

Washburn University Meeting of the Faculty Senate

September 25, 2023

3:00 PM – Forum Room, BTAC

Present: Altus, Barraclough, Camarda, Cook, Cook-Cunningham, Dahl, DeSota, Florea, Friesen, Grant, Hansen, Hartman, Heusi, Holt, Kay, Kendall-Morwick (K.), Kowalska, Lolley, McGuire, Mercader, Miller Modellmog, Porta, Ricklefs, Rivera, Sneed, Steffen, Steinroetter, Scofield, Toerber-Clark, Wagner

Guests: Ball, Bailes, Boxterman, Erby, Frank, Grospitch, Holthaus, Lanning, O'Neill, Stephenson, Wade

I. Call to Order 3:00

II. Minutes from the August 28, 2023, approved.

III. Special Visit from Washburn University President Mazachek

- Zoomed in to answer questions regarding strategic planning process that came up after the community forum and survey (thirty percent response rate).
- The slides included a timeline that only included items Dr. Friga would be participating in. There are other dates to ensure a broad inclusive process; this is the most inclusive process AGB has been part of. The goal is to have more information than previous WU strategic plans.
- Input will be gathered from Faculty Senate, WSGA, President's Roundtable, Staff Council, and Alumni.
- Cabinet members are the Task Force charged with using events and surveys to prepare the plan. The first draft will be provided for review at the October 13th town hall. The second draft is planned for release October 19th. Multiple edits will be completed before a final version is approved.
- The plan will be high level, meant to guide the use of resources for the next three to five years. It will be first a one-page document, front and back, with the mission, vision, values, and goals. It will be taken to WUBOR for support before starting the detailed work.
- Modellmog requested clarification that WU mission and values remain, the goals are the focus. This was confirmed, and the purpose of the inclusivity in the process.
- Morse voiced concern regarding the lack of faculty representation in the task force. Representation may affect buy in; suggested that the plan be presented to General Faculty as well.

- Wagner asked whether the survey could be revisited to modify answers. Mazachek was unsure. There was concern regarding the double-barreled questions.
- [Strategic plan website](#) has more details.

IV. President's Opening Remarks

- Conversations at the faculty lunch were appreciated and helped create the agenda. Please attend lunches when you can to connect, ask questions, and voice concerns.
- In these conversations, faculty expressed concerns regarding the potential for the CAS 99-credit hour rule preventing learners from seeking a minor or certificate outside the College. Erby is in attendance to answer questions about this rule and the associated waiver process. The 99-credit hour requirement is important for Bachelor of Arts and Sciences degrees; only CAS offers these. Waiver details from the online catalog were distributed. Currently there are not many requests for exemptions, but most students aren't aware of them. Wagner asked whether the forms are dynamic; they are not. Contact Routsong. Modellmog explained that LEAP students use it for the 29 hours of law school. Altus suggested people should know they can get a waiver if they choose to earn a certificate. Perhaps the language could be clearer regarding circumstances it applies to.

V. Report from the Faculty Representative to KBOR / WUBOR

- WUBOR (Wagner)
 - Increase in student retention, course enrollment, and on campus residents.
 - Discussion of the strategic planning calendar,
 - EAB was engaged to refresh the website with more interactive content and videos. EAB and the website will interact with one another. Hutchison will lead the effort. (Holthaus)
 - A policy was passed providing leave for caregivers of children. Primary caregivers will receive eight weeks of leave; four weeks for secondary.
 - Healthcare changes include switching to Amazon for express meds, with no increase in cost. Adding other services, e.g., help with weight loss.
- KBOR (Ricklefs)
 - KBOR retreat included a day and a half of meetings with campus leaders across Kansas. There was a different tone this year; other Senate Presidents were interested in engaging with Washburn representation.

- Goals made for 23/24 included ease of student transfer and program review. Transfer discussions included ensuring learning objectives are similar across universities. 2+2 programs were part of program review discussion.
- Kansas higher education needs to do better to help people with reading and writing, as first year students are coming in unprepared.

VI. VPAA/Provost Update (Stephenson)

- Creating a position for online education director to keep WU up to date on best practices and quality assurance. Coordination with CTCL but housed in the Provost office.
- A major gift has led to Leadership and LINK being merged. There will be a center named after the donors, the Aleshires.
- Homecoming week there will also be a scorch on the porch, faculty tea, and the inauguration (October 27th)
- General faculty next week on the fourth, short agenda, plan to have a town hall after over the climate study.

VII. Faculty Senate Committee Reports

- None

VIII. University Committee Reports

- Minutes from the May 9, 2023, meeting of Academic Diversity and Inclusion Committee (ADIC) received.
- Minutes from the August 30, 2023, meeting of the Assessment Committee received.

IX. Old Business

- 24-1 Modifications to catalog to accommodate Associate of Applied Science (AAS) degrees (Ball).
 - These degrees are usually at technical and community colleges, with some universities offering them. In 2021 Wu Tech made an AAS that can be conferred by Tech but must go through the university. It needs to be added to the Washburn university catalog.
 - AAS includes 15 hours of general education courses, 30 hours of specialized prep, and is usually no more than 68 hours total based on KBOR guidance.

- May be more than 68 if they have accreditation. Confirmed that as it is note linked to KBOR requirements, a program that becomes AAS now does not need to be completed by October (Lolley).
- Will not affect the general education changes (Wagner).
- Modellmog moved to approve, Cook second. Motion passed.

X. Discussion Items

- Climate Survey Results
 - Faculty, staff, and students at Washburn and Washburn Tech were invited to participate. Hanover research was used to facilitate the survey, using standard questions and questions WU had created in the past. There were no comparisons or benchmarks provided. The challenge now is to use these data to move forward and make things better. There is a sheet provided for feedback. (Stephenson)
 - Survey was sent out February 2023, the results were provided in April. Most participants identified as white female. Overall BIPOC folks have a different experience than white people, though this is not always statistically significant. Similar when broken up into those with or without disability. (Smith)
 - Most participants supported DEI efforts and believed faculty and administration are doing this well. More than 50 percent of respondents know how to report issues related to DEI; white people are comfortable reporting, those who are not feel less comfortable. Women are less likely to believe Washburn does a good job dealing with harassment. There continue to be safety issues at night reported. Specific to faculty, it was suggested that there is not consistent or sufficient support for help with tenure and promotion processes. (Smith)
 - There is an overall sense Washburn is doing well but experiences differ between demographic groups. To improve this, there are several efforts to report. (Stephenson)
 - Promise Program for Shawnee County
 - WU101, English Pathways, and Math Pathways
 - CTCL continuing efforts.
 - The Office of Student Accountability centralizes all offices related to accommodation.
 - The Education department was moved to Plass.

- Larger chairs and desks for different body types.
 - Student Life Assistant Director of Belonging positing created
 - Disaggregating student success data by demographic groups
 - Wade working to ensure faculty recruitment tools use a DEI lens.
 - Student recruitment plans work with equal opportunity director to ensure as many people as possible are reached.
 - Created a better faculty mentoring program.
 - Future review process to report issues appropriately and check in after the fact to show how things have been handled when complaints are made.
 - Campus safety has improved with the move to Plass.
 - Campus police phone number changed to 1300 to make it easier.
- Lolley asked about mental health access on campus and whether data was collected regarding those issues. Kay added that she and others on campus have seen students unable to get access and give up on mental health care. Grospitch noted they are trying to get more people hired.
 - Steinroetter pointed out that just over 50 percent of overall respondents were confident that harassment would be addressed, overall. Other than people needing to adjust expectations, how can we ensure people feel more confident in this? There needs to be more education re where to take concerns and a clearer pathway. Currently there is follow-up to ensure the person reporting knows appropriate steps are being taken.
 - Modellmog would like to see questions that other universities are using. This would add a lot of meaning to be able to compare. AGB does not keep data from other universities. We had the safety questions added. Erby suggested a webinar be shared.
 - Only thirty percent of respondents believed that service is distributed equally. Will this be disaggregated? (Kendall-Morwick). There had been a work group regarding this in Senate that was put on pause with the President and Provost searches. Currently there are no suggestions regarding how to address.

XIV. Announcements

- Inclusion in STEM: Dr. Dewsbury workshops Thursday and Friday (Kendall-Morwick)

- Saturday October 14th a partial eclipse event (Camarda)
- Tilford conference October 5th and 6th (Kendall-Morwick)

XV. Adjournment 4:37