

Faculty Senate Minutes

December 10, 2019

Willamette Room, WUC

Primarily paperless, wou.edu/facultysenate

3:15 - 3:30 p.m.

Better Know a Colleague (informal gathering, optional)

3:30 - 5:00 p.m.

Business Meeting

1. Call to order: 3:30 p.m.

2. Call of the roll (by circulation of sign-in sheet)

3. Corrections to and approval of minutes from previous meeting

3.1. November 26th Meeting

- Correction: The WOU catalog is no longer considered a contract.
- Motion to approve with correction. Seconded.
- Minutes approved as corrected.

4. Institutional Reports

4.1. Faculty Senate President's Report (Kristin Latham-Scott)

- Report available on Faculty Senate website.

- Highlights: Microphones coming to FS in January; ongoing discussion on civility between staff and faculty senates in Winter term; several calls for service; .
- **Question:** Would it be possible to get the agenda in an editable format for those who use it to take notes?
 - **Response from Stewart Baker:** Yes, I'll place them on the website in DOCX and PDF formats going forward.

4.2. University President's Report (Rex Fuller)

- Holiday Celebration at 4:30 in the Pacific room, Wednesday December 11th.

4.3. Office of Academic Affairs' Report (Rob Winningham)

- Report available on Faculty Senate Website.
- Highlights: Transfer Evaluation Tool; Becoming a Hispanic Serving Institution.
- Implementation of the transfer evaluation tool will begin in February.
- Diversity and Inclusion Advisory Committee is working on a 2020 HSI Summit.
- **Question:** Is the summit a one or multiple day event?
 - Envisioned as a one day event but we will have to see what the committee wants to do.

4.4. IFS Report (Erin Baumgartner, Thaddeus Shannon)

- No report.

4.5. Gen Ed Report (Camila Gabaldon)

- AB task force to a line with Gen Ed.
- Courses are due by the curriculum deadline, which is... looming

5. Consideration of Old Business

5.1. New Sustainability Minor (Sriram Khé)

- PDF is available on the Faculty Senate website.
- Motion to approve minor.
- Seconded

- **Yes: 22**
- **No: 0**
- Motion passes

6. Consideration of New Business

No new business.

7. Discussion items

7.1. Summary of WOU Climate Survey and Best Colleges to Work For. (Judy Vanderburg)

- Last spring, WOU did two campus climate surveys, one from Great Colleges to Work For and one through Insight Viewfinder.
- Great Colleges to Work For:
 - 400 surveys sent to random employees, 158 respondents.
 - The survey was a list of statements, which respondents were asked to rate on a scale from strongly disagree to strongly agree.
 - Statements and responses are included in the presentation.
 - The areas which respondents scored poorly were: Teaching Environment; Communication; Collaboration; Fairness; Respect and Appreciation.
- **Question:** How many total faculty responded?
 - I don't have that number at the moment.
- Insight Viewfinder Survey:
 - 809 employees received this survey, 405 responded.
 - 72 questions.
 - Additional details on the survey questions and respondent demographics are in the presentation.
- **Question:** Within the list of top five reasons employees considered leaving WOU, are these in order of frequency?
 - These are just the top 5 but in order of frequency.
- **Question:** Does this include students at all? Or just administrators, faculty, and staff?
 - It does not include students.
- There will be a Portal page with access to the survey questions.
- **Comment:** I find the question about how welcoming the campus is to various groups difficult to answer because I am not a part of these groups?

- It would be about your perception of the campus.
- **Question:** The question about how well the campus promotes cultural communication between various groups includes Hispanic/Latino and People of Color. Does that apply to the slide about how welcoming is as well?
 - No. The other one was the perception of everybody. This one is by those who self identify as a person of color or as Hispanic/Latino
- **Question:** Do you have the responses to the question about safety on campus broken down by gender?
 - Yes. That information will be available to you when the Portal page is ready.
- **Question:** Could you provide some commentary based on your role as HR Chair and things you have seen and noticed about campus climate?
 - There are some observations in the presentation. Collaboration, communication, fairness, respect and appreciation came up as needing attention on campus in both surveys. A number of respondents talked about the campus needing a broad definition of inclusion and diversity, their hoping in saying that, that would help us create some positive pathways that are impactful. Some thought it was the responsibility of the administration, the University Diversity Advisory Committee (UDAC), and some through a grassroots approach.
 - HR is working on having better compliance training available in a number of ways for employees. It would be good if people could go to HR with suggestions for ways we could help, or things we could offer.
- **Questions:** What were some positives that were noticed?
 - People love their students, and work here to make life better for them. Willingness to try and improve communication :) (But people are not sure how.): People who feel we don't have a broad enough understanding of diversity and inclusion don't feel safe getting involved.
- **Comment:** I think trying to improve poor morale through mandatory training is a hard solution, is there some way we can do this that faculty/staff will be more receptive to.
 - I don't think that's the only solution, especially not for communication problems.
- **Question:** As far as mandatory training goes, we currently have old videos that are not intellectually inspiring. My hope is that they become more modern. Keeping in mind that the survey respondents are majority white, I thought many of the survey questions were very generic and not reflective of reality at WOU. For example, questions about disability referred employees to the Office of Disability Services, which is only

available to students. Could we have a more WOU-specific survey that would be more inclusive of the campus's general population?

- That is something to think about.
- **Question:** Related to that, do you know whether the demographics of the survey is representative of the demographics of the entire campus population?
 - I can get those numbers but I do not have the exact statistics right now
- **Question:** Cultural Competency training coming from the state will be mandatory. How will that roll out? Also, is there a plan to readminister these and measure growth?
 - We do plan on doing the surveys again, possibly with some adjustments, but likely not on an annual basis.
 - **Response from Rex Fuller:** [Oregon House Bill 2864](#) requires institutions to identify a process to manage cultural competencies. UDAC is one body that will help with the process of managing and delivering them. Ryan Hageman has identified a process and structure for the campus and is submitting it to the University Council as a draft. Next year is when we will be undertaking actions. These surveys will serve as a point of reflection. For measuring improvement, we will decide on a pattern of sending out surveys like with NESSIE(?) and asking where and how to make process.
- **Question:** How are we going to improve or how will we know we've improved?
 - I was hoping this would be done as a collective. I think There needs to be work from administration, committees, and other groups on campus before that question can be answered.
- **Question:** What are some things this group could offer?
 - Analyzing survey data would be helpful. The raw data is available through Dr Shahid, and will be made more available
- **Question:** Based on survey responses, a lot of us feel underpaid, overworked, and do not have a good work and life balance. But they have a want and a need to help the university improve. Is there any chance that administration would offer course release or some other kind of incentive for people who would be willing to help with this?
 - **Response from Rex Fuller:** One good way to help the campus identify priorities for measuring progress and success would be to ask Shahid to run cross-tabs on a specific set of questions and using a specific lens.
- **Question:** Oregon House Bill 2864 mandates certain measures on certain groups. So we should look closely at those groups on campus.

- **Response from Rex Fuller:** I want to be able to say what specific steps we have made progress in.
- **Question:** Is there a way to petition to access the raw data in order to run analyses, if we have appropriate statistical changes?
 - No. At this point we are going to do this through Dr. Shahid so any questions you have about the data, he will do that analysis. You'll have access to the percentages and the questions, but not the raw data due to privacy concerns.
- **Question:** Did Dr. Shahid do this presentation report?
 - I did and he did the statistics
- **Comment:** It could be illuminating to add qualitative data before we take action based on the survey responses.
- **Comment from Rob Winningham:** After seeing this presentation several times, I have thought about high-level observations. One idea is to create an internal-facing website which collects reports and minutes from various groups on campus, such as faculty and staff senate. Another possible idea is the creation of a newsletter.
- Respect and recognition is one area where we need to do more work. Potentially that could include looking at merit pay. It would also be great if deans, department heads, division chairs, and administrators could be more proactive in seeking out good stuff their faculty are doing.
- For creating a campus that is supportive of diversity, this is something we have actively been working on.
- **Question:** Can we as faculty request clarification on the raw data? Can we make this request to Shahid?
 - Yes. Those requests can be made to Judy Vanderburg, who will forward them to Shahid. I would like to see more fine-detail analysis of the results before we make any policy changes. I will think more about making the data set available to bonafide research requests
- **Question:** How widely distributed can this information be?
 - Some of the survey instrumentation is proprietary and not shareable.
 - **Response from Rex Fuller:** I will check on that and get back to the campus on what is available and where it can be found.

8. Informational Presentations and Committee Reports

8.1. Pastega Awards update (Rachel Harrington)

- This year we are adding a new Award for Excellence in Service. We are really excited to add that as a third opportunity.
- We have worked to shorten the application process and reduced the requirements. Applicants now submit materials through TK20 and can leave them in the provost's office if necessary.
- Applications will now also be held for two years, rather than one, with an opportunity in the second year to update your file. So if you are nominated and apply in the first year, your application is valid the following year as well.
- If you could share this information with your divisions, the call for nominees will be coming around February.
- **Question:** What is the nomination process?
 - The e-mails explain this when they go out. Names (and ideally letters) are submitted to the committee, and they then contact nominated individuals to let them know they may apply.

Meeting adjourned: 4:44 pm

5 – 5:15 p.m.

Better Know a Colleague (informal gathering continued, optional)