

**Faculty Senate Meeting
March 24, 2014
McCormick Room, Library**

Faculty Senate Members Present

Nila Wiese, Alisa Kessel, Andrea Kueter, Kris Bartanen, Maria Sampen, Jonathan Stockdale, Cynthia Gibson, Andrew Gardner, Ariela Tubert, Derek Buescher, Leslie Saucedo, Krista Kotsis, Amanda Mifflin, Brad Dillman (chair), Mike Segawa, Eric Hopfenbeck, Haley Andres.

Guests

Kristin Johnson

Chair Dillman called the meeting to order at 4:02

Announcements

Tubert announced the lecture, tonight, by Aseel Alawadhi on democracy in the Middle East.

The Senate congratulated Haley Andres on winning a Watson Fellowship.

Kueter announced the Staff Senate Basket Raffle, April 24-25.

The winners of the ASUPS election were announced.

Approval of Minutes

Buescher notes that the minutes contain a repetitive paragraph. After discussion, it was decided to keep the repetitive paragraph as an accurate record of the conversation it summarized. Segawa also offered two minor editorial corrections. M/S/P to approve minutes of March 10, 2014, as revised.

Updates from Liaisons to Standing Committees

Buescher described recent issues discussed by the Professional Standards Committee. The PSC passed a motion regarding electronic submissions of evaluation files, and guiding language for the "buff document" is currently being crafted. They are also working to streamline the evaluation process. In the proposed changes, electronic submission will be encouraged but not required by the PSC.

Tubert reported on the activities of the Committee on Diversity. The Curriculum Committee approved a wording change for the question on diversity in the five year

review self-study guide. Both the old and the new/revised statement were read. The new version seeks more detail. The two committees are sharing suggestions for the revision process. The Committee on Diversity is seeking that the revision more directly address pedagogy and student retention.

Agenda Item: Faculty Governance Survey

Tubert presented a summary of the status of the Faculty Governance Survey. The survey is now closed, and the next task is to analyze the data and prepare a report based on that data. Tubert noted that the survey includes a substantial number of comments and other qualitative answers. Tubert inquired whether members of the senate wished to volunteer for this task. There was a discussion of the timeline for preparing the report. Dillman noted that we have three scheduled meetings left in the semester, and a tentative additional meeting on May 12. The Senate will begin reviewing committee reports in the upcoming meetings. April 21 would be a good date to begin work on this task as Senate. There was a brief discussion of the reminder email received only by those who had yet to fill out the survey. 65% of the faculty completed the survey.

Agenda Item: Medical and Family Leave

Tubert presented an overview of the work of a group of faculty who are exploring the possibility of changing the university's policies on medical and family leave. Currently, the university provides 6 weeks of paid leave for childbirth, which falls under the category of personal medical leave. This is perceived by some as a problem. Tubert noted that childbirth, for example, can occur over break and the current policy does not allow for a delay in the tenure evaluation process when the childbirth happens over break. Given that faculty do a lot of their research over the summer, it is pressing for us to fix this policy. Tubert also noted that our university provides no paid leave for situations where family or children are ill. The other NW5 colleges provide this type of leave, and doing so at Puget Sound might contribute to stronger faculty retention.

Tubert suggested that the Faculty Senate establish and charge an ad hoc committee to explore this issue. Forming that committee is the only request now. If this committee is formed, work could start over the summer.

Kessel, in clarification, noted that this request is for an ad hoc committee of faculty, not an ad hoc committee of senators. Bartanen noted that this ad hoc committee might also benefit from inclusion of someone from Human Resources as well. She added that HR colleagues know requirements of federal and state law and have an awareness of policies at other colleges, so that redundant research might be minimized. Kessel suggested that the faculty committee could be tasked with staying in touch with HR.

Buescher inquired whether the committee should also include staff representation. Tubert noted that the issues are somewhat specific to the academic calendar, and therefore differentiable from staff-related issues. She added that there are other issues that will also be explored with this ad hoc committee's work, including the possibility of changing the policy provision about the release from a year of advising and service with a reduction in salary. Bartanen noted that staff have their own policies pertinent to these issues. Kueter noted that the Staff Senate Compensation Committee addresses benefits concerns for staff and, as current chair of that group, she welcomes shared information about faculty policy developments. Tubert moved to form this ad hoc committee to review the Faculty Medical, Family Leave and Disability Policy and make recommendations for improvement. **M/S/P.**

Agenda Item: Upcoming Elections

The Senate then discussed planning for upcoming elections. Wiese hopes to send the nominations email by next Monday, then seek the consent of nominated faculty, and to deliver ballots by April 16. This would allow the confirmation of elected senators by the last Senate meeting of the semester.

Bartanen noted that the Faculty Advancement Committee needs to undergo the same process. Five members of that committee need to be replaced, which means at least ten nominations are needed. More specifically, four members are needed for the fall, and one is needed for the spring. Bartanen added that one current member will stay for the fall to ensure committee continuity. Kessel inquired as to why there are so many departures, and whether this can be avoided. Bartanen replied that we can make term adjustments in the election to avoid this scenario recurring. She also noted that faculty serving on the FAC must be tenured, that faculty receive a one unit release, and that the committee needs a good range of disciplinary representation. Service is for a minimum of two consecutive years, with three years as a standard term. The faculty nominate ten candidates and the dean selects five for service.

Dillman notes that about half of the faculty nominated decline to participate in the election. Wiese suggested that the senators encourage faculty in their respective departments to make nominations. Bartanen noted that electronic balloting could be proposed at the faculty meeting tomorrow, and inquired how long it will take to set this up if it is passed. Tubert and Wiese replied that this process is very fast, a few days only.

The meeting was adjourned at 4:59.

Submitted by Andrew Gardner