

Faculty Senate Meeting Minutes

Monday, April 13, 2020

3:30 - 5:00 pm, via Zoom

Senators Present: Ahmed, Bailey, Barut, Billingham, Bowen, Bray, Buerge, Carlson, Castro, Celestin, Clawson, Core, Dowling, English, Figy, Flynn, Granada, Hakansson, Hammond, Harrison, Hill, Hull, Jarman, Lee, Lockard, Marble-Flint, Markova, Millar, Moody, Mozzani, Muthitacharoen, Myose, Navarro, Newman, Nicks, Price, Pulaski, Ross, Schwartz, Small, Smith-Campbell, Solomey, Sternfeld-Dunn, Storrer, Sylvester, Tamtam, Weheba, Yildirim, Zewde

Absent: Bukonda, Decker, Jeffres, Kalomo, Ma, Mirasol, Popejoy

Excused: -

[Attendance 2019-2020](#)

<u>Agenda Item</u>	<u>Process / External Link</u>	<u>Notes and Outcome/Action/Completed</u>
Call to order		3:30 pm
Informal statements & proposals		None
Approval of minutes	<u>March 9, 2020 Minutes</u>	Moved & seconded, approved
President's Report	Senate President Jarman Budget information: <u>scenario 1</u> , <u>scenario 2</u> , & <u>scenario 3</u>	<ul style="list-style-type: none">• Senate President Jarman sent an email to all faculty, summarizing all of the important information in a single e-mail – challenge has been to keep folks informed when faculty are bombarded with too much information• Budget – Senate President Jarman and Senator Pulaski are on the University Budget committee<ul style="list-style-type: none">○ Information shared to this committee has been posted on the Senate website○ There are three scenarios – best, mid, and worst cases; there are no potential remedies the likely gap between revenue and budget at this time; it will involve some kind of tuition increase, some kinds of cuts, and others○ It is important for Senate Budget committee [separate group from University-level Budget committee] to meet in addition to the University budget committee; there are two open slots in Senate Budget committee (one in LAS-SS & one in Applied Studies); please reach out to Rules Committee Chair Sternfeld-Dunn as soon as possible so that those positions can be filled○ David Miller, VP & University Budget Director, will come to the Senate for an update in two weeks○ There were comments that the budget documents (scenarios) were difficult to decipher, and a question was asked was whether adjustment (of salaries) is now off the table○ Provost Muma responded that the three scenarios are based on different revenue estimates; assuming that funding from the state remains the same, there is likely to be a \$6.5 million shortfall; right now market adjustment is still considered to be in the budget, but an increase in salary will be difficult to justify when so many people are hurting; trying to come up with a fair way to cut the budget from different colleges/units; talking about furloughs (which doesn't change one's base) rather than salary reduction; university will get some money from federal government's Cares Act – half of it will go to students, mostly for personal [living] expenses (WSU also raised private dollars to help students), will find out details about how / on what the other half of the Cares Act can be used for; university will have a multifaceted approach; in conversations with Werner Golling (VP Finance), we will not

		<p>want to make allocations “permanent”, but rather make them one time fixes because we may have enrollment re-distribution as more area students come to WSU; summer term is an opportunity to bring tuition dollars when salary costs are lower; it will be difficult to determine year-over-year trend until enrollment is further along – we are up in terms of incoming freshmen, but there is a reduction of returning student numbers</p> <ul style="list-style-type: none"> ○ A question was asked whether furloughs involve faculty; Provost Muma answered that yes, everyone would be considered; this was followed up with a question about what part [of the faculty’s responsibilities should be furloughed] – teaching, service, or research; Provost Muma responded that faculty may not be paid for part of a day, and individuals will have to reschedule their work schedule – this is easier to arrange for individuals on 12 month contract ○ A question was asked whether the sponsored research overhead (SRO) accounts would be swept like in the recent past; response – problem / issue in the past was not knowing [in advance] that SRO account was going to be swept [happened suddenly]; this is not on the table right now; but will need to discuss this with others ○ A senator mentioned that when the State of California had a budget problem and had to cut higher education, universities continued to fund retirement benefits at the same amount even though furloughs cut into faculty salaries – question was asked whether any such discussions had been ongoing; Provost Muma responded that there had been discussions about [non-retirement part of] benefits would not be affected, but retirement benefits could be reduced based on the amount or length of furlough; however, there have been no decisions made on this issue ○ A question was asked whether Graduate Assistant (GA) benefits such as in-state tuition (for out-of-state or international GA’s) be affected; Provost Muma responded that the furlough only affects full-time benefits eligible employees so GA are not affected, but issues such in-state tuition for GA’s have not yet been discussed as something to change ○ A question was asked whether there is a timeline when Deans will be notified how much will be swept; Provost Muma responded that upper administration will try to notify on or about Wednesday <ul style="list-style-type: none"> ● Commencement & Faculty Awards will be virtual
Committee Reports	Rules: Aleks Sternfeld-Dunn Other committee reports	None
Old Business		None
New Business	Academic Integrity (AI): Kyle Wilson (Associate Director, Student Conduct & Community Standards), Brandy Jackson (faculty committee member), and Scott Jensen (Executive Director of Student Life)	<p>Senate website has several AI documents including the new policy, new handbook, a brief explanation of what changed in each section, and a list of those who worked on the changes.</p> <ul style="list-style-type: none"> ● Background provided by Kyle Wilson: <ul style="list-style-type: none"> ○ Changes were suggested by members of the Academic Integrity (AI) Committee in order to align AI policy with the new WSU policy on policies ○ Policy itself has not been changed much, but some of the policy items / description were moved to the handbook, mostly to streamline the procedure / process for students to understand ○ Brandy Jackson agreed that faculty on the committee provided input for the proposed changes ● Question and answer session: <ul style="list-style-type: none"> ○ A senator thanked the committee as well as Kyle Wilson for their work; comment was made that the Faculty Senate will [continue to] have oversight of updates to both the policy and handbook ○ Brandy Jackson commented that VP Shaw is supportive about this feedback [that Faculty Senate

		<p>will continue to have oversight]</p> <ul style="list-style-type: none"> ○ VP GlenMaye commented that we are still waiting on word from University Counsel about changes ○ A senator asked about the online AI process & policy; Kyle Wilson responded that committee is responsible for policy as well as decisions while the Office of Student Conduct processes students reported with AI issues <p>• If there are any comments, please forward them to Senate President Jarman</p>
	<p>One-year extension of T&P clock: Deepak Gupta, Faculty Affairs Comm</p>	<p>Background: Other universities have implemented an extension of the mandatory Tenure & Promotion (T&P) clock, and many faculty [at WSU] have asked about this; the Provost has encouraged WSU consider a similar policy and the Faculty Affairs (FA) Committee has brought forward a recommendation [Discussion about this topic took most of the remaining time; for clarity & organization purposes, some of the questions and comments have been placed together in a common main bullet even though the same (or similar) issue was discussed at different times along this discussion]</p> <ul style="list-style-type: none"> • Provost Muma commented that the Kansas Board of Regents is also considering a system-wide extension of the T&P clock; current policy already has the possibility of two year extension [two one-year extensions for two separate incidents / reasons]; the current coronavirus crisis is the reason that KBOR is considering an extension in addition to the standard two year extension ○ A senator commented that this proposal is a good idea – folks including entire families with children are having to stay at home, and it is very difficult to work on research ○ A senator commented on gender inequality in normal circumstances due to child care issue, that it may cause undue burden on women with young children; concerned about having the same timeline during the current crisis ○ A senator commented that he would be willing to endorse the proposal if it applies to all tenure-track faculty; response by Senate President Jarman: yes, everyone’s [tenure clock] will be moved back [unless they opt out and want to be considered at the original mandatory year] ○ A senator commented that there is already a clause to request an extension, if anyone is affected [additionally] by being sick, one can request an additional extension; VP GlenMaye mentioned that extension for either parent, during child birth or adoption, will be granted just by submitting a request, and other requests will require extenuating circumstances ○ A senator commented that this proposal would provide simplicity [on this issue for all of us affected by the current crisis] • There were a large number of questions & discussions around the topic of going up “early” vs. on time <ul style="list-style-type: none"> ○ A senator asked if this [extension of T&P clock] is available for all faculty; Senate President Jarman responded that everyone will have a new[ly defined] mandatory year and an individual would have to opt out [if no extension is desired] ○ A senator asked whether there would be anyone going up [for tenure next year] if there is no mandatory tenure [occurring] next year; Senate President Jarman commented that individuals who undergo review in the [previously] standard timeline [5 years of record & review in sixth year] will have to opt out; VP GlenMaye commented that request for external review letters need to go out according to the traditional deadline [for those external review letters] so [those who want to go up next year] need to opt out by then ○ A senator commented that if a faculty does taken an extension, then more [accomplishments] should not be expected because of the extended time – the proposal should include language on this issue

- [no response on this issue because of second question being asked & discussion taking off from it]
- Second item – what is the difference between opt out [of automatic time extension] and opt in [for time extension]; response by Senate President Jarman: FA committee discussed this [difference] and preferred [everyone automatically extended with option to] opt out as standard; VP GlenMaye commented that if you [opt out &] go up in the [traditional] mandatory year then normal expectation may not be applied [even though the review will occur in what had been the mandatory year]
 - A senator commented that when California’s public university system adopted adding an extra year [to the T&P clock during their last crisis], they let tenure-track faculty go up “on time” [i.e. in their traditional mandatory year], and if those individuals did not make tenure then they could go up the following year [because first attempt was considered to be early]; VP GlenMaye responded that this could be added into the proposal, but the Senate would have to add it [include such language] in the proposal; Senate President Jarman commented that individuals can choose to add [an extra year] or not, it is up to the individual [but the proposal does not allow an individual to be considered twice]
- [Much later in the Senate discussion, there were further questions & comments on this issue]
- A senator asked if opting out is considered going up early or in mandatory [year]; VP GlenMaye commented that going up early can be done once, but the next attempt must be in the mandatory year; another senator commented that opting out would then be advantageous; VP GlenMaye followed up that if an individual opts out [and it is the individual specifying what the mandatory year is], then the same [accomplishment/record would be expected], but if it is considered to be early [because the individual gets two “tries”] then many [who have served on T&P committees] say that more [accomplishment/record] would be required; the first senator asked for a clarification from Provost Muma who responded that to my knowledge, there is no change in the standard [of expectation of accomplishments] although a clarification in the T&P policy has been made; VP GlenMaye mentioned that the policy is in 4.18 stating that early [grant of tenure] requires exceptional [merit]; Provost Muma commented that this update was made this year, but cannot remember for sure; a different senator commented that update hasn’t been made
 - VP GlenMaye commented that although this [comment] would not affect the proposal, how to handle folks going up early ought to be considered; Provost Muma commented that a sense of the faculty would help [the T&P committee and administrators on how to view those going up early]
- [Final clarification from Provost Muma (after the Senate meeting) – opting out means that the individual is choosing to go up at one’s “normal” time [i.e. five years of record with review in sixth year], and this is considered normal, not early; if one chooses for an extension [by **not** opting out], it is also considered normal [time]; neither situation requires showing evidence that it is for an early [T&P] review; thus, an individual would get one chance, normal time frame or extended time frame.]
- A senator asked whether external review requirement will be relaxed for this upcoming year’s group; Provost Muma responded to the timeline part of the question, that timeline will not be changed for next year’s group, and if anyone is concerned about external review, those individuals may want to take the extra year; VP GlenMaye commented that this issue may be worth discussing with [i.e., between the individual considering going up and] their chair & dean; Provost Muma commented that external review letters can always be added later [upon arrival after the review has begun]
 - A senator asked whether this would affect non-tenure track faculty [promotion review]; Provost Muma responded that those are all voluntary so this proposal has no effect [on non-tenure faculty]; also there

		<p>are no external reviews [in non-tenure track faculty promotion review]</p> <ul style="list-style-type: none"> • A senator asked a question which most affects non-tenure track faculty: online SPTE results may be quite different so would this be taken into account? <ul style="list-style-type: none"> ○ A senator who was an online faculty fellow in the past commented that online SPTE is voluntary [i.e. students are not in class when they take them] and that it tends to be real low or real high based on how many students respond – it tends to be “all over the place” ○ A number of senators mentioned that departments would probably take this into account ○ Senate President Jarman commented that KBOR only requires one teaching evaluation must be submitted each year; VP Shaw also commented that online SPTE is not required ○ A senator commented that everyone should still be encouraged to do the online SPTE and they can decide whether to include or not include the results [in the annual review and T&P dossier] • A senator asked whether this would impact colleges doing a 3rd year review [i.e., in the middle of the T&P timeline]; VP GlenMaye commented that this is a college / departmental level issue so this is a question for deans and chairs • A senator asked how annual reviews might be affected; comment/response from Senate President Jarman – the present crisis impacts everyone including faculty, staff, and students • Regarding proposal voting as it relates to the upcoming T&P timeline <ul style="list-style-type: none"> ○ A senator asked what the timing for voting on this proposal is; response by Senate President Jarman: it would be good to get it passed quickly; another senator commented that this proposal would help those who are affected by the stay at home order, Faculty Affairs has recommended this policy to help those folks, and this needs to be voted on quickly ○ Motion was made to approve this proposal and seconded; a senator asked /commented that this is really a first read of the proposal; Provost Muma commented that KBoR is likely to make this [or similar] be [system-wide] policy [so coming up with a local way to implement it would be good] ○ Proposal for one year extension of T&P clock passed – 45 votes in favor and 1 against • Please forward any strong concerns to Senate President Jarman
	<p>Proposal for credit/no credit grading option for 2020 spring semester: Gina Crabtree, Registrar</p>	<p>Background: faculty will enter grades as usual, but students will get an option to be given Credit (CR, for C- and up) or No Credit (NC) with the exception that some programs with accreditation requirements may require letter grades</p> <ul style="list-style-type: none"> • A senator commented that lots of exceptions come into play, and students should really contact their advisor to determine the impact of choosing CR/NC; Gina Crabtree commented that a web app is being developed so that students can choose the individual class [for CR/NC option] – thought is to have the confirmation button linking to a list of FAQ’s, working with advisors for a list of concerns to create a message for students now rather than later • A question asked how CR/NC option will be treated in courses with a C or better prerequisite requirement or in programs that require C or better in courses for their program; Gina Crabtree responded that CR will be treated the same as a C grade because no numerical grade point is associated with it, same issue occurs when a student transfers a course with CR “grade” being able to get into the next course – there is no way to figure out if CR at another institution was given for C- or C • A senator asked whether this CR/NC option is only for this semester; Gina Crabtree responded that the plan is only for this semester, perhaps may need to revisit on this topic if it seems likely for next [i.e.

		<p>fall] semester; Senate President Jarman commented that this [CR/NC] option would not be available in the summer term because all courses are remote or online</p> <ul style="list-style-type: none"> • A question was asked whether different colleges might be able to have a different system; Gina Crabtree responded that it will be standardized across the entire university • A senator asked if incomplete (I) can still be given; Gina Crabtree responded that giving I's is up to each faculty, but cautioned about giving I's to a lot of students • Final comment by Gina Crabtree: lots of other institutions are doing this [CR/NC] with some giving a choice to students; we are trying to compromise by considering many issues; CR for C- and above would help students under the current stressful situation • Proposal for CR/NC option passed – 38 in favor and 4 against
	Senate election update: Gery Markova, Senate VP	Nominations for Faculty Senator are due this Friday 17 April – if your term is up, please nominate yourself or someone else
	Convergence Science	LAS Dean Hippisley announced that there will be three (zoom meeting) Townhalls: Sustainability on Th 23 April at 2pm, Health Disparities on Fri 24 April at 1pm, and Digital Transformations on Fri 24 April at 3pm; information on how to RSVP will be provided in WSU Today in near future
As May Arise		None
Adjournment		5:10 pm

Next Senate Meeting: April 27, 3:30-5:00 pm, via Zoom