

**Washburn University**  
**General Faculty Minutes**  
**October 4, 2023**

**I. CALL TO ORDER**

President Mazachek called the meeting to order at 3:36.

**II. APPROVAL OF MINUTES**

The minutes of the April 26th , 2023, General Faculty Meeting were approved unanimously.

**III. REMARKS**

**From President Mazachek**

- The faculty lunch in Lincoln was well attended. Great opportunity for engagement.
- Enrollment is up, thanks to enrollment management and to everyone on campus for helping turn a corner after a decade. This year, we have a record of 942 incoming first year students.
- Strategic plan is underway. At the September town hall, the timeline plan and deliverables displayed were only ones including Friga and their team. There will be several other opportunities given to all members of the WU community to provide input on the plan. The process will be iterative; input and feedback will be received, drafts edited, and versions of the plan presented for feedback. A website is set up to provide the details of the strategic plan, including dates for community forums. So far, there has been much participation; the first survey had 237 responses, which Friga suggested was more than other universities. WUBOR will give feedback on the 19<sup>th</sup>. There will be one more community forum and survey in November. This process will continue until a draft is created; next semester details will be added.
- The search for Provost is underway. Thanks to those on the committee and to Jim Martin for chairing the committee. Many high-quality candidates. There will be few details until November while things happen behind the scenes. After Thanksgiving break, candidates will visit campus.
- The search for WUTech dean is in the process with Stephenson as lead.
- The Prospectus for the law school dean search is being finalized. Should see finalists on campus at the end of January.
- Tilford is set to be one of the biggest to date, with 400 people registered.

#### **IV. NEW BUSINESS**

##### **Requiring General Faculty approval**

- 24-1 Modifications to catalog to accommodate associate of applied science (AAS) degrees
  - WUBOR approved 21 AAS for WUTech; these will need to be conferred by WU.
  - Kendall-Morwick moved to approve; Schnoebelen seconded.
  - Memmer confirmed the AAS is not subject to the new general education framework.
  - Math 112 will no longer be considered general education under the new general education framework but can be used under the AAS.
  - Approved unanimously.

#### **V. TOWN HALL DISCUSSION**

Climate survey results presented by Smith and Stephenson

- 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. The challenge now is to use the data to move forward and make things better. (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 post 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.
- Morse noted faculty concern regarding lack of equitability. Kendall-Morwick (K) added that she would like to know what that looks like broken down. Adebayo suggested that we might use a different method of analysis to dig into this. Grant asked if the data could be cleaned up and shared for people to examine on their own. Issues related to this is that we do not own the questions to the survey and that drilling down too much in the data may identify people.
- Cook asked if it were possible to improve the service inequities, whether we should be looking at more than service itself. Suggested that we need to hire more faculty rather than expect more work from the current faculty.
- Wynn provided details regarding union work to determine work equity, including a log of activity and assessment to show what time is devoted and allocated amongst employees.
- Smith (I) asked about a discussion to lower to a three – four or four – three course load, especially with the enrollment trends. There is not and trends change.
- Morse reported that there are different expectations in different schools regarding activities and service; this may lead to hard conversations in the future.
- Connor asked about whether consultants could be used to help manage resources and special positions.
- Burdick stated that we are always being asked for different types of more involved teaching; stepping up more assessment; doing more labor, group work, etc.; and students' lives are more complicated. We need to add that to the labor we can do.

- Jones (C) indicated that more students coming to Washburn with the new scholarship have less prep than before. Morse suggested it will be on that level for a while, as not enough kids are on a college bound track.
- Langin brought up the mental health needs of students and lack of resources. It is hard to help and advocate for all students when there are not enough services provided. Often there are waitlists. Grospitch confirmed there is not a waitlist and there are now walk in appointments every day. There were further comments regarding the need to improve services. Kay suggested adding clear information regarding neurodiversity in future climate surveys.

#### **VI. ANNOUNCEMENTS**

- October 20<sup>th</sup> day of giving.
- Gender brown bag will take place on the 12<sup>th</sup> and 19<sup>th</sup>.
- Oct 19 is the Russell Jacobs Lecture in Philosophy, featuring Dr. Clare Palmer speaking about "Environmental Ethics in a Changing Climate."

#### **VI. ANNOUNCEMENTS**

- The meeting was adjourned at 4:55