

Faculty Senate
McCormick Room, Collins Library
Minutes of the September 11, 2017 meeting

Present:

Kena Fox-Dobbs, Pierre Ly, Tiffany MacBain, Jung Kim, Sarah Walling-Bell, Rachael Laitila, Kris Bartanen, Lynda Livingston, Gwynne Brown, Robin Jacobson, Peter Wimberger, Kristin Johnson, Sunil Kukreja, Paula Wilson, Alisa Kessel

Guests: Gayle McIntosh

1. The meeting was called to order at 12:00pm

Kessel thanked Fox-Dobbs for the minutes from last meeting. Great structure.

2. Announcements none

3. M/S/P to approve the minutes of August 28, 2017

4. Updates from ASUPS or Staff Senate

ASUPS:

Walling-Bell reported that ASUPS Senate had a conversation about the new Sexual Misconduct procedure document.

ASUPS also completed club leader orientation.

She announced three ASUPS events coming up this week.

1. Tue 9/12 at 5:30 pm, Tahoma Room, Dr. Robin DiAngelo will present "Seeing the Water: Whiteness in Daily Life," an in-depth exploration of racism, white socialization, and how to create bonds across racial divides.
2. Thur 9/14 at 7:30 pm in Schneebeck, Las Cafeteras, a Latin alternative band will perform.
3. Fri 9/15 at 3:00 pm in Schneebeck, Mariachi Huenachi, a mostly female group from Eastern WA will perform for the Latinx Heritage Month Celebration.

Staff Senate - Kessel will follow up with Staff Senate to see if the representative(s) are informed about the Faculty Senate meetings.

5. Updates from liaisons to standing committees

LMIS Faculty Senate liaison- Fox-Dobbs reported:
Sue Hannaford agreed to chair LMIS.

Feedback from LMIS: Charge given about information management is vague and included information on security issues. LMIS is seeking clarification for the charges. Wondering when they do something what happens? Maybe that needs more attention. Would we want LMIS to give us context for information on security issues?

Second charge – report back on review of library acquisitions. Faculty Senate wants to affirm a standing charge.

Jane Carlin shared the library annual report with Fox-Dobbs. Carlin is also available to meet with the Faculty Senate, if we decide that would be useful. It was suggested that the library annual report go to LMIS.

ASC - Faculty Senate liaison Wilson reported:

Greg Elliott agreed to chair the committee in the fall and Danny McMillian agreed to chair the committee in the spring.

There were no additional charges to the ongoing charges in the Faculty ByLaws for the ASC. After the meeting, Wilson contacted Elliott to encourage the ASC to consult with Laura Martin-Fedich, VP for Enrollment about the policy and practice concerning Running Start credit and AP credits during the admissions process and to recommend policy changes if deemed necessary.

Curriculum Committee – Faculty Senate liaison Jacobson reported:

Ben Tromly agreed to chair the committee.

Began a good conversation about what could be streamlined about their processes to allow more room for creative work by the committee.

PSC - Faculty Senate liaison MacBain reported:

Amanda Mifflin agreed to chair the committee.

UEC - Faculty Senate liaison Livingston reported:

Derek Buescher agreed to chair the committee.

There was discussion about whether to add the Phibbs Award to be a standing charge.

Kessel said the Faculty Senate should try to bundle the proposed revisions to the Bylaws (from UEC, IEC, and IRB) on the agenda. These are housekeeping issues. We should aim to get the proposed revisions to standing charges will be taken to the Board of Trustees in Feb 2018.

Kukreja recommended not adding a new standing charge for specific awards. An existing standing charge already exists and the committee has been administering a number of named awards. L. Livingston and Kessel will connect with Buescher to discuss this issue.

A member of the faculty suggested a possible charge to change the per diem amounts for faculty conferences. Should we charge UEC with exploring the per diem amounts? Hotel plus food cap is \$125.

Kukreja has been compiling numbers in order to create more flexibility to provide a framework for how we might be able to proceed. About three years ago the BTF went from an annual allocation of \$98,000 to about \$125,000 to fund faculty conference travel. Kukreja has been gradually increasing that limit from \$125 to \$140 per night. Kukreja has some data to see if we can change the way in which the allocation works. Instead of faculty needing receipts for hotel and meals, one idea is to give a daily allowance to faculty to use as they see fit.

Livingston and Jacobson agreed to work together to craft a charge for the UEC related to per diem amounts for conference participation.

6. Discussion of charges to standing committees for 2017-18

IEC, Faculty Senate liaison Wimberger reported:

Kriszta Kotsis agreed to chair the committee in the fall and Diane Kelley agreed to chair the committee in the spring.

In addition to the ongoing charges in the Faculty ByLaws, the Faculty Senate charges the IEC:

Charge 1: With respect to the issue of sexual violence, continue the review of sexual violence policies at study abroad programs used by Puget Sound students and recommend action for those policies that don't conform to our standards.

Charge 2:

a. Continue to review the current list of study abroad programs and eliminate programs that do not provide something distinctive (e.g. language, discipline, or geography) or are expensive relative to Puget Sound tuition, room and board.

b. Develop language that clearly incorporates this charge into the standing charge that deals with program review.

Charge 3: Develop recommendations for how Puget Sound can best recruit, welcome and support international students. Work with the appropriate offices and groups to implement these changes.

Charge 4: Further examine the causes of the disparity in first-generation and historically underrepresented student participation in study abroad. Review and implement recommendations (2017 IEC Final Report) to reduce that disparity.

Senate M/S/P approved the charges.

COD, Faculty Senate liaison Kim reported:

Charge 1: Continue work with PSC to support the need for addressing bias in course evaluations and to contribute to the development of an education strategy, if this is the decision of the PSC.

Kessel asked Brown to speak to the issue of Question 6 in the curricular review for schools, departments, and programs. COD has been given this charge a number of years in a row. Add a charge to the curriculum committee to take up the work done by the COD last year (which included a recommended change to the wording of the question).

What is the COD supposed to do given the existence of the Diversity Advisory Committee? Kessel believes that is a question for the Faculty Senate to propose, and not one the COD can answer.

Senate M/S/P approved the charge.

The Senate did not have any charges for the UEC at this time.

7. Discussion of draft guidelines: Academic Freedom and the Exercise of Free Speech at Puget Sound **Attached (Appendix A)

Visitor Gayle McIntosh reported that many university policies for academic freedom and the exercise of free speech have been categorized in terms of Time, Place and Manner.

Instead, Puget Sound drafted a statement of community guidelines about what the institution cares about, what it will support and how it will balance the tension between academic freedom and free speech. There is some level of judgment in all of this.

Questions were raised about what is meant by defamation.

One faculty member wanted more information about discriminatory harassment policy vs. sexual harassment policy.

There were questions raised about bullet point number 2 under public postings on p.2 of the Draft guideline: Academic Freedom and the Exercise of Free Speech. There was a need for clarity on who could remove a posting. Senators discussed possible new language under bullet point 2, "Protests and Demonstrations." McIntosh will address these points.

McIntosh reminded us that the University has a policy under postings and that most of what is posted has been approved. Some are related to safety of persons.

Under anonymous expression, individuals are responsible for what they put up, whether they sign it or not.

Ly asked whether the draft document should go in the minutes. If yes, include DRAFT across the draft before posting it with the minutes.

Kessel asked if a new draft could be ready by our meeting next week? McIntosh believed that one could be ready.

Student representatives were asked to share their feedback on the draft. Laitila suggested clarifying what it is that students are not allowed to say (for example, by defining defamation) would be helpful, especially given what happened last year.

Walling-Bell was glad to see the reference to anonymous postings.

Jacobson asked a process question. She would prefer to look over the draft policy after students have reviewed it and we hear their feedback.

Kessel said the draft policy came to the Faculty Senate first because of the Academic Freedom issue. Student representatives will get to review the draft policy as will staff representatives.

8. Discussion of revision of educational goals

Note: we did not get to this item

9. Discussion of Independent Colleges of Washington faculty leadership conference

** Kessel asked whether any faculty senate members would be interested in attending a Leadership Conference 'Leading Your Peers' aimed at supporting faculty leaders, especially at the associate level. It will be held on November 9 and 10 (Thur and Fri) 2017 at Gonzaga University in Spokane, WA. Puget Sound plans to send three-to-five faculty. If anyone from the Faculty Senate wants to go, or if faculty senate members have anyone to recommend for the conference, let Kessel know.
(see Appendix B)

10. M/S/P to adjourn at 1:23pm.

Minutes prepared by Paula Wilson.

Respectfully submitted,

Pierre Ly

Secretary of the Faculty Senate

Overview

University of Puget Sound President's Cabinet has identified a need to have in place this fall a statement that affirms vigorous support of academic freedom and the exercise of free speech, including demonstrations and protests, in a manner that protects the rights and safety of all members of the campus community.

Such a statement is intended to articulate community standards that all members of the Puget Sound campus community are obligated to uphold. It sets an expectation that the exercise of freedom of expression carries responsibilities and can—and should—be challenging. It affirms that the university is and must be a site for the free expression of ideas, while acknowledging that ideas can come into conflict, that disruption in the form of protests or demonstrations can and will happen, and that the university supports disruptive activities that don't deprive others of their rights or compromise their safety.

Many colleges have protest policies included in their student handbooks. Puget Sound does not address this issue as clearly or extensively as some other colleges. The most fully developed statements appear to include:

- Commitment to freedom of speech/expression and the right to gather peacefully
- Prohibition (and definition) of disruptive actions
- Prohibition of protests led by those who are not members of the campus community
- Authority of campus officials and local law enforcement to intervene
- Clarification that participants speak for themselves and do not represent the college

Puget Sound's statement must reflect the needs of our community and will only be effective to the extent it is endorsed by the governing organizations of the faculty, student body, and staff. It is brought forward for consideration by the Faculty Senate as a first step in this process.

Examples

Colorado College

<https://www.coloradocollege.edu/other/studentguide/pathfinder/college-policies/protest-and-dissent.html>

Emmanuel

<http://www.emmanuel.edu/student-life/student-affairs-administration/emmanuel-college-student-guide/policies-procedures/general-college-policies-procedures/peaceful-demonstrations-protests-and-expressions-of-dissent.html>

The Evergreen State College

The Evergreen State College has links on its website to some 200 policies, including [Event Security and Safety](#). See also: Safety, Equity and Free Speech at Evergreen, <http://evergreen.edu/news/update-safety-equity-and-free-speech-evergreen>. Evergreen's Student Activities Handbook includes a Risk Assessment Review Process required for student-planned events that are open to public and expect an audience of 100 or more. The assessment must be submitted four weeks prior to the event.

Franklin and Marshall

<https://www.fandm.edu/college-policies/campus-events/public-demonstrations-and-protests-policy>

Lewis and Clark

<http://www.lclark.edu/live/profiles/3934-freedom-of-expression-amp-academic-inquiry-policy>

Middlebury

http://www.middlebury.edu/about/handbook/misc/demonstrations_protests

Oberlin

<https://new.oberlin.edu/students/policies/policies-and-procedures-for-protests-and-demonstration>

Pacific Lutheran

<https://www.plu.edu/srr/>

Reed

https://www.reed.edu/academic/gbook/comm_pol/dissent.html

Simmons

<http://www.simmons.edu/student-life/handbook/rights-responsibilities/protest-and-demonstration-guidelines>

Whitman

<https://www.whitman.edu/academics/academic-resource-center/student-handbook/student-rights-and-responsibilities/other-prohibited-conduct>

Willamette

http://willamette.edu/offices/conduct/student_rights/rights_reponsibilities.html

DRAFT

Academic Freedom and the Exercise of Free Speech at Puget Sound

Academic Freedom and the Exercise of Free Speech at Puget Sound

University of Puget Sound fully embraces, supports, and defends academic freedom as a fundamental expression of its mission and core values as a liberal arts college, and in accordance with the First Amendment right to free speech.

The community standards to which we ascribe as members of the faculty, staff, and student body call upon us to promote academic freedom and free speech, and to do so in a manner that protects the rights and safety of all members of the campus community. Our commitment to the free exchange of ideas includes the right to assemble, protest, and demonstrate in accordance with university policies designed to respect the rights, promote the dignity, and protect the safety of campus members and guests.

Controversial topics

- Both in and out of the classroom, the right to free expression extends to all ideas—including those that spark disagreement, are known to be false, or are antithetical to liberal arts ideals—but not to those that are discriminatory or defamatory.
- Per guidelines established by the American Association of University Professors, professors may choose to restrict engagement in controversial topics during class time that are unrelated to course content.

Protests and demonstrations

- All such events (including those that involve participation by alumni, local community members, or others) must be sponsored, organized and/or led by current students, faculty, or staff members.
- Students involved in a protest or demonstration are expected to maintain responsibility for their academic requirements, including class attendance.
- The campus will preserve space for demonstration or protest to occur. If an event or essential operation is adversely impacted by a demonstration or protest, a representative of the college may ask those involved to relocate to an alternate location or to otherwise modify activities so as not to interfere with the rights of others, including the right to listen. Individuals or groups who fail to comply with such requests are in violation of college policies and may be subject to applicable conduct and safety policies.
- An unacceptable level of disruption is defined as interfering with operations or the ability to provide services in a manner that intimidates or infringes upon the rights of others, including impeding the ability of others to attend, see, hear, speak, access or participate in events or activities; or materially threatening the safety of persons or property.

Distribution of material

- Members of the campus community are welcome to distribute literature in accordance with university policies.
- Distribution should not significantly obstruct or disrupt classes, events, or other college functions such that it interferes with the ability of others to see, hear, speak, access, or participate in events or activities.
- Distribution of material that harasses or defames individuals or groups is not permitted.

Academic Freedom and the Exercise of Free Speech at Puget Sound

Public postings

- University of Puget Sound students, faculty, and staff members are entitled to exercise free speech through postings in public spaces. Postings must comply with existing college policies designed to protect the safety of persons and property (including those that specify on what surfaces and with what substances postings can be made) and are defined as those made in contexts both physical (walls, doors, sidewalks) and electronic (blogs, websites, social media).
- Postings that are related to a specific person or group may be removed at the discretion of the individual or group; postings that are defamatory or harassing should be removed upon discovery and reported to college officials.
- All physical postings will be removed at the end of the event to which they are related.

Anonymous expression

Anonymous authors exercising the right to free expression are responsible for the content of their speech or other form of expression. Anonymous expressions may be removed at any time by any person.

Freedom of movement

Protesters may neither impede nor harass pedestrians or vehicular traffic, or deny or obstruct use of pathways, offices, or facilities used by students, faculty, staff, or campus visitors.

Representing the college

Every person has the right to have an opinion and state it publicly. Members of the campus community are encouraged to make clear in their public expressions, writings, demonstrations, or posts if they are speaking on behalf of a group or the college as a whole, or if they are speaking only for themselves and sharing thoughts that do not necessarily represent the views of the college or the college community as a whole.

Time, place, and manner

College officials have the right and responsibility to limit the time, place, and manner of protests or demonstrations to ensure that they do not censor or obstruct the exchange of ideas or place individuals or campus property at risk. Criteria to be considered before requesting relocation of a protest or demonstration include:

- *Is personal safety at risk?*
- *Is property at risk?*
- *Is the ability of others to see, hear, or speak impeded to such a degree that they are not able to exercise their rights to free speech and freedom of movement?*

Adherence to law

Any action or communication that violates college policy or federal, state, or local law is prohibited.

Related information

- [Political Activity Policy](#)
- [Email, Voicemail, and Network Use Policy](#)
- [Campus Policy Prohibiting Discrimination and Harassment](#)



Independent Colleges of Washington

2017 ICW Fall Faculty Leadership Development Conference | November 9-10, 2017

Theme: "LEADING YOUR PEERS"

Hosted by Gonzaga University | Spokane, WA

AGENDA

Thursday, November 9

- 4:00pm Welcome reception** HEMMINGSON CENTER – JOANN JUNDT LOUNGE (2nd floor)
- *Pick up materials and nametags*
 - *Informal networking*
 - *Light refreshments will be provided*
- 5:30pm Dinner & Speaker**
- HOST: **Brian Severson, Gonzaga University**
- *Introduction of context that brings us together*
 - *Introduction of Planning Committee members*
 - *Introduction of speaker*
 - **SPEAKER: Dr. Thayne McCulloh, President Gonzaga University**
- 7:00pm Evening dismissal**
- FACILITATOR: **Dawn Keig, Whitworth University**
- *Review of materials packets*
 - *Review of "homework" for Friday's sessions*
 - *After dinner participants are encouraged to take advantage of GU's proximity to downtown Spokane and enjoy some social time. Information about local venues will be available in packets..*

Friday, November 10

- 8:30am Breakfast** CROSBY CENTER – ROOM TBD
- Breakfast bar/buffet be provided.*
- 9:00am Session I: Leadership Challenges Roundtable** CROSBY CENTER – ROOM TBD
- FACILITATOR: **Barry Balof, Whitman College [UNCONFIRMED]**
- The purpose of the initial session is to set the tone for the day's activities. We will start with a facilitated and interactive roundtable session to provide semi-structured opportunities for all participants to begin to discuss, share, and explore key faculty leadership issues and ideas.*
- **Formal Introductions:** name, school, faculty position, academic leadership positions holding/held/targeted for future
 - Recognition of different types of academic "leadership" (administrative, governance, department/program)
 - **Warm-Up Activity:** Discuss short reading and case study (*included in materials packet*)
 - **Hot Topics Discussion:**
 - Review of top 10 leadership development categories identified by ICW Leadership Planning Team (*this list is included in materials packet*)
 - Discussion of individual and institutional goals from today's investment
- 10:30am BREAK**
- 10:30am Session II: Lessons from the Trenches Panel** CROSBY CENTER – ROOM TBD
- Three experienced faculty leaders will each deliver 10-15 minute talks relating a personal experience they have had with an academic leadership challenge, how they handled it, and what they learned from it. Each talk will include specific advice/takeaways. Session will include Q&A with all panelists.*
- MODERATOR: **Cheris Current, Walla Walla University**
- PANELIST #1: **Alisa Kessel, University of Puget Sound [UNCONFIRMED]**
- PANELIST #2: **Craig Hinnencamp, Whitworth University [UNCONFIRMED]**
- PANELIST #3: **Brian Severson, Gonzaga University**



- 12:00pm Lunch** CROSBY CENTER – ROOM TBD
During lunch we will review the afternoon agenda including the breakout session logistics
- Session III – Practical Leadership Skills Breakout Workshops**
There are two different interactive breakout workshops; everyone will participate in both. Group A will go to Session A first; Group B will go to Session B first. Then we will switch at the break, and the sessions will be repeated. (Groups will be denoted in the materials packets).
- 1:00pm BREAKOUT SESSION A** CROSBY CENTER – ROOM TBD
TOPIC: **Organization and project management skills for faculty leadership**
FACILITATOR: **Dawn Keig, Whitworth University**
- 1:40pm BREAK**
Participants move to other breakout session room
- 1:50pm BREAKOUT SESSION B** CROSBY CENTER – ROOM TBD
TOPIC: **Soft skills development for faculty leaders**
FACILITATOR: **tbd, Gonzaga University**
- 2:30pm BREAK**
- 2:45pm Session IV – Sharing Best Practices & Resources** CROSBY CENTER – ROOM TBD
FACILITATOR: **Brian Steverson, Gonzaga University**
One of the goals of the conference is to share resources with each other related to leadership development that we can take back to our respective institutions.
- **Tips:** Participants will discuss the “homework” tip/advice that they prepared (in materials packet), which is related to one practical tip or technique that they have found useful in faculty leadership experiences.
 - **External Resources:** Participants will share regional and national resources for faculty leadership training that they have used, participated in, and/or heard of. Resources will be gathered, consolidated, and distributed after the meeting.
 - **Resource Network:** Additionally, WE are all resources for each other. So to supplement the informal relationships that will be forged throughout the workshops, we will also formalize specific topics/areas/scenarios that each of us could potentially be a resource for each other. Everyone has something to offer, regardless of depth of experience. We will gather some of that information together to formalize a peer-to-peer ICW leadership support network that we can all participate in and call upon throughout the year.
- 4:00pm BREAK**
- 4:15pm Wrap Up – Reflection, Learnings, Future Planning** CROSBY CENTER – ROOM TBD
- **Individual Reflection:** Structured reflection on key takeaways
 - **Institutional Follow-up:** How will we each carry the information from this investment back to / within our respective institutions? Idea sharing, plans formulated
 - **Future Planning:** Ideas, priorities, topics, formats, resources for future training
- 5:00pm Conference dismissal**