2024, meeting of Faculty Senate
 - K Kendall-Morwick moves to approve and Kay seconds. Motion passes.
- III. President's Opening Remarks
 - Next meetings – April 29th is our transition meeting, so April 22nd is our last business meeting. The rest of my remarks for this meeting are being turned over to others:
 - Visit from President Mazachek – Excited to be here to talk about two things: Budget and Graduation Changes.
 - Budget – Money comes from three sources: tuition, sales tax, and a state operating grant. Tuition is up (6% growth in **Student Credit Hours**) and this is the basis of our budget. We think we will have another increase in the coming year. Higher application and admitted numbers are ahead of last year. Housing contracts are up by 282, and NSO registrations are 165 ahead of this time last year. I am conservative in my approach to budgeting. We think it will be an increase in 3% of SCH. Will use this for our base from tuition for budget. Sales tax is stable, so we will not bring any increase this year like we did last year. State operating grant we received a very small increase (2%) in our 14.27 million operating grants. We are planning for a tuition increase because there are a couple of things we want to do. Our top priority is a compensation plan across all campuses (WU and WUTECH). What went from the Legislature to the Governor of KS is a 2.5% increase for compensation for KBOR (but don't know if that will pass all the way through.) We will watch them carefully and will do all we can to remain competitive. My hope is that we will do the best that we possibly can. Everyone wants to do this, more

information to come. Priority #2 is funding the scholarship grid. We overhauled our scholarships last year. I want to make sure people understand: We funded the Promise Scholarship with the large increase from the sales tax. (From Shawnee county so this was reinvested in the students). Our actual cost for this (the scholarship) is VERY close to what we budgeted. The primary source of needed funding comes from our merit grid. We have attracted students at all performance and GPA levels. The greatest increase is at the higher performing levels, but it takes more money to fund those scholarships. We will fund the biggest step of it this year (2.4 M). This is primarily due to growth with students. We will have to increase it 1-1.2 M in the next two years. Our performance has been so outstanding that we need to raise more. People are choosing Washburn. Priority #3 – Special requests submitted by Departments. All of this will be happening over the next three weeks. We will have town halls at the end of the month and should have more information then. (Added by secretary: Town halls are happening 4-17, 12:30-1:30 in Washburn A/B and 4-24, 3:30-4:30 in BTAC Convocation Hall)

- Questions to President Mazachek: Modelmog – Why is online tuition more? JM – Good question, we have discussions about that. When we started online education, it was because the cost of implementing them was higher. We have not moved away from that differential, but it would be over a million dollars we would have to come up with if we did away with that. I've prioritized our other priorities rather than discounting the online courses. K Kendall-Morwick – Have noticed that students are not college ready in terms of attendance, study skills, etc. Are we increasing the support services for them? JM – It would fall into that third level of priorities. Want to increase this to help our students and you but want to have salaries and scholarships first. Everywhere they are having these issues. (Not just open admission institutions like Washburn.) Morse – We have had several retirements and have more coming up. Would considerations of rehiring those positions fall into Priority 3. JM – Not cutting positions but will be careful about where we rehire to adjust. Provost Fritch will be working with your Deans to make these decisions. We are not looking to cut budgets, but this is an ongoing process to look to see who needs the money and who might be able to give up some. (based on growth.) JM – If you have more questions, please do not hesitate to ask Provost Fritch, your Deans, myself...
- JM: We will have town halls at the end of month similar to last year. At this time, we will give you background information that we used to make those decisions. There is a lot of change happening in terms of buildings and how they are funded. (Savings, private donations, and some debt). Will tell you

how we do things differently than KBOR institutions. Will give you metrics developed for strategic framework.

- JM: How do we make graduation better for our students? It is truly one of my favorite parts of the year. A brief preview: We will sit on the floor in a different way to integrate students with faculty a little bit more. Want to get students closer to the front. Rene and Janet have figured out a way to do this. Will line the faculty on the outside edges and students will fill center all the way up to the front so that they are in the center and surrounded by faculty who have developed them. Will have to commit since you will have assigned seats! We are planning on 1 hr 5 minutes max. Will get more effective at hooding since that is what takes the longest. There will be cold (*fire*)works while students change their tassel. **(Secret for the students, so don't tell them!)** Ricklefs – Working in a department who is accused of slowing down the ceremony, students want to hug us. How do we handle this? JM – They may be able to give hugs before they get on stage. Altus – What about training? I don't think we ever get enough. JM - Will do that and get some more martials. We will make sure the hooders get training. Will try to be continuously moving students so there is not a break between programs going on stage.
- Ricklefs: We have tackled many issues this year (how is purchasing done...) So, our next report is from the AI Committee:
- AI Committee reports – Kay (and J Haverty, C Jones, J Kendall-Morwick, B White): Pedagogical Uses for Generative AI on Our Campus (*full report in Agenda for 4-8-24 meeting*)
 - What is the WU AI Group? Ad-Hoc committee during F23/S24, all voluntary
 - The Report – Practical Issues; Training Issues; Technology, Security, and Related Issues; Structural and Equity Issues; Recommendations for each of these categories
 - Practical recommendations 1) Navigating between positive and negative uses of AI 2) Acknowledge benefits 3) Clear expectations for use 4) Provide and have incentives for affordable training 5) Setting boundaries is appropriate. Training Recommendations: University, CTET, Core/Gen Ed Courses, and ITS could all be areas that we could use for training (students and faculty); Security Recommendations: More training and data loss prevention (students in WU101 and for online students and faculty), mandatory training on AI attack methods, caution with AI recognition engines. We currently don't cover students with IT training. Structural and Equity Recommendations: Revise academic impropriety language, support expert units on campus. Continue updating policy since it is constantly changing.

- Holt said the library is incorrectly listed in the report as using a ChatBot. It is a human (librarian, not student worker) on the other end of the chat service.
 - Ball – Do we have access to AI on campus (subscription things that are cutting edge)? If not, it will be hard for us to learn about it. J McGuire – We have access to Copilot (with Microsoft). Haverty – Don't think we officially have this at WU yet. Hakenewerth - Might look at Perplexity to help you organize thoughts and gives you scholarly articles to fill the gaps. This is free. Modelmog – may get good information from recent grads about appropriate ways to use AI. Erby – Usually express concerns about current language for Academic Propriety/Faculty Handbook Statement. Do you have any recommendations? Kay – We do suggest recommendations but did not want to overstep our bounds. Porta – all students have concerns about how AI is changing the job panorama. We might need training to help answer those questions. Grospitch – our statement for Academic Impropriety refers to Faculty Handbook, so changes there will be what the students are referred to. We want to think about this carefully.
 - WSGA Report/Transition Update (moved from announcements at bottom) A Martinez and T Asamoah: So glad we got to learn so much from sitting in Faculty Senate. It was cool to develop good partnerships with Exec Staff. George Burdick and Bella Wood are the new President and Vice-President. Both have been in Student Government for 3 years. Grospitch – Can you share some of the issues you ran on? Burdick: Campus Vibrancy. Student organizations don't have the people power to be able to get things done. Since COVID, organizations have lost 4 people on average, so the group size is smaller. Wood - Want to help empower students to create a campus space where they want to be. Having education programs about how to be engaged, practical things like what is a FOPAL? Ricklefs - It is very helpful to have WSGA attend meetings, so I hope that you will continue to participate in these interactions. We appreciate the time you have put in.
 - Notes on suggested Executive Committee changes – skipped in the interest of time
- IV. WUBOR/KBOR Update – None to give since most of the KBOR meetings were covering topics not related to WU. Will be giving an update to WUBOR at their next meeting.
- V. VPAA/Provost Update – Fritch
- Just a reminder that most of the work gets done by the other people in my office. I want to make sure that you know about all the work they do.
 - Thank the Ad Hoc committee. Appreciate the desire to identify an issue and see what we need to do to improve Washburn.
 - Promotion & Tenure went very well. Excited to see the files that came across my desk. Individually the portfolios are very strong, and even more impressive

collectively. Also tried to emphasize the importance of Tenure and the Academic Freedom that goes with it when I spoke to the Regents. We have led globally in agriculture and education. Education is largely due to Tenure.

- CAS Dean search is under way. Excited about this. Hope the new Dean will start in August. Interviews will start Success week or Finals week.
- Advisor's Excel Building presentation. The move of the Psychology offices will be on 1st level. The building will be vacated completely so there will be no phases and can hopefully get it done in a year.
- Strategic Framework – will try to highlight a portion of it each time during future meetings. Most of this is in Academic Affairs, because we are a university, and this is where the priority should be.
- Will have changes in office – Dr. Stephenson is retiring, and Dr. Ball is on phased retirement, and Michaela Saunders will be a lecturer in Leadership, so will be shifting things around and adjusting responsibilities.

VI. Faculty Senate Committee Reports – Move to approve K Kendall-Morwick, Modelmog seconds. Altus - question about the Grad Council and a new class which mentions 208 but want to know if it would be offered at 600 level. Ball – it will be graduate level like 208. Scofield agrees. Motion passes.

- Approve the minutes of the March 18, 2024, meeting of the Academic Affairs Committee
- Approve the minutes of the September 18, 2023, meeting of the Faculty Affairs Committee
- Approve the minutes of the February 5, 2024, meeting of the Graduate Council

VII. University Committee Reports –Kay moves and, K Kendall-Morwick seconds to receive the minutes. No discussion occurred. Motion to receive passed.

- Receive the minutes of the February 12, 2024, meeting of the General Education Committee

VIII. Old business

New Program proposals Move to discuss these proposals by K Kendall-Morwick 1st, Kay seconds.

- 24-55 Bachelor of General Studies, BGS K Erby introduces this degree. This would be offered by the College, and it is intended as a completion program (not a starting point). It is meant to provide a flexible road to degree completion, will be open to anyone. BIS (Bachelor of Integrated Studies) has been serving this purpose, but this is NOT what the BIS should be. There was input from Dean's office, administrators from other schools, and other divisions at WU. Want it to

be highly flexible. Sent to all College divisions and got feedback, came to CAS meeting, was sent back to divisions, CFCC, CAS meeting again, then Gen Ed. Many amendments did not pass because there was concern it would decrease flexibility. Does not have a major area, 99 hours in CAS are not required, but it does require university wide requirements. Students must be accepted into the program so only those students who really need this will be able to follow this non-traditional degree. There will be an upper division Comp course (EN) that can be used to assess the program learning outcomes. Any questions? I think this is an important degree for Washburn.

- Move to approve BGS by K Kendall-Morwick, McGuire seconds. Motion passes (Unanimously)
- 24-56 Skilled Trades, AAS Move to approve by Modellmog, Holt seconds. Michelle Shipley introduces – way to articulate to WU from WUTECH and earn an associate degree (by fulfilling their Gen Ed credits). They will need a few more credits from certificate programs to earn the associate degree. Motion passes unanimously.
- 24-57 Family & Human Services – Early Childhood Professional, AAS Motion to approve by K Kendall-Morwick and seconded by Hackenewerth. Altus – articulation degree with WUTECH students. There are some things in it to make sure students can bridge to WU since WUTECH already has something similar. Motion passes unanimously.

Program Inactivation

- 24-58 Family & Human Services – Early Childhood Professional, AA Motion to approve by Modellmog, K Kendall-Morwick seconds. Altus – removing this degree since it keeps credit hours too high for WUTECH students transferring to WU.

Existing Programs – Addition of minor requirements. Move to approve by Modellmog, seconded by K Kendall-Morwick. This is like other minors we passed last time. Motion passes unanimously.

- 24-59 Spanish, BA
- 24-60 French, BA

Existing Program - Significant Edits Moved to approve by Holt, K Kendall-Morwick seconds. Deb Altus: There was a suggestion this degree should be changed so it was open to other people across the university. Motion passes unanimously.

- IX. 24-61 FHS – Graduate Level Trauma and Recovery Certificate Informational items – not voting.

- 24-62 CE 300: Special Topics in Community Studies; Course Change

- 24-63 Pedagogical Use of Generative AI: Issues & Recommendations from the Washburn University AI Group

X. Discussion Item

- Details of the approval process for the Scientific Literacy, and Inclusion and Belonging General Education requirements.
 - Ricklefs – There have been questions about the nuts and bolts – Contact Drs. Ball and O’Neill (Provost office) with questions. There are also questions about how it will change going forward. Who will make decisions about the approval of the classes?
 - Ball – The process hasn’t changed for General Education approval, we just added learning outcomes. If you want to offer a Gen Ed course, fill out the Gen Ed Approval form and you can ask Provost office if you have questions. Then the application goes to the Gen Ed committee for approval. Currently there are no plans to change the process that I know of. Wagner – But since the new courses are not housed in a specific division, then it doesn’t have to be approved in a division before going onto Gen Ed Committee. JB - Still must follow own processes in schools/Divisions before it goes to Gen Ed committee. Morse – Since KBOR put social work into Social Sciences then do they have to go through SS? JB – No because here they are not in Social Science at WU. Modellmog – What framework will be followed (i.e. which courses are in which gen ed areas/attributes)? O’Neill – there will be a chart showing the listing of courses by the new framework with the old attributes. Modellmog- What classes are remaining for next year in NSD (for the NS Gen Eds both old and new requirements). Erby - Some courses will not be taught next year. Classes with labs will be offered with degrees that lead to a major (Biology, Chem, Physics....) and all will be at a level that is very student friendly. JB - Very best answer for any questions is to call our office before applying. We will make sure that people go through their own processes before getting to the Gen Ed Committee.
- [Process issues for promotion to Senior Lecturer](#) Ricklefs – Provost Fritch has been informed about these issues. Will open the floor for discussion.
 - Cindy Turk – first emailed Ricklefs after a CAS chairs’ meeting. We were concerned that only Faculty who had been here for 12 years could apply. The Faculty Handbook says 5 years. A person in my department has been there 10 years and is frustrated that the goalpost has been moved back (since it was 10 years). Similar responses from other faculty. The chairs thought that maybe faculty senate should discuss. Ricklefs –It’s always an indication when the agenda goes out and emails start coming back in.

Wagner – There were concerns expressed in my department that it appears this is not based on merit anymore. It's about how long one has been here. (This concern is an addition to those already expressed.) Modellmog – JM said we want to keep talented people. Stephenson – How this has been implemented, there has been a decrease in the number of years required (started with those who had been here the longest, maybe 20 years), it is moving down, it has been based on merit. Faculty Handbook worked through the definitions a few years ago. (Added service to the definition, but no research is required.) Morse – we are relying on lecturers to do more service, so the shift from handbook language extends the period of lower paid work for longer. This seems inconsistent with being an Employer of Choice. Ricklefs – Even if lecturers are part of the decision-making process, it can still be difficult to sit through those meetings. Maxwell – Why was 5 years put in if it has never been followed? Stephenson - We hoped to implement it in 5 years, but budgets were very tight at that time, so we couldn't do that. Maxwell – this was a highlight for me, but frustrated that I can't apply, hard to keep myself motivated. Modellmog – how comparable is your work to tenure-track? Maxwell – I do it all, even research although it isn't required. Students need it for grad school. Fritch – just found out about it when I got an email. I have met with the president, and we have talked about it. I talked to her about it and even the process is a bit fuzzy. Some think the application goes in the fall and salary increase happens in January, others think it follows P&T guidelines. Perhaps 5 years is too quick but will figure something out. Not comfortable with a process that says minimum of 5 years if we have never done it that way. Please don't take it as 10-12 years, but will have to work with president, faculty senate, etc. When you start a new program there are always things that don't go smoothly. Hackenewerth - Just a lecturer, in the music department there is a lot of service built in, thinking about it for myself I'm ambitious. I love what I'm doing, but it is disheartening to see goal posts moved. I don't want this to take away from the cool things we do but want to see those things also built for something. Miller: Sometimes we are too politic in Faculty Senate. This is an affront to Lecturers. We should not be operating differently than what we have in the Faculty Handbook. It's fine to say we had problems when it was implemented, but how long has it been. Stephenson – I think the first class was in 2017. It has been decreasing each year. Miller - but we've heard 10 and then it went up to 12. (Side comments – I may have been misremembering, but others saying no it was at 10.) This is still more than double the number of years we spent there. Altus – you mentioned process, so is it an administrative decision or faculty one? Fritch

– It is in the Faculty Handbook and there is some input from people elsewhere. Ricklefs – We bring this forward so that everyone can have the chance to speak and express opinions. Modellmog – If President Mazachek is going to try to keep people, maybe we can give a lower increase compensation plan for faculty to get more money to the lecturers. The lecturers can get more money elsewhere (outside the university) right now. K Kendall-Morwick – Want to reiterate what Modellmog said, also in best interest in tenured faculty, since we will be in big trouble if we lose the lecturers because they go elsewhere. Kay – This should be part of that priority for compensation for all. Morse – need to understand as an inequity issue. MacNamee /Herbster: At a CAS meeting it was said 10 years because my chair looked over and I said it had only been 9. Now it has gone back to 12. We teach MA116/MA112 so we touch so many of the students. Altus – I love our lecturers and don't want to lose them. Holt- lecturers teach most of the WU101 classes as well.

XI. Announcements

- WSGA administration transition and introductions - was moved to top so the students were able to speak and then get to their next commitments.

XII. Adjournment - Occurred rapidly at approximately 5 pm

Academic Affairs Meeting Minutes

Monday, April 1, 2024 at 4:00pm

In-person, Memorial Union – Lincoln Room

Attendees: Deborah Altus (chair), Beth O'Neill (ex-officio), Karen Camarda, Sarah Holt, Dion Harnowo, Kara Kendall-Morwick, Tonya Ricklefs, Lara Rivera, Barbara Scofield.

Guests: Kelly Erby, Stephanie Lanning, Michelle Shipley

The meeting was called to order by Deborah Altus at 4:02pm.

- I. Approvals
 - a. Minutes from the Academic Affairs meeting held on Monday, March 18, 2024, were presented.
 - i. A motion for approval was made by Kara Kendall-Morwick and seconded by Barbara Scofield.
 - ii. The motion was passed unanimously.
- II. Action Items
 - a. New Program: Bachelor of General Studies
 - i. A motion for discussion was made by Kara Kendall-Morwick and seconded by Barbara Scofield.
 1. Kelly Erby provided a summary of the program.
 2. Tonya Ricklefs asked about how advising would happen for the degree.
 - a. Kelly Erby mentioned that advisors would steer students to other programs than the BGS when it made sense with their career goals and prior coursework.
 - b. Deborah Altus suggested that to codify the intent of the advising process that the following be added to the fourth paragraph, last sentence on the cover sheet – *"and will consult annually with advisors in other academic units to stay abreast of requirements other academic degree programs."*
 - c. Kelly Erby agreed to add a statement to this effect to the cover sheet before sending to Faculty Senate.
 3. Tonya Ricklefs and Deborah Altus both had questions about the proposed catalog language for the BGS that *"...encourages students to seek college credit for nontraditional prior learning experiences by contacting the Center for Prior Learning"*.
 - a. Kelly Erby and the committee discussed the intent of the statement, how it could impact the students, advising, and other programs.
 - b. There was concern that this would encourage students to go to Center for Prior Learning across all degrees when it might not be in their best interests and that individual advising might be the best way to discuss getting credit for prior learning. It was noted that Prior Learning information was readily available in the catalog and on the website. Also, that the exams were not considered "easy".
 - c. To address concerns, Kara Kendall-Morwick suggested that the word "encourages" could be replaced with "students may seek..."
 - d. Beth O'Neill noted that the catalog language being discussed was not part of the degree requirements and therefore was not part of the motion under consideration.

- e. Even though the motion did not require amending to make the suggested change, Kelly Erby said she would adjust the language on the cover sheet suggested by Kara Kendall-Morwick before sending to Faculty Senate.
 - 4. Tonya Ricklefs noted that she had heard concerns about small programs losing students to this program. Kelly Erby responded that all areas of CAS had lengthy discussions regarding this program and ultimately wanted to provide a very flexible program option for non-traditional students. There was a question about upper-division English, and Kelly noted that there were several EN 3XX options in the program.
 - 5. The motion was approved unanimously.
- b. New Program: Skilled Trades, AAS
 - i. A motion for discussion was made by Kara Kendall-Morwick and seconded by Tonya Ricklefs.
 - ii. The committee discussed.
 - iii. The motion was approved unanimously.
- c. New Program: Family & Human Services – Early Childhood Professional, AAS
 - i. A motion for discussion was made by Lara Rivera and seconded by Kara Kendall-Morwick.
 - ii. Deborah Altus provided an overview of the program changes.
 - iii. The motion was approved unanimously.
- d. Program Inactivation: Family & Human Services – Early Childhood Professional, AA
 - i. A motion for discussion was made by Kara Kendall-Morwick and seconded by Tonya Ricklefs.
 - ii. Deborah Altus provided an overview of the program changes.
 - iii. The motion was approved unanimously.
- e. Existing Programs – Spanish (addition of minor requirement)
 - i. A motion for discussion was made by Kara Kendall-Morwick and seconded by Karen Camarda.
 - ii. The committee discussed.
 - iii. The motion was approved unanimously.
- f. Existing Programs – French (addition of minor requirement)
 - i. A motion for discussion was made by Lara Rivera and seconded by Kara Kendall-Morwick.
 - ii. The committee discussed.
 - iii. The motion was approved unanimously.
- III. Deborah Altus noted that next Academic Affairs meeting was scheduled for Monday, April 15. She noted that there were no other curriculum proposals in workflow that could make it to the Academic Affairs Committee in time for the next (4/15) meeting. The 4/15 meeting could be cancelled unless Faculty Senate requests items to be discussed by this committee in their April 8th meeting. This committee will be updated on 4/9. Deborah noted that the last item this committee would need to consider would be the approval of the 4/1 meeting minutes, which could be done via email.
- IV. There being no further business to discuss, a motion was made by Kara Kendall-Morwick and seconded by Lara Rivera to conclude the meeting at 4:40 pm. Minutes taken by Holly Broxterman.

Faculty Affairs Committee - Minutes

April 1, 2024

3:00pm – 4:00pm

Lincoln Room – Memorial Union

Members Present:

Sarah Cook, Linsey Modellmog, Dion Harnowo, Erin Grant, Jody Toerber-Clark, Barbara Scofield, Danny Wade (ex-officio)

Members absent: Von Hansen, Eric McHenry, Ross Friesen, Thomas Sneed

Guests: Tracy Wagner

1. Call to Order at 3:00 pm by Chair, Linsey Modellmog
2. Approval of Minutes from the meeting held on September 18, 2023
 - a. Sarah Cook moved that the minutes be approved as presented and was seconded by Erin Grant. There was no discussion, and the minutes were approved.
3. Old Business – none
4. New Business
 - a. Faculty Handbook – Termination of Faculty
 - i. Faculty Senate requested review and feedback only
 - ii. Sarah Cook made a motion to discuss the matter and it was seconded by Jody Toerber-Clark
 - iii. Jody is currently on the Faculty Handbook Committee and provided some background information. Tracy Wagner also provided background.
 - iv. It was noted that Faculty Affairs does not make any decisions, only provide recommendations
 - v. In comparison of the proposed changes with the version of Faculty Handbook on the website it was noted that some major changes included cross-examination of witnesses, inclusion of a general statement as to why the faculty can be dismissed, and that the FDRC make recommendations and not binding decisions
 - vi. Linsey Modellmog expressed that a distinction should be made between a faculty member's personal life (and what is said and done in that vein) vs. their professional and/or as faculty of the university
 - vii. It was noted that the policy stated that faculty could be terminated for substantial violation of policy, but the committee would like to have a more defined definition of "substantial" as used in the Faculty Handbook.
 - viii. The committee discussed how this policy goes hand-in-hand with Performance Improvement Plans, HR regulations, etc.
 - ix. It was noted that faculty want to make sure the policy did not work against them in situations like was done at Emporia State University.
 - x. The committee members did agree that the proposed version was an improvement from the previous version.
 - xi. It was noted that verbiage consistency was needed in the document. For example, there are timelines which state 'number of days' vs. number of days 'on receipt of.'

Approved: via email vote 4.10.24

- xii. It was noted that the policy provides for a Faculty Advisory Counsel (to the Provost) could be selected but was not required.
- xiii. It was suggested that the Glossary of Terms might be helpful to assist faculty in determining the exact meaning of terms in the policy vs. common definitions.
- xiv. It was also noted that the changes should be revised to match WUBOR Bylaws.
- b. Faculty Senate Constitution – proposed edits for phased Faculty Senate Presidents
 - i. It was noted that the proposal was presented to allow for continuity and transition in leadership for Faculty Senate
 - ii. It was also noted that the committee was tasked with proposing edits and making suggestions to Faculty Senate
 - iii. Jody Toerber-Clark made a motion to discuss, and it was seconded by Sarah Cook.
 - iv. Barbara Scofield spoke about the written proposal she had presented to the committee
 - v. There was significant discussion on the roles of a president-elect and past president; the term lengths; release times for faculty in these positions; etc.
 - vi. After a lengthy discussion concerning the proposed edits the committee determined that they do not have a consensus and need more time to make formal recommendations.
 - vii. At the conclusion of this meeting the committee wanted to share the concerns they would discuss further:
 - 1. Faculty Senate Bylaws - Page 3, Section D – term limits
 - 2. Continuity issues – generally assuming continuity is a good thing to have, however, in some instances it may not be good. The committee wants to reflect more on how the proposal should be worded to provide alternatives or exceptions
 - 3. Previous president influence – how would this help or undermine current president
 - 4. Every faculty senate representative should be elected by their unit – not appointed
 - 5. Should there be an option for the president to serve more than a one-year term
 - 6. Academic release issues
- 5. Announcements
 - a. Next meeting is scheduled for Monday, April 15, 2024, at 3:00pm in the Lincoln Room.
- 6. Adjournment
 - a. With no further business Sarah Cook moved to adjourn the meeting and Jody Toerber-Clark seconded. Motion passed. Meeting adjourned at 3:54pm.

Notes taken by Beth Mathews

Approved: via email vote 4.10.24