



**Faculty Senate Minutes
May 10, 2016**

Primarily paperless, wou.edu/facultysenate

3:15 – 3:30 p.m.

Better Know a Colleague (informal gathering, optional)

3:30 – 5 p.m.

Business Meeting

1. Call to order 3:32 p.m.
2. Call of the roll:
Senators in attendance: Chehalis Strapp, Joel Alexander, Paul Disney, David Janoviak, Diane Tarter, Lyra Behnke, Mike Olivier, Bob Hautala, Jennifer Taylor, Claire Ferraris, Katherine Schmidt (for Cornelia Paraskevas), Thomas Rand, Bryan Dutton, Amy Harwell, Cheryl Beaver, Matt Ciancetta, Shaun Huston, Isidore Lobnibe, Scott Tighe, Mark Van Steeter, Melanie Landon-Hays (for Carmen Caceda), Chloe Hughes, Marie LeJeune, Rebecca McCannell, Camila Gabaldon-Winningham.
Ex-officio in attendance: Laurie Burton, Katherine Schmidt, Melanie Landon-Hays, Stephen Scheck, Rex Fuller
3. Corrections to and approval of minutes from previous meeting
Approved
4. Institutional Reports
 - 4.1. Laurie Burton, Faculty Senate President

At-large senator candidates and nominations

Two nominations: Mike Baltzley (NSM), Sue Kunda (Library). No nominations from the floor. Elections for at large senators will be at the next meeting.

Interinstitutional Faculty Senate (IFS) senator candidates and nominations/

Tad is not here to discuss this. We need IFS senators because they are taking a newly revitalized role as we are all now independent universities. Additionally, we would like to have at least one IFS senator, per our recommendation in the updated bylaws, on the faculty Senate Executive Committee. Tad is serving his first of two years. WOU is allowed to have two IFS senators. We recommend that this election be run concurrently with at-large senators at the next Faculty Senate meeting. Are there any nominations from the floor? None.

Reminder of the Pastega awards ceremony

I remind everyone to attend the celebration of our colleagues' achievements. The Pastega award 2016 ceremony is tomorrow at 3:15p in this room. Please join me in celebrating Cheryl and Darryl's achievements!

Committee member and chair duties

Executive Committee has been working on our organizational chart and the duties of committee members and chairs so that the information is clear. This information will be added to the committee charges webpage this summer.

Strategic planning

The working groups are working on SWOT analyses of WOU, and looking at our existing 2005 strategic plan. We meet this Friday for our second meeting. We are all pretty excited about a strategic planning process with measurable outcomes (our plan for our plan).

2016 - 2017 Faculty Senate Senators

- Please remind your new division senators to attend the 5/24 meeting, per the bylaws
 - Both present and newly elected faculty senators should attend the second regular May meeting of the Faculty Senate
- 2016 - 2017 senators should plan to attend the July 12 Faculty Senate single summer meeting. Notice the 2016-2017 dates are already posted at wou.edu/facultysenate. If you are continuing and you can't be here, please find a division substitute for your place so that we have quorum.

4.2. Rex Fuller, University President

- Congratulations to one of our faculty who was notified as the advisor of the year by NACADA. Gavin Keulks was awarded the outstanding advisor award.
- Planning process began in earnest. Next meeting is this Friday; we will continue to meet this Spring and throughout the summer.
- We will be sending in corrections to the accreditation team report to NWCCU. We reviewed a draft report earlier today. Provost Scheck, Cat McGrew and I will visit face to face with NWCCU on June 23, then they will make a determination, that will be the last step in this process and year 1 begins. We'll have a report due in 2017 as the process begins the next 7 year loop. Have moved away from 5 and 10 year summative reviews and have moved to a more incremental process.
- There were questions about how many people will be at the NWCCU board for the accreditation report (President, Provost, and Cat McGrew with the full commission and staff, alongside the team chair, Dr. Kalina). This is a special opportunity to read carefully as they'll lead with questions. WOU can respond in advance to the full report once it comes in; the campus will hear about that in July, as it will be disseminated then.
- Reported to the Board of Trustees and this body on the recommendations: assessment and mission alignment gives us an opportunity to engage in that conversation going forward.

4.3. Stephen Scheck, University Provost

- Congratulations to Gavin Keulks for being a winner of academic and a special call out to the folks in Academic Affairs for their role in advising. Affon Eyo received a certificate of merit.
- Follow up to last week's Board of Trustees meeting. For Faculty Senate business, the Board did approve sending on to the NW Commission the graduate certificate proposal in dual language certification. Will be approximately three months to receive a response from the Commission.
- Board of Trustees also endorsed and supported President Fuller in activating our new admissions standards for incoming students that were read in Senate last meeting. These will be applied to the incoming freshman cohort from the Fall of 2017.
- Commendation for thinking outside the box for joint programming to faculty in Modern Languages, English and Social Sciences that have been partnering with Teacher Ed to develop specialized curriculum to support the ESOL/Bilingual programming for the Bilingual Teacher Initiative. This is still in its infancy but I wished to convey my appreciation for faculty involvement in new ways of serving student needs.

- Last fall, I promised to update Faculty Senate on not requiring students to get an advisor's signature if they were going to enroll in 19 or 20 units per term. In the past, they had to get a signature. Amy Clark has started to track this. Some highlights, from our small sample sizes, simple numbers is that in Winter term of 2015 we had 79 students enroll in loads of 19 or 20 units, by the end of the term, two had withdrawn with Ws. In terms of those that completed, they stayed above a 2.0. This current term we had 130 students, 7 withdrew and have Ws, and of those that remain--123, 95% completed with a term gpa above a 2.0. We do have students who don't finish above a 2.0, and we want to dig into this more and track. A message we'd like to follow up on is that we have about 50 more students that enrolled in an additional course and we're wondering how many of those may have had difficulty finding their advisor to add one more class, but they gave up and didn't try? We will continue reporting on this.
- The other process that is affecting all of you is the request from the Academic Facilitation Steering Committee (AFSC) from Dr. Erin Baumgartner for the LACC and gen ed mapping to LEAP learning outcomes adopted by the Senate last year. Senators are encouraged you to go to the committee's site at the Faculty Senate home page. There are some very good FAQs, and some other ways of contacting people on the committee to get help. The AFSC makes recommendations to me and I authorize it to proceed. At this time, the committee is asking for faculty to report in on Gen Ed/LACC courses what types of in-class work occurs that can be used in the future as evidence of students achieving LEAP learning outcomes.. This is not supposed to be an onerous task. Of note, in cases of sequence courses that all serve the same purpose in, for example, cultural diversity-- they can be lumped together for providing responses to the AFSC. Information collected by AFSC will be provided to the General Education Committee.
- A reminder about the June 22 state-wide advising conference hosted by WOU. The \$35 registration fee will be paid for by the Provost's office
- Closing comment was a reminder that tomorrow in the Willamette Room is the Pastega awards reception. Dr. Cheryl Beaver and Daryl Thomas will be there. The presentations are very fascinating.
- Senator Joel Alexander had a question about the need for a diversity mark for classes. Some discussion ensued about the need for this mark aligned with WOU's intent to have this be a living, breathing requirement. Shaun Huston clarified that the gen ed committee will be considering the "d" in the criteria next year—discussing what this looks like and if it fulfills what we want it to be. Chloe Hughes remarked that the hope would be that we move beyond just raising awareness and sensitivity to diversity to content based with issues of social justice/injustice and advocacy work.

5. Executive Committee Business

5.1. WOU Board of Trustees (BOT) Faculty Representative election

Melanie Landon-Hays, Faculty Senate Secretary

- Individual ballots were given to each senator.
- Discussion of the variety of Board statements that have been published via fauctly@wou.edu and posted on the Moodle shell.
- The Board chair has asked the Faculty Senate to provide a list of unranked, acceptable candidates, per our own process.
- After this vote, the Faculty Senate Executive Committee will compile the list and forward it to the Board of Trustees.

6. Consideration of Old Business

6.1. Division of Business and Economics Tenure Track Faculty Staffing Levels

Keven Malkewitz, Division of Business and Economics

- Presented the following language for a possible vote
“The Faculty Senate recommends that the lack of tenure-track faculty in the Department of Business be addressed. The Senate recommends President Fuller be responsible for developing and implementing a staffing plan to do so. The Faculty Senate recommends the staffing plan provide sufficient Business TT faculty to: 1) Develop, maintain, and deliver a Business curriculum, 2) Fully participate in governance activities, 3) Give Business students tenure-track faculty in their concentration for advising. The Senate recommends the staffing plan identify: 1) The number of positions, position descriptions, hiring timelines, and salaries to be offered, 2) Responsibility for implementation of the staffing plan, 3) Resource requirements and the source of funds, 4) A method of reporting planning and implementation progress to the Faculty Senate, 5) The relationship of the staffing solution to the Strategic Planning Committee and the Appendix K Committee (if any).”
- Keven emphasized that this language made this a general problem and not just a Business problem. Asked Faculty Senate to recommend to President Fuller that we put together a staffing plan and implement it.
- There was discussion around crafting the wording for a vote. Some divisions pushed to have the language be more reflective of a broad scope of the proposed language and were hesitant to narrow it to just Business. Some senators wanted to be sure that an amendment was made to the language to reflect this as they are in much more support of addressing this on more of a campus wide scale.
- Other discussion points addressed the tension in bargaining when a salary schedule was crafted differentially by division and other discussion points addressed that this was not a senate issue as there are mechanisms in place for working out faculty hires and staffing levels.
- Senators advised changing the language to a recommendation and emphasized the appropriateness of the request under Article Two which governs faculty life on campus. There was concern over how much the language being proposed for a vote had been revised from what was presented at the previous faculty senate meeting.
- It was emphasized that the administrators heard the Business division’s needs for a staffing plan.
- Motion failed with two in favor, and the remainder of votes opposed.

6.2. Healthy Workplace language adoption for all WOU employees

Faculty Senate Executive Committee 2015 - 2016

- President Burton had the opportunity to discuss this at the shared communications meeting of the presidents (WOU, Faculty Senate, Staff Senate, ASC, and ASWOU). Everyone was interested in the idea of expanding the components of what we already have in some WOU handbooks into an actual employee professional code of conduct, and the shared communications team will work on this.
- Furthermore, there are at least two sources where information about professional conduct appears:
 - Workplace answers Portal training module
 - WOU Policies and Procedures on Discrimination and Harassment (covers all employees)
- The issue, from a policy perspective, is that all of these ideas are spread over many documents and places, and there is no single WOU Professional Code of Conduct.

- After discussion with the Executive Committee, we propose that Faculty Senate endorses the Healthy Workplace CBA Appendix, as is, as foundational material for a professional code of conduct for WOU employees.
- Motion carried unanimously.

6.3. Academic Major Requirements Change

Joel Alexander, Academic Requirements Committee Chair

- There was extensive discussion about what programs are affected by the 180 credit requirement. The ARC brought up that if a given department program has appropriate and recognizable reasons for it to go beyond 180 credits, Art BFA was used as an example as an essentially five year program that may need an amendment. Teacher Education brought up that they are subject to outside rules imposed by TSPC.
- There was additional discussion about modifying the last sentence concerning college readiness; the point was made with an addition to the second sentence of a student that is “college ready”. If we have students that have demonstrable deficiencies in being ready for college, it would be very difficult for them to finish within 180 credits.
- Provost Scheck clarified that the timeline is for next year, with preparation from his office is that if a student has finished their degree, if they are a credit short, then the minor will be waived. But what can’t be done is to set up a correction plan that takes seven years to implement when the state legislature and the HECC are looking at 180 credits right now. The time the provost’s office is looking at is the end of next year in having to take administrative action on students who have completed a BS or BA but the only thing holding them back is completing a minor requirement that is 180 units. We are one of only a few Universities in the country that requires a minor. If a student completes a minor first, then it’s bad advising.
- In response to Provost Scheck’s statement, Senator Mark VanSteeter argued that we don’t know that it is the minor requirement that slows graduation. Therefore, all potential factors such as Q requirements, W requirements, Math requirements, and minor requirements should be treated equally if he chooses to waive a requirement for graduation. Provost Scheck responded that waiving the minor requirement would be the most politically acceptable since many universities do not require minors.
- There was further discussion on how students get to a minor first and what may cause this and what individual circumstances may be present to cause a minor to be waived.
- Language for an amendment to the language of the ARC proposal from April 21, proposed by Bryan Dutton (in bold): “For each major offered at WOU the responsible department/division must show a pathway that would allow **college ready** students who start at WOU, and make no significant changes in program to graduate with no more than 180 credits. The individual departments/divisions can choose either BA or BS; i.e., they do not have to prove both degrees total 180 or less. The pathway must include the major, hidden prerequisites, achieving the 62 upper division credit requirement, LACC/Gen Ed requirements, any other university course requirements for the student, and allocate 27 credits for a minor of which 12 must be upper-division. ~~If the total of credits required for the major, along with all other requirements, is in excess of 180~~ **if a department or division cannot demonstrate a pathway for students to complete a degree in 180 credits** that department **or division** must submit a degree change reducing the number of hours in their major.”
- Further discussion on if this would put us on the path to what the state is recommending with the realization that we are an access institution and many WOU students start behind. The ARC could recommend baby steps to fix this, but it is very nuanced. There was

further discussion about how scheduling affects this as many courses aren't offered often enough to help students finish in a timely manner.

- Motion carried with two opposed.

6.4. Bylaws update

Thaddeus Shannon, IFS Senator

- Motion to approve proposed changes carried unanimously.

7. Consideration of New Business

7.1. No new business

8. Informational Presentations and Committee Reports

8.1. Supporting First-Generation, Low-Income Students through Graduation: Observations from the Student Enrichment Program

Marshall Guthrie, Director and Chris Solario, Assistant Director, SEP

See the Faculty Senate webpage for their informational report on the important role of SEP and what they do for students who qualify.

Announcements

8.2. Dan Clark, Director Center for Academic Innovation

- Community lecture series: Jennifer Taylor on inclusion practices for youth with special needs. Other than that, open houses for assessment, please stop by anytime. We are ready and waiting on Thursday from 3-5 p.m. and Friday from 8-10 a.m. A couple of departments have taken advantage of having me come to the department meeting.

9. Adjournment at 4:58 p.m.

5 – 5:15 p.m.

Better Know a Colleague (informal gathering continued, optional)