

Minutes of the September 23, 2014 faculty meeting

Submitted by Steven Neshyba, Faculty Secretary

Attendance

At 4:10 p.m., 43 faculty were counted in attendance. A sign-in procedure yielded the following names:

Martin Jackson	David Tinsley
Brad Richards	Andrew Monaco
Alyce DeMarais	Doug Sackman
Landon Wade	George Tomlin
Derek Buescher	Keith Ward
A. Susan Owen	Richard Anderson-Connolly
Jeff Grinstead	Matt Warning
Linda Williams	Emelie Peine
Kriszta Kotsis	Kena Fox-Dobbs
Bill Haltom	Ariela Tubert
Wayne Rickoll	Leslie Saucedo
Ben Lewin	Alexa Tullis
Gareth Barkin	Steven Neshyba
Nick Kontogeorgopoulos	David Chiu
Julie Christoph	Adam Smith
Gwynne Brown	Kris Bartanen
Pierre Ly	Tiffany MacBain
John Hanson	Jill Nealey-Moore
Gary McCall	Brett Rogers
Barbara Warren	Suzanne Holland
Amy Fisher	Fred Hamel
Poppy Fry	Jonathan Stockdale

Minutes

- I. The meeting was called to order by President Thomas at 4:01 p.m.
- II. **M/S/P** election of Steven Neshyba as Faculty Secretary.
- III. **M/S/P** approval of the posted minutes of the posted draft of the April 14 faculty meeting (<http://www.pugetsound.edu/files/resources/fac-2014-04-14-draft.pdf>).
- IV. Announcements.

Haltom noted that Sept. 23 is the birthday of singer Bruce Springsteen. Hamel reminded

faculty about the upcoming Race and Pedagogy conference September 25-27, and that a registration table would be available during the week for attending faculty to check in and pick up name tags prior to the conference.

V. President's report.

President Thomas described the fall enrollment as very successful, with 663 freshmen and 60 transfer student matriculations both exceeding goals (of 660 and 55). Enrollment targets for graduate programs were met. Thomas noted that other indicators of success include the fact that lost ground on Pell Grant recipients was recovered, first-generation student enrollment increased, and average GPA increased, compared to the previous year. It is anticipated that net tuition revenue targets will be met or exceeded.

Thomas described the capital campaign as going well: the university is positioned to hit its \$125 million goal by June 30, 2015, and a \$115 million target for FY 2014 has been exceeded by \$1.6 million.

Other notes: The Board and Cabinet are planning for the post-campaign period to maintain the university's constituent engagement and fundraising operation, with support of "people and program" at Puget Sound as a priority. A plan is scheduled to be presented to the board in February. Over the course of the present academic year, a series of "Continuing the Conversation" presentations on strategic issues will be hosted, to include budget, enrollment strategy, fundraising plans and priorities, sexual assault, and Title IX.

The president concluded by thanking faculty who have agreed to serve on the Faculty Compensation Task Force, and expressing enthusiasm for the program of the upcoming Race and Pedagogy National Conference.

VI. Academic Vice President's Report.

VP Bartanen expressed thanks to numerous members of the faculty for their participation in university events. She acknowledged the Race and Pedagogy National Conference Leadership Team for work in preparation for the conference, and noted the performances of Sampen and Meta Weiss at recent campaign events. She thanked Reinitz, Ward, and Bristow for supporting alumni events or working with donors, and Barkin, Kontogeorgopoulos, Wimberger, DeMotts, and Kukreja for work preparing the Luce Foundation report on a planning grant, and for a proposal for field schools in Southeast Asia. She noted that Karl Fields was in China to facilitate establishment of a new faculty exchange program.

Bartanen also gave an update on the Faculty Compensation Task Force. President Thomas has named faculty members Sousa (Faculty Salary Committee Chair), Claire, Lewin, Monaco, and Nealey-Moore – all FSC members – as well as Bates, Fisher, Hanson, McMillian, and K. Ward to the task force. She noted that the group represents multiple disciplines and ranks of faculty at Puget Sound, including the sciences, social sciences, humanities/arts, and professional schools, and ranks of professor, associate professor, assistant professor, clinical professors, and ongoing instructors. Cindy Matern, Sherry

Mondou, and Bartanen have agreed to serve, with Martin Jackson and Ellen Peters providing non-voting support. The first meeting, on October 6, is scheduled to be facilitated by consultant Frank Casagrande. The task force is scheduled to meet monthly through the academic year, and anticipates posting communications throughout the process, including “town hall” meetings hosted by faculty members of the task force at the end of the Fall 2014 and the Spring 2015 semesters.

VII. Faculty Senate Chair’s Report.

Chair Tubert described recent actions of the Faculty Senate:

The Senate welcomed several new elected members this year. Two replacement Senators will be joining the Senate in the spring. Senate Executive Committee members have been designated: Saucedo as Vice-Chair, and Lanctot as Secretary. The Senate Executive Committee, together with university deans, made service assignments over the summer.

Tubert also described the Senate’s continued discussion of last year’s faculty governance survey. She characterized the survey response rate as high (71.3% of faculty started the survey, and 65.6% completed it), and noted four major concerns that have emerged from the Senate’s analysis: faculty members feel 1) pressed for time, 2) that participation in governance is unproductive, 3) that there is too much administrative presence in faculty governance, and 4) that faculty voices are not evenly represented. In response to concern #2, the Senate has added a charge to all standing committees to undertake a self-assessment in the current academic year. Survey results indicated both shortcomings and value of the faculty governance listserv.

In the first two meetings of the year, the Senate approved charges for six standing committees; the remaining three are anticipated to be reviewed October 6.

VIII. Discussion of a free speech policy (Anderson-Connolly).

Anderson-Connolly initiated a discussion about campus policy on free speech, motivated in part by the removal last year of posters connected to a campus event involving Daryl Davis. Anderson-Connolly recommended discussion of two possible directions the faculty could take: 1) to draft a statement of policy addressing free speech, and 2) to create a monitoring mechanism.

In the ensuing discussion, both directions were addressed. In response to faculty requests for a description of the current policy and its criteria, Dean Bartanen noted that multiple mechanisms exist: the Faculty Code contains a statement about academic freedom in faculty teaching and research, and a protocol exists for responding to hate-related incidents. In the case of the Davis poster, however, those mechanisms were unavailable within the short time frame the situation appeared to demand: university staff notified her after hours that students and a prospective student and family had expressed concerns about the visual imagery of the poster. It was the evening before the largest of the university’s campus visit days, prospects and families were already on campus in an opening session, and they would not have the

benefit of discussions in class sessions or other venues that would contextualize the poster imagery. Therefore, she asked that the posters be taken down.

After additional discussion, the faculty crafted the following resolution (**M/S/P Buescher/Brown**), with one dissenting vote:

The faculty asks the Faculty Senate to task the Student Life Committee to articulate a policy on student freedom of expression on the Puget Sound campus, including processes concerning challenges for removal of posted material.

IX. Discussion of fair compensation policy (Anderson-Connolly).

Anderson-Connolly initiated a discussion about compensation of faculty, staff, and administrators at Puget Sound, suggesting two possible actions: 1) to endorse a statement about the distribution of compensation, and 2) to endorse greater faculty voting representation on the university's board of trustees.

Discussion ensued. Fry asked about the intended response of the Faculty Senate to the faculty governance survey; Tubert replied that while some actions are planned, they do not replace the actions proposed by Anderson-Connolly. Kontogeorgopoulos noted that a statement from the faculty could be a useful guide for the newly-created Faculty Compensation Task Force. In response to a question about whether adjuncts would be considered by the Task Force, it was asserted that that was not the primary focus of the task force's work.

M/S/P Adjourn, 5:04 p.m.