

University of Puget Sound Faculty Senate  
7 December 2009, 4:00, Murray Boardroom

Senators present: Richard Anderson-Connolly, Bill Barry, Kris Bartanen, Dan Burgard, Douglas Cannon (chair), Kelli Delaney, Fred Hamel, Robert Hutchinson, Kristin Johnson, Lisa Johnson, James Luu, Tiffany Aldrich MacBain, Steven Neshyba, Marc Phillips, Keith Ward, and Stacey Weiss

Visitors: Liz Collins, John Hansen, Mike Veseth, Julian Edgoose

The meeting was called to order at 4:03.

**I. Candidates for 2010 Honorary Degrees**

- a. Closed discussion. (The senate recommended all candidates brought forward by the Committee for Honorary Degrees.)

**II. Approval of minutes of November 23, 2009**

- a. Those minutes were not available for approval.

**III. Announcements**

- a. Cannon announced that there are no archived governance minutes on the web due to the transition to the new website. It will take some time for those things to be restored to the web. Jimmy McMichael has offered to scan any requested old minutes. Cannon also has senate minutes from the past few years available in an electronic format.

**IV. Special Orders**

- a. Current Senate Secretary Rich Anderson-Connolly met with former Senate Secretary Terry Beck and Mark Young in Tech Services about spring elections. Although we won't use the same software (ASUPS), it will be conducted electronically. Anderson-Connolly would like to test it with members of the Senate before the election.

**V. Reports of Committee Liaisons**

- a. There were no reports.

**VI. Academic Standards Committee action concerning Pass/Fail grading**

- a. The Academic Standards Committee approved the following two items at their 4 November 2009 meeting: (1) **“No P/F courses in the department of major or minor”** and (2) **“The P/F grade option is only available to juniors or seniors.”**
- b. *Faculty Bylaws*, Article V, Section 5. A., state “...Committee actions shall take effect unless modified, rejected or delayed within thirty (30) class days of written notification to the Senate.”
- c. To meet that deadline, we would have to decide on our first spring meeting. We can follow the bylaws and delay so we can have a more thorough discussion.
- d. **M/S/P (Anderson-Connolly/Neshyba) Move to delay until further consideration by the Senate the implementation of the ASC actions of November 4 regarding Pass/Fail policy.**

- i. Discussion: Anderson-Connolly said that they approved two things and we should talk about them. Kristin Johnson said the ASC wanted the Senate's advice on the other options about the P/F policy. The ASC plans to come to the Senate and present their reasoning. Neshyba said he wanted to reduce the number of P/F courses available. Anderson-Connolly said the issue he most wants to discuss is the 3<sup>rd</sup> one: "Permission of instructor required to take class P/F." He said this is likely the most radical change they are proposing. ASC is also looking at reducing P/F courses allowed (currently 4).

**VII. Possible charge to Academic Standards Committee:**

- a. **M/S/P (Weiss/Luu) Move to charge the ASC to consider the length of the final exam periods to determine if they currently meet the needs of the university.** In response to Barry's request for the reasoning behind this motion, Weiss stated that some faculty feel we need more time for final exams and that this would be more in line other universities.

**VIII. Childcare for university community, discussion, continued from April 13, 2009**

- a. Cannon introduced the topic by stating that there was a lot of discussion at the April 13, 2009, Senate meeting about on-campus childcare. There was a lot of email interchange copied to Cannon. In his email to the Senate for this meeting, he included Kris Bartanen's and Julian Edgoose's emails on how childcare affects the university financially and how the university might look toward a "simple and lean model" of childcare. Cannon said a motion needs to come forward if the Senate is going to have any role.
- b. Hutchinson brought the 2003 Bright Horizons "Cost Benefit Analysis." Hutchinson summarized that that committee found the greatest obstacles to on-campus childcare to be (1) enough space of an appropriate nature (no stairs, etc.) to house such a program, and (2) finding startup funding for the program. The 2003 Ad Hoc Committee on Childcare recommended that finding appropriate space be included in the 20-year Campus Master Plan being created at that time. Kris Bartanen said that 20-year master plan did identify a space, but the city of Tacoma did not approve the use of any university-owned houses beyond the campus perimeter for student residences or administrative uses, including childcare.
- c. Tiffany Aldrich MacBain asked if we can limit the number of children and not need thousands of square feet, noting 55 seemed a high number for faculty children. Bartanen noted the 2003 report included faculty, staff, and student childcare needs (a total population of about 3,000 people). MacBain asked Anderson-Connolly if he had looked into the zoning issue. Anderson-Connolly didn't think that was the sticking issue so he didn't check into it. MacBain said we didn't know what the problem with zoning was and we should rectify that.
- d. Burgard asked if this would be for campus only or if it would be open to the community.. Burgard said it seemed like it would be a good idea to have a daycare facility on campus, and that it would be financially viable.

- e. Julian Edgoose said he is not sure where we go from here. A lot of questions are logistical. You can have a class size of 18 to 1 after 3 years old, etc. One way this might be possible is to use portable buildings. There is a question of whether we do want to this. But if we do, there are options. Anderson-Connolly asked Neshyba if childcare is in the purview of the Senate Ad Hoc Committee on Benefits. Neshyba said the committee is formulating a questionnaire for faculty and staff about benefits (what is a right, what is a desirable benefit) and wonders where in that spectrum childcare lands. Neshyba said the committee wouldn't mind more direction from the Senate. Kristin Johnson favored creating a committee rather than handling it in Senate meetings because serving on a committee is something that also counts for service.
- f. **M/S (Kristin Johnson/Neshyba) Move that an Ad-Hoc Committee on Childcare be created by the Senate with (1) Reviewing previous studies on the issue of Campus Childcare; (2) Surveying current faculty and staff on (a) the ability of existent childcare options to cover campus community needs, (b) particular concerns and interests, and (c) surveying daycares as to their flexibility; and (3) Develop a recommendation.**
- g. Kristin Johnson said one issue was that most daycares have very specific schedules and require that you register for summers, so maybe we can partner with more flexible daycares.
  - i. Discussion:
    - 1. Cannon asked if this committee would be faculty-wide or Senate-wide. Johnson said faculty-wide, then university-wide—an ad hoc committee composed of faculty, staff, and students. Marc Phillips asked if we would charge the committee with investigating how this would be funded. Keith Ward said this is something that likely will need to be self-sustaining. Edgoose agreed that it should be self-sustaining, but not without the goodwill of the university (allocation of spaces not being used, rent paid to the university, etc).
    - 2. Neshyba felt that if we broaden the objectives of this committee, it will be harder for them to get this done. He said we have established a need and we know what we want, now we need to find the money to make it happen. Neshyba is volunteering the Ad Hoc Committee on Benefits to collaborate and include this in the survey process they already have in development. Bartanen asked if there is a Benefits Task Force survey and an Ad Hoc Benefits group survey. Neshyba said the faculty subgroup has discussed the possibility of a separate survey, but they'd like to do it all in one survey.
    - 3. Barry asked Hutchinson what would distinguish this ad hoc committee and make it different from the last time.

Hutchinson said it would be beneficial if the new committee could start where the last committee left off, focusing on finding space and funding. Barry said he would like it if they didn't face the same obstacles and issues, and asked if the charges could help the ad hoc committee move more quickly. Bartanen mentioned that Renee Houston, Robin Foster, and another faculty member had brought a proposal from a provider who was looking for space, suggesting there are different ways to think about partnership. MacBain asked if we could encourage the ad hoc committee to acknowledge that there was a zoning problem and to encourage them to move beyond this. Barry asked that the committee review what other committees have done, and asked if we can insert information into this motion that would point them in a new direction. Kristin Johnson wondered if we can establish a conversation with existing daycare to find out if there are laws that a university daycare would have to comply with that wouldn't allow us to create the flexibility faculty want. This is a reason why she wants to survey faculty on their needs. Barry asked how the committee would be created. Would it be in Ad Hoc Benefits Committee or appointed by the Senate Executive Committee?

4. **Motion** (Barry) to amend the main motion: **Move to create an ad hoc committee, constituted by the senate executive committee.** Amendment accepted as friendly. Neshyba asked if this committee is supposed to make recommendation back to the Senate. Kristin Johnson said she was not sure. She doesn't want it to be another committee that doesn't go anywhere. Fred Hamel said that despite Barry's concern that this committee will be repeating the work of previous committees, he feels this committee is keeping the idea of on-campus childcare alive in an adverse economic environment. This could be a matter of time, and that it simply needs to be kept alive. MacBain felt we should decide if the committee is going to get into the financial details that Neshyba was trying to save them from.
5. Burgard reminded everyone that Hutchinson had said space and the money were the stumbling blocks. Bartanen clarified that in 2003, it was an investigation to have on-campus, university-sponsored childcare. She said there may be other approaches now—partnering with existing business or initiative by faculty and staff parents to support it financially. Are there other paths that are possible to pursue? If there are, we can pursue them. Thirty-five

percent of the faculty is junior at this point—it may be a different profile of faculty than 2003 in terms of where the will and need are. Edgoose said he feels you can't address childcare without addressing money. It's part of the reality.

6. MacBain asked to change Kristin Johnson's motion to "Identify viable paths to pursue" for point #3 instead of "Develop a recommendation." This was accepted by Kristin Johnson. Cannon offered "Identify viable solutions and report to the Senate." This was accepted by Kristin Johnson. Cannon recommended that we not put a due date on it. Neshyba said this throws our weight behind it, and we think this a good thing to go forward with. He hopes the Senate creating this committee lends some political force. Burgard mentioned that putting a due date on it makes it difficult for them if they need to wait for benefits task force.
- ii. **M/S/P: (The motion in its final form) Move that an Ad-Hoc Committee on Childcare be created, drawn from faculty staff, and students and constituted by the Senate Executive Committee, and that it be charged by the Senate with (1) Reviewing previous studies on the issue of Campus Childcare; (2) Surveying current faculty and staff on (a) the ability of existent childcare options to cover campus community needs, (b) particular concerns and interests, and (c) surveying daycares as to their flexibility; and (3) Identify viable solutions and report to the Senate.**

#### **IX. Appointment of three temporary replacement Senators**

- a. Cannon informed the Senate that Kristin Johnson and MacBain will be on leave during the spring. Weiss is tendering her resignation due to scheduling difficulties with her department. Dan Burgard would fill one vacancy. Suzanne Holland returns. We need to appoint two replacement senators. Cannon reminded the Senate that the *Faculty Bylaws*, Article IV, Section 6. C. d. states, "Whenever possible, temporary replacements should be drawn from a list of alternates composed of runners-up from the previous regular election." Cannon also mentioned that in the past, the Senate Executive Committee has identified faculty members of similar rank and discipline area to replace on-leave senators.
- b. **M/S (Hamel/Barry) Move that runners up from the spring 2009 election become replacement senators.**
  - i. Discussion:
    1. MacBain said she would rather have junior faculty to replace the two junior faculty on leave, and would prefer at least one of them be a woman. Ward said that one of the runners up, Seth Weinberger, is chair of ASC and would likely decline. Anderson-Connolly said that there is the possibility of running with fewer numbers. MacBain

countered that we would still have fewer junior faculty voices in that situation. Motion withdrawn by Hamel, but not by second, Barry. Barry asked for a vote on the motion. Kristin Johnson proposed an amendment that Justin Tiehen or Jennifer Neighbors be asked to join the Senate if the runners up are not available. Barry said he doesn't like that this disregards the bylaws and that this is not accepted as a friendly amendment. Amendment withdrawn by Kristin Johnson.

2. **M/S/P** Anderson-Connolly offered an amendment to the main motion: **move to appoint in this order subject to their consent for up to two replacements, Hong, Warren, Weinberger.** Neshyba seconded. Barry accepted the amendment. **Amendment passed.**
3. **M/S/P** (MacBain/Neshyba) **Move to postpone the issue until next Monday.** Discussion: Barry said this seemed to be clearly articulated in the bylaws and felt we are potentially changing the bylaws. He also wondered if we will finish this work next Monday. MacBain had to leave the (current) meeting and wanted to be part of the discussion next Monday. Cannon said if we have a meeting, nothing else will be on the agenda. Neshyba called the question, Ward seconded. Motion to postpone until December 14 passed, although there were two nays.

**X. M/S/P** (MacBain/Luu) **Move to adjourn** at 5:43 p.m.

Respectfully submitted,

Rob Hutchinson  
Scribe of the Meeting

Richard Anderson-Connolly  
Faculty Senate Secretary