

Minutes of the September 18, 2012 University of Puget Sound Faculty Meeting

1. Call to order

Academic Vice President Kris Bartanen called the meeting to order at 4:03 p.m. President Thomas planned to attend, but a required Board committee meeting was scheduled in conflict. Fifty-one members of the faculty were present by 4:15 p.m.
2. **M/S/P Warren/Ward to elect Alyce DeMarais as faculty secretary for 2012-2013.**

Approved by acclamation.
3. **M/S/P Brown/Warren to approve the minutes of the April 17, 2012 Faculty Meeting.**
4. Announcements
 - Jennifer Hastings announced that the School of Physical Therapy is offering an exercise clinic available for those who need to be cajoled into exercise. Contact the School of Physical Therapy for information. The clinic is open to anyone (e.g., family members, friends, community members).
 - October 6: Race, Education, and Criminal Justice Conference. Students may attend without charge but must register.
 - Second week of October: Cuban Cultural Festival. Consult the calendar for eleven events in four days.
5. Academic Vice President Kris Bartanen provided the following report:
 - The Mellon Foundation awarded Puget Sound a second grant of \$700,000 to support junior faculty sabbaticals over the next few years.
 - Thanks to all who worked to get new students registered this August. We have 631 first-year students and 66 transfer students. We are currently working on the Spring 2013 schedule and need 9 more Scholarly and Creative Inquiry Seminars for the spring.
 - Sophomore retention: 86%; Junior retention: 82% (a little higher than average).
 - Looking ahead to 2013-2014, remember we will need Seminars in Scholarly Inquiry (SSI) I and II seminars. The \$500 incentive for SSI proposals remains in effect.
 - PrintGreen was implemented this summer and will be fully in effect Oct 1. The 750 free print "allowance" is generous (so there is no need for faculty to photocopy additional materials to distribute to students).
 - The Finance module of PeopleSoft was implemented July 1:
 - 1) we know it has been bumpy and that everyone is working hard
 - 2) call the technology services service desk (x8585) to get one-on-one help
 - 3) help includes providing budget reports as needed
 - 4) Alyce DeMarais continues to be academic liaison to the Optimize project. She encourages you to contact her with requests/comments.
6. Faculty Senate Chair Brad Dillman provided the following report:
 - The Faculty Senate has successfully completed committee and service assignments, save one. We still need a faculty representative to ASUPS.
 - A few issues were raised at the senate retreat including:
 - General governance issues (e.g., sizes of committees, service assignments)
 - Low- or no-cost ways to support faculty scholarship

- Broader issues about liberal arts education/higher education in the US
- Developing relationships between the faculty and the Board of Trustees
- Faculty governance listserve: all voting faculty members, as defined by the *Faculty Code*, will be added to the listserve. Those faculty members who do not want to remain on the listserve may unsubscribe.
- The senate has begun discussing charges for committees.

7. How Do Our Students Change Between the Freshman and Senior Years? Experiences, Learning, and Outcomes from the Class of 2012.

Ellen Peters (Director of Institutional Research) and Peggy Burge (Librarian) presented information from last year's senior survey (Appendix A). They will provide survey results specific to departments sometime this year.

8. Proposal for Co-Governance

M/S/Withdrawn (Anderson-Connolly/Haltom) the adoption of the following Resolution for Co-Governance:

Resolved, That the faculty at the University of Puget Sound request representation on the Board of Trustees with full voting rights and all other privileges associated with the position and, be it further

Resolved, That the faculty request a doubling of the number of trustees with the new positions to be filled by representatives of the faculty and staff and, be it further

Resolved, That the faculty and staff shall elect their representatives to serve on the Board of Trustees for terms of three years.

See Appendix B for the resolution text and arguments for the resolution.

Discussion:

- Clarification of second clause of resolution regarding the proportion of faculty on the board. The resolution suggests an increase in the number of board members with 50% of the total members coming from the faculty/staff.
- There are currently 33 board members. The chair of faculty senate is an *ex officio* member of the executive committee and a faculty member serves on each of the three trustee working committees. None of the faculty members are voting members.
- Clarification of responsibilities, in addition to rights and privileges. The faculty/staff members would be full members of the board and, therefore, under the auspices of the board bylaws. This is a significant obligation.
- Many board members provide substantial financial contributions to the institution. Would this be expected of the faculty/staff board members? Resolution calls for a doubling of the number of board members so the board would not lose those who contribute financially. Rich would object if financial means was a criterion for board membership.
- Concern that conflict of interest might arise if employees are making decisions about

the institution, including their own compensation. This potential conflict of interest could be offset by the efficiency argument stated in Appendix A.

- This is first vetting of this resolution—the staff senate has not yet been involved.
- Concern about representation by a relatively small number of faculty members, although the stakes are high and the members would be elected by the full faculty.
- Currently no known models for this mode of governance at institutions in the US; however, there are some institutions in Germany with this governance model.
- Concern about having enough faculty members for board positions. An alternative model would be to have the Senate Chair and other board committee representatives be voting members. Some noted that faculty representation on the board would be beneficial but faculty members composing half of the board membership is unwieldy.
- Historically, have there been any incidents that this resolution has been developed to rectify? The resolution is meant to address future decisions. Two historical items mentioned by faculty members were the dissolution of the Northwest tuition exchange program and the sale of the law school.
- There was some discussion about the extent of the democratic nature of this resolution. For example, would we expect the trustees to be involved in hiring faculty members? The rationale for this model is the group impacted by decisions should be making those decisions.
- Two points of information:
 - Most of board members are alumni or parents.
 - The board makes broad strategic decisions but not operational decisions.
- Some faculty members noted that the current board members are deeply committed to the institution and, by nature of their professional positions, have experience looking at broad strategic issues. Others like the idea of having faculty representatives on the board allowing for different perspectives. Currently, faculty representatives to board committees are appointed by the president upon recommendation of the standard faculty committee appointment process. The faculty should discuss to what extent it would want to have formal representation (voting).

Following the discussion, Rich Anderson-Connolly withdrew the motion and will revise the resolution. Keith Ward suggested presenting the revised resolution to the senate.

9. Faculty Profile Discussion

Kris Bartanen presented a draft of the faculty survey data (Appendix C) she will present to the board. She welcomes any feedback. Comments from the faculty members in attendance:

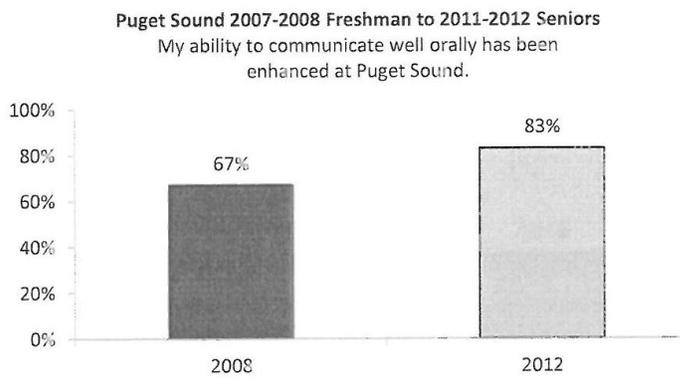
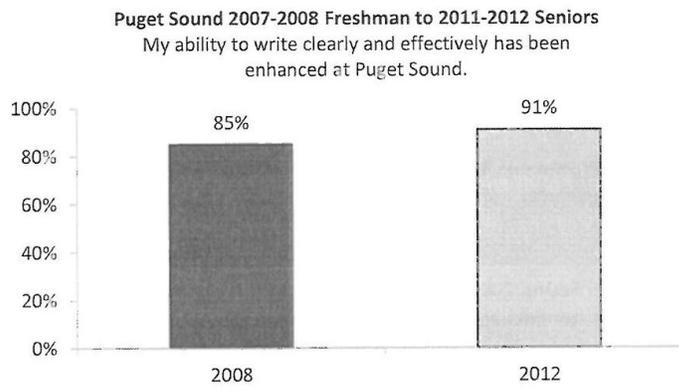
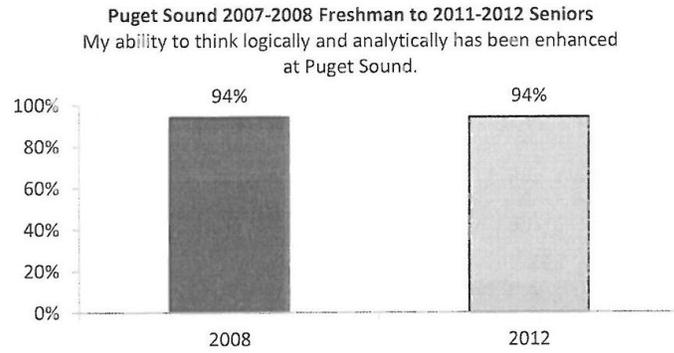
- Include more about the sciences, especially regarding labs.
- Note faculty participation in the intellectual and social life of the college community.
- The hours presented total 40 hours—most faculty members are working more than 40 hours per week.
- Include time spent in professional service.
- The juxtaposition of the relatively little amount of time spent on research with the identified importance of research provides a good rationale for sabbatical leaves.

10. **M/S/P to adjourn at 5:20 p.m. (by acclamation)**

Respectfully submitted by Alyce DeMarais, Faculty Secretary.

Appendix A: Senior Survey Data

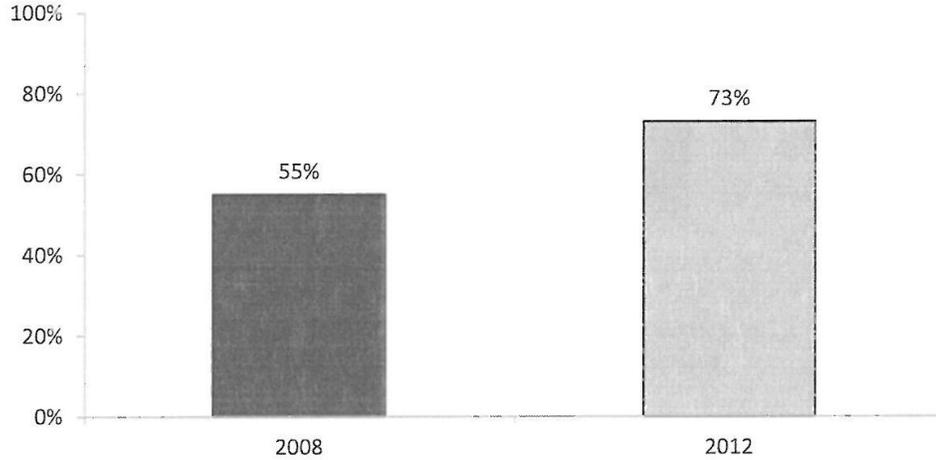
**Freshman to Senior Year at Puget Sound, the Class of 2012
September 18, 2012 Faculty Meeting**



Notes: 2007-2008 Freshman data was collected on the National Survey of Student Engagement (NSSE), administered Spring 2008 (50% response rate). 2011-2012 Senior data was collected on the Senior Survey, administered Spring 2012 (47% response rate). Results include responses of "Very Much" and "Quite a Bit".

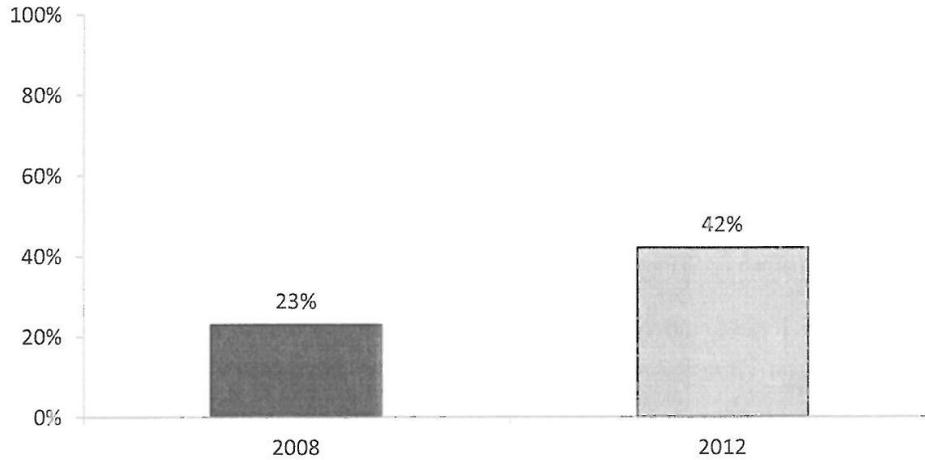
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Puget Sound 2008-2009 Freshman to 2011-2012 Seniors: Time Management
I complete most or all of my work for a research assignment just before it is due.



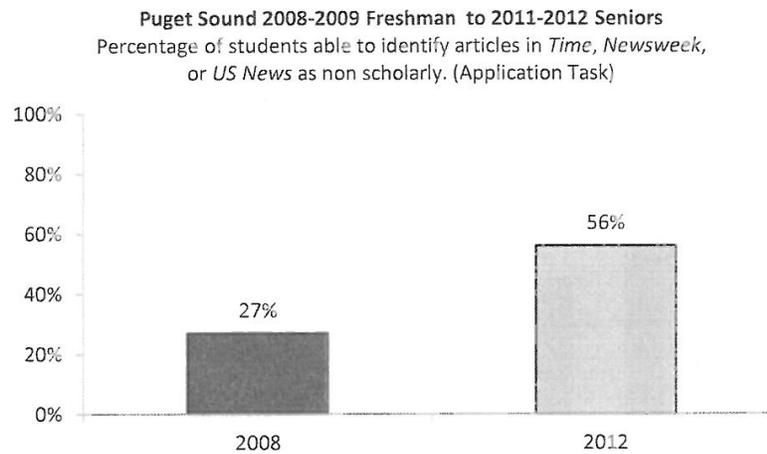
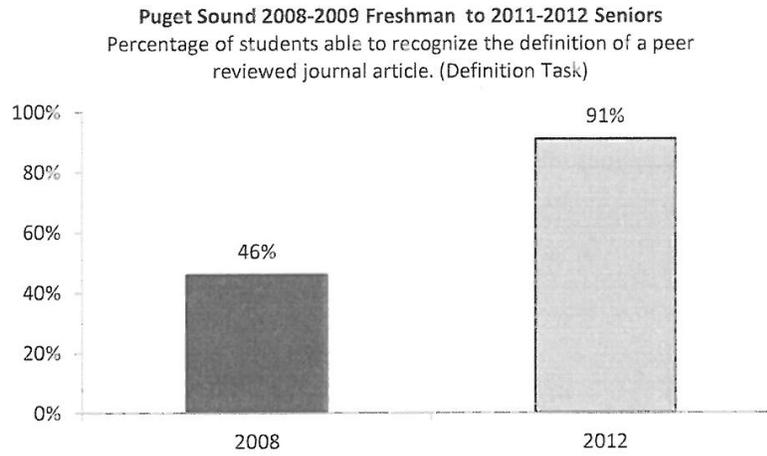
Note: Results include responses of "I do all of the work just before or on the due date" and "I do a little work soon after the assignment is given, but do most of it toward the end."

Puget Sound 2008-2009 Freshman to 2011-2012 Seniors
Percent of students able to correctly identify a use of boolean logic.
(Application Task)



Notes: 2008-2009 freshman data was collected on the Research Practices Survey, administered Fall 2008 (42% response rate). 2011-2012 senior data was collected on the Senior Survey, administered Spring 2012 (47% response rate).

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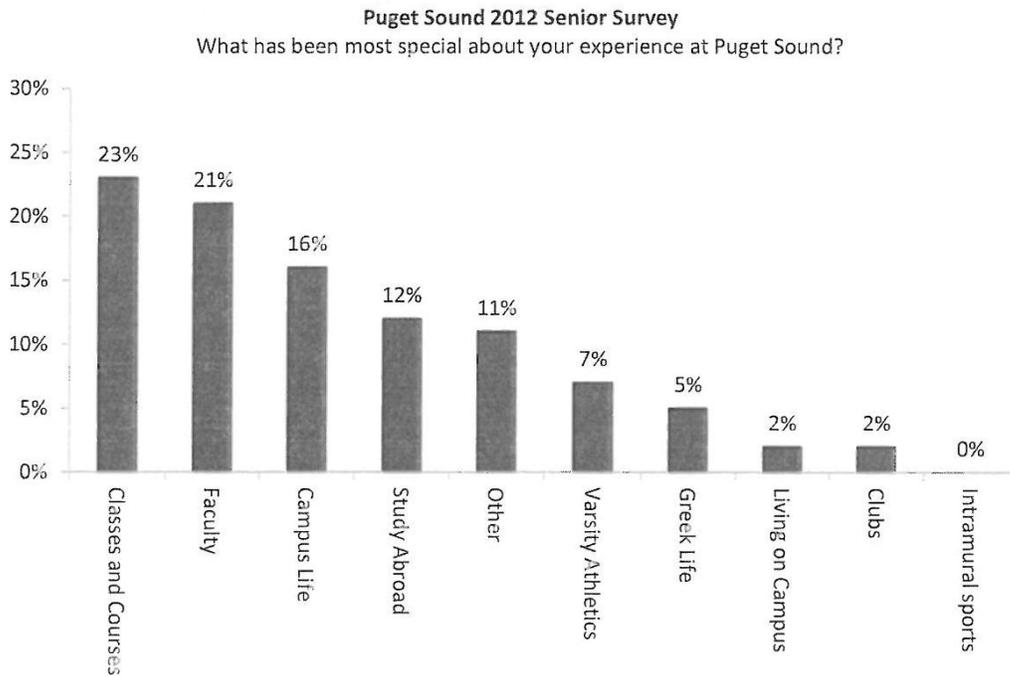
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Please take a few minutes to review the graphs on the previous pages, and discuss with your neighbors. Here are two questions to prompt your discussion.

1. What surprises you?
2. What Puget Sound actions might arise from these results?

And here's one more, just for fun.



Note: 2012 senior data was collected on the Senior Survey, administered Spring 2012 (47% response rate).

Appendix B: Resolution for Co-Governance

Resolution for Co-Governance

Resolved, That the faculty at the University of Puget Sound request representation on the Board of Trustees with full voting rights and all other privileges associated with the position and, be it further

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Argument from Values

- Democracy is the proper form of government when a collectivity needs to reach decisions that impact all members of the collectivity.

Capitalist property rights do not supersede democratic considerations because we are not a capitalist firm; there are no owners of this university.

- Our mission statement claims that we prepare “the university's graduates to meet the highest tests of democratic citizenship.” Democratic self-governance by the faculty would allow us to better practice what we teach.

Argument from Efficiency

- Representation by the workforce on the board will increase the flow of information in both directions. It will eliminate any possible bottlenecks.

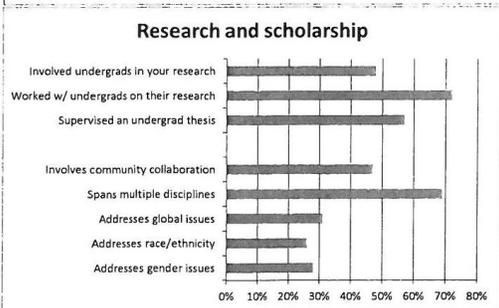
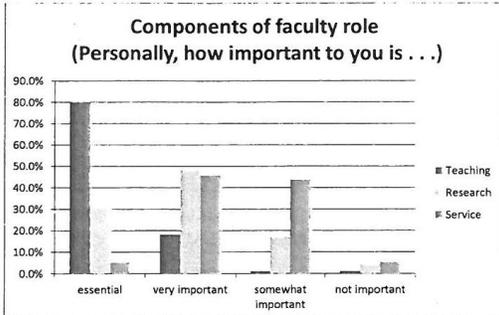
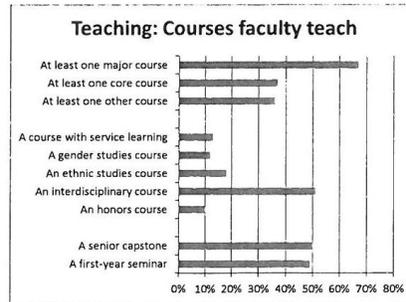
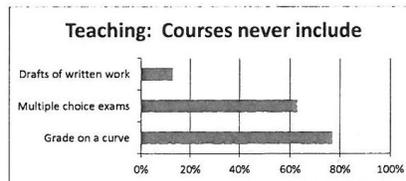
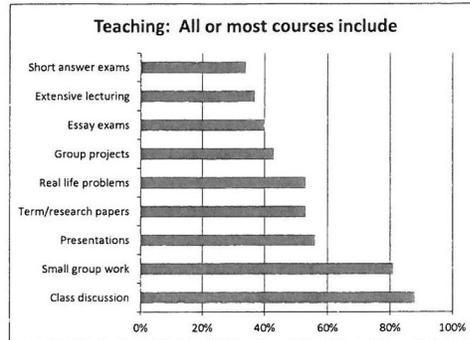
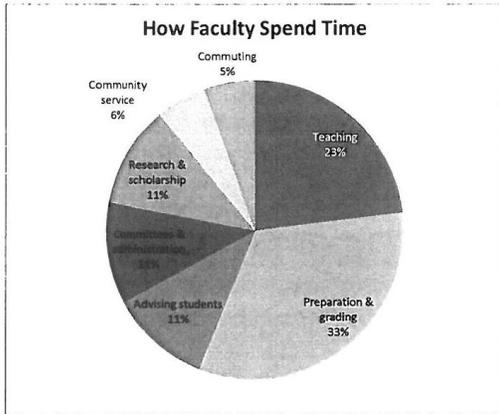
Workers have much to offer about the best way to run the organization. The current members of the board do not, and cannot possibly, possess the same information.

- The implementation of many organizational plans, especially those with substantial or painful changes, will require the cooperation of the workforce. Perceptions of fairness will facilitate changes. The absence of perceived fairness will hinder and perhaps even cause them to fail.
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Appendix C: Draft Faculty Profile Data

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Faculty Profile

How Faculty Spend Time	Mean Hours
Teaching	10.5
Preparation & grading	15
Advising students	5
Committees & administration	5
Research & scholarship	5
Community service	2.5
Commuting	2.5



Other:
72% of respondents had attended a workshop to enhance teaching within the past 2 years

Mean number of research pieces published or accepted for publication within 2 years = 2.24

Respondents = 94 (46M/48F) HERI Faculty Survey, Dec. 2010
45.7% Prof, 21.3% Assoc, 25.2 Asst, 7.4% Instr
60% tenured, 30% non-tenured/tenure-line, 10% not tenure-line