

REGULAR MEETING
Wednesday, September 16, 2020, 3:10 p.m.
Zoom
Minutes

Meeting was called to order at 3:11 p.m.

ROLL CALL: All senators, or their alternates, were present except: Wendie Castillo, Peter Dittmer, and Robert Pritchett

GUESTS: Kevin Archer, Aaron Brown, Michelle DenBeste, Heidi Henschel-Pellet, Jill Hernandez, Bernadette Jungblut, Ediz Kaykayoglu, Maddy Koval, Rebecca Lubas, Gail Mackin, Mark Meister, Becky Pearson, Jeff Stinson and Maria Sanders.

CHANGES TO AND APPROVAL OF AGENDA

Motion No. 20-01(Approved): Adoption of 2020-21 Operating Procedures/Roberts Rules of Order attached as Exhibit A.

MOTION NO. 20-02(Approved): APPROVAL OF MINUTES of June 3, 2020

ORIENTATION – Chair Delgado gave a brief outline of how the Faculty Senate functions and duties of Senators and/or alternates. Chair-Elect Lyman went over the basics of parliamentary procedure that will be used for all Faculty Senate meetings.

INTRODUCTIONS – Senators or the alternates introduced themselves.

COMMUNICATIONS – There were no communications.

SENATE CHAIR REPORT – Chair Delgado welcomed everyone to the first Faculty Senate meeting of the year. We are starting this year in a rather interesting place. We are adjusting our teaching modalities due to COVID-19, but we are also following stricter safety protocols to keep us and our students' healthy while on campus. We are facing this situation together and believe that the professionalism that characterizes our faculty members, our passion for teaching, and commitment to our students will help us offer a quality education at CWU.

Chair Delgado reported on the Presidential Search. Last year the Board of Trustees created the Trustee Search Advisory Committee, which is composed of 13 members from different units, including the Board of Trustees, the Exempt Employees Council, Associate Provosts Office, the Associated Students of CWU, Vice President of Inclusivity and Diversity, CWU Alumni Board of Directors, Classified Staff Employee Council, CWU Foundation Board, ADCO, CWU Faculty, and the Faculty Senate. The Advisory Committee held 22 listening sessions between May and July. The listening sessions included several stakeholders that involved 21 groups from across the university. The Trustee Search Advisory Committee will begin the search this fall by evaluating the growing pool of candidates already in the system. The goal is for the Search Advisory Committee to submit a short list of candidates to the Board of Trustees by the end of the fall quarter.

Chair Delgado provided an update on the work of the Senate over the summer.

During the July meeting of the Board of Trustees, the Trustees approved amendments to the Faculty Code, which were approved by the Senate on June 3rd. The amendments, included an expanded definition of shared governance, revisions to the membership of the Faculty Senate Executive Committee, clarification of language to the Board of Trustees Distinguished Faculty Award, and a definition of clinical faculty, which was needed due to changes to the collective bargaining agreement.

In addition, the Faculty Senate Executive Committee met with members of the Board of Trustees on July 21st. During the meeting they discussed the financial exigency approved by the BOT in April. This conversation continued at the BOT meeting on July 24th. The Executive Committee wanted to understand the BOT's decision to approve the motion to declare a financial exigency, which was perceived to have activated article 23 of the Collective Bargaining Agreement. After a lengthy discussion, the BOT understood the concerns and the impacts that such language would have on faculty members and approved a motion to replace the word phrase "financial exigency" with the word phrase "financial urgency." Doing so eliminates the perception of activation of article 23 of the Collective Bargaining Agreement.

The tragic events that led to the unjust death of George Floyd, Breonna Taylor, and Ahmaud Arbery have triggered a series of protests taking place across the country demanding social justice and racial equality. In response to these events, Kandee Cleary, Vice President of Inclusivity & Diversity, sent an email to the campus community on June 2nd titled Time for Action. The communication outlined a series of goals that she set for herself, two of which involves the Faculty Senate. The first goal states that she "will work with the academic leadership, faculty senate, and departments to integrate the topics of equity, bias, discrimination, structural racism, and restorative justice throughout their curricula." The second goal indicates that she "will work with the Faculty Senate's General Education core to more directly address issues of race and ethnicity, not as simply an academic course, but as an ethos that runs throughout CWU education." In response to this communication, Rebecca Pearson initiated a series of meetings with members of the General Education committee, faculty of color, and the Executive Committee during the summer to discuss ideas about how to include issues of racism, ethnicity, inclusivity, and diversity in the curriculum. The Executive Committee would like to thank everyone who took time during the summer to discuss these issues. Chair Delgado indicated Faculty Senate will support Dr. Cleary's initiatives to continue discussions with students and faculty at CWU this year. In addition, the Executive Committee will collaborate with the General Education committee in their effort to identify the best way to implement these initiatives in the curriculum with input from the academic community.

The Faculty Senate Executive Committee will work with Senate committees to consider options for an anti-racist and/or a race and ethnicity graduation requirement. In addition, we will work on examining all the General Education outcomes and assessment statements and propose standards regarding biased, exclusionary, and/or ableist language and course expectations.

Members of the Faculty Senate Executive Committee worked with James Jankowski, Director of the Project Management Office, and representative of all the units at CWU this summer on reviewing opening plans for the fall. Each unit was charged with developing a plan that follows state mandates regarding social distancing and other health safety protocols during COVID-19. The plans in place this fall are the result of the input provided by all of these stakeholder groups.

The Faculty Senate Executive Committee has been working with the Provost to develop suggested language that faculty members can include in their syllabus to address classroom safety related to COVID-19. The suggested language addresses general safety protocols and guidelines regarding the use of face covering in the classroom. The inclusion of this language on your syllabus is only a suggestion and was designed to help maintain a consistent message that we can all communicate to students. The language follows the mandate of public health officials and President Gaudino.

Some faculty members have expressed concerns about uncertainty regarding which protocol they should follow in case a student refuses to wear face covering in the classroom. The Executive Committee worked with the administration to develop a protocol that include a step-by-step process, which faculty members can use to address this issue. The campus policy regarding face covering can be found in CWUP 2-40-145. The protocol for handling student behavior regarding face coverings is available on the Associate Provosts' webpage under the COVID-19 Employee FAQs.

Social distancing accommodation for face-to-face class offerings during COVID-19 requires the use of previously non-academic building space at CWU. As a result, Associate Provost, Gail Mackin requested the use of the Grupe Center as a teaching space. The Executive Committee agreed to this request as a temporary solution. Therefore, the Grupe Center will be used as an academic classroom for the fall 2020 quarter. To help maintain physical distancing and cleanliness of the space while the Grupe Center is being used only as an academic space, the Grupe Center electronic card lock has been disabled. That means that the only faculty members with access to this space will be those who are teaching a class in the Grupe Center. I would like to remind those who are teaching in the Grupe Center to request access to the building.

The Faculty Senate Executive Committee has also been participating in discussions on the President's Budget Advisory Committee during the summer. The Committee has been briefed every two weeks on the state of the university budget and has been discussing ways to create opportunities to generate revenue during this economic crisis.

Chair Delgado reported that the Faculty Senate Executive Committee was asked to cut 15% of the Senate's budget for this fiscal year. These cuts are effective immediately. The Executive Committee will work to reduce the potential impacts that these cuts can have on the Senate's operations.

Faculty Senate Committees will be working on several important projects this academic year. Some of these projects include:

The Emergency Pass/Emergency Fail grade option was developed with input from the Academic Affairs Committee and the Executive Committee. This grade option was approved by President Gaudino this spring in response to COVID-19. However, the approval was only temporary. This grade option was extended for the summer and during July, the Provost announced the extension to the fall quarter as well. The Executive Committee would like to better define the boundaries of this grade option, with an emphasis on under what circumstances this grade option can be activated, a clear process for de-activating the policy at the end of the emergency, and clear information about who will be the entity making the decision to active/de-activate the option. In order to do this, we need to evaluate the potential long-term negative implications for students.

The negative implications are very specific for students and will need to be assessed on a case-by-case basis. The Executive Committee will work with the Academic Affairs Committee to evaluate the implications, develop the language, and the associated policy. In addition, they will work on reviewing the existing temporary policy to make sure it addresses potential issues with the removal of Incompletes.

Another area that we will be working on this year is the ACT/SAT removal. In spring 2020, Josh Hibbard sent a memo requesting the permanent removal of ACT/SAT as a required part of the admissions process based not only on the challenges around test taking during the pandemic, but also from an equity standpoint. In addition, Josh recommended a better worded admissions policy that was more easily understood by prospective students/parents and high school counselors. The Faculty Senate Executive Committee worked with the Academic Affairs Committee to address this request last year. On a short-schedule, the AAC approved a policy that made test scores optional. However, due to COVID-19 and the difficulty of convening Faculty Senate during the campus closure, removing it completely was postponed until fall 2020. The Executive Committee will work with the Academic Affairs Committee to complete this process this fall.

Chair Delgado reminded Senators that proposals for course inclusion in the General Education Program for academic year 2021-2022 are due on Friday, October 2, 2020 by 5p.m. This means that the proposals must be approved by your Dean in order to reach the committee by the deadline.

The Board of Trustee had a special meeting at 9:00 a.m. today and discussed overall enrollment, which is just under 5% over last year; the occupancy in the residence halls; how the administration will address students that might test positive to COVID-19 on campus the approval of the honorary degree for our Alumni, General Mattis; the pool of candidates for the Presidential Search, which currently includes 48 active candidates; and the work Provost DenBeste is doing with APOYO.

The Board of Trustee will meet on October 29th and 30th. An agenda will be posted on the Board of Trustees' webpage.

FACULTY ISSUES – Senator Klosterman brought forward an issue with classes being canceled. The Alert to campus needs to be sent out earlier. There needs to be more notice.

Senator Brown asked where to find the policy on face coverings. Chair Delgado indicated the face covering policy is CWUP 2-40-145.

Senator Bisgard brought forward a concern about the single layer masks that were handed out by the University. Senator Eklund indicated she has brought this up with the local health department and it does meet the definition of a face covering, even though it does not seem very effective. President Gaudino indicated this was the only option at the time the face coverings were ordered last spring. They did consult medical professionals before ordering them. Senator Pichardo feels like we should inform students that these are not adequate. Senator Erdman indicated that if they wear several layers would they be effective.

STUDENT REPORT – Maddy Koval reported there have been lot of constitutional changes from last year. Maddy shared a short video with these changes. They have had 24 people apply for senators and will be holding interviews next week. The first Student Senate meeting will be on October 6 at 6:00 p.m. via Zoom. Maddy indicated they have students

applying from the Centers this year. There have been some issues of students not wanting to wear masks in class. Instructors have excused them from the class. They have links for students to register to vote on their web page. Need senator from ESC, and senator from Disability Services if anyone knows of a student who might be interested.

OLD BUSINESS – No old business.

REPORTS/ACTION ITEMS

SENATE COMMITTEES:

Executive Committee

Motion No. 20-03(Approved): Nominations for the 2020-21 Faculty Senate Parliamentarian. Nominee: Nominee: Greg Lyman, Engineering, Technologies, Safety, and Construction.

Academic Affairs Committee – Josh reported they started meeting last week. The committee is working on some of the things from last spring. The committee is working on language for the Emergency Pass/Fail and SAT/ACT policy language. Other items they will be working on this quarter is the policy around acceptance of transfer credits and working on policy regarding a potential race and ethnicity university requirement.

Budget and Planning Committee – Roxanne reported they met this morning. They discussed the committee charges and issue that have come out the President's Budget Advisory Committee (PBAC). They will be looking at the accessibility of unit budget data, especially the non-academic units of ASL as well as policies and processes around tuition waivers.

Bylaws and Faculty Code Committee – Mary reported that Laura Portolese was elected as chair with Mary Radeke as co-chair for fall quarter. The committee will be working on Emeritus language, looking at the Faculty Code to see if there needs to be any additions or changes around COVID-19. The committee will also look at CWUP language around shared governance and to put in language limiting membership on Senate committees to one member of the Executive Committee.

Curriculum Committee – Maria Sanders reported the committee has received a list of charges, and curriculum to review. Maria thanked Michael Goerger who has served as chair the past two years. Julie Bonner is the chair-elect.

General Education Committee – Becky provided a written report attached to the agenda.

Faculty Legislative Representative – Bret provided a written report that is attached to the agenda.

PRESIDENT – President Gaudino reported that the search committee has a solid and diverse pool for the President search. They will begin to review the applications on October 1st. The search application process will be closed the end of September. The University had budgeted for a 5% decline in enrollment prior to COVID-19. Last spring and summer Central had 400 more students graduate than normal. The institution also watches the

demographics of high school students and had noticed about a 3% decline of high school graduates. Overall our enrollment is down 4.7% over last year, meeting our enrolled budget target. Within this number we did lose first time transfer students and 525 fewer freshman than we hoped to have. Students are taking a gap year, gap quarter, going to community college or delaying when they go into college. Central had built a face-to-face orientation and registration over the years. All of this was canceled and had to be done via phone, email and Zoom. Central is still facing a state 15% budget reduction. The university has frozen travel, hiring and limited goods and service contracts. The Governor has not made these cuts yet and he has the ability to wait for the legislature to make alternate decisions. However, it does not appear he is going to call a special session. This presents a problem as we are now forced to assume the 15% cut. This will probably include layoffs and cyclic leave in non-faculty positions. Kittitas Valley Hospital has restarted their testing site for symptomatic individuals. COVID-19 is not mixing well with our current air quality. Normally when air quality is bad due to smoke, we shut down air systems, but this is opposite of what we want to do for COVID. Facilities Management has been doing air quality tests in buildings and adjusting the air flow accordingly. The closure of classes not only has to with outside air quality, but deals with in building air quality as well. The administration is looking at making the decision to close the day before based on the predictions of air quality. This is election season and encouraged everyone to vote.

PROVOST – Provost DenBeste thanked Walter and Elvin for working through the transition this summer. Hopefully we are on track for fall and winter. Enrollment is down, but not cataclysmic down. A lot of people did outreach over the summer with students. The focus will be on transfer initiatives combined with retention, as well as race, diversity and inclusion. The Provost has been working on these issues, and the College of Business steering panel put together a very well thoughtful workbook. The Provost indicated that the Diversity Council that has been created is not meant to be a policy making body. This is a resource for her and will go through the appropriate bodies to get approvals. There are three books that will be part of the One Book One Campus initiative. The Provost office will be working to get some books out to campus. Provost DenBeste reported that in addition to her Zoom hours, she will be holding in-person office hours outdoors. She will be sending out more information this soon.

CHAIR-ELECT – Chair-Elect Lyman reported that the Executive Committee hosts several open meetings throughout the year. The first one will be next Wednesday, September 23rd via Zoom. A link will be sent out to faculty prior to the meeting.

NEW BUSINESS No new business.

Meeting was adjourned at 4:49 p.m.

Exhibit A

2020-21 Faculty Senate Operating Procedures:

Robert's Rules of Order Newly Revised, 11th Edition (ISBN-13: 978-0306820205) will be the accepted authority for procedural operations. The senate's bylaws take precedence over Robert's Rules of Order.

Committee reports will be automatically accepted. If there is an action item that a committee desires to submit with any report, it is to be separately stated as a motion and the motion will then come before the senate for discussion and debate. The committee will be asked to submit a report and written copies of any motion or action that it would like to have taken.

Committee reports and motions shall be submitted to the Faculty Senate office by noon on the Tuesday of the week preceding the senate meeting in which action is expected. This policy allows for the timely posting of the meeting agenda. All committee motions submitted for action by the senate must be accompanied by an abstract-size plain English summary stating the content, reason for the proposal, and intended effect of the motion. This summary will be sent to the faculty prior to the initial Senate meeting in which the motion will be considered for adoption. As a general rule, substantive committee motions that do not accompany the agenda will not be discussed and voted on until a subsequent meeting. An extended agenda will be sent to all Senators, who shall give it to their Alternate if they are unable to attend the meeting.

Concerning discussion rules, senators will use the procedure of seeking recognition from the Chair if they want to speak to an issue. Speaking without Chair recognition is out of order. Discussion on arguments for and against the issue will be alternated. A visitor will be given recognition if the floor is yielded by a senator. If no senator desires to speak and a visitor would like to make a point, the Chair may recognize the person. A visitor will be recognized if a preliminary request is made to the senate office for an opportunity to speak or if the Chair invites a person to speak.

Sept 16, 2020

General Education Committee report to Faculty Senate

The General Education Committee continues to operate as two subcommittees: General Education Curriculum & Assessment (GECA) and General Education Coordination and Management (GECM, or Pathway Coordinators).

New efforts – dialog re anti-racism and other initiatives related to equity

As others have been, we too have been busy people during this unprecedented several months. This summer, the GEC held three special meetings with a group of interested BIPOC faculty leaders and other faculty supporters, from ABS and other units.

The initial conversation was convened by the General Education Director/GEC Chair in response to a communication from Dr. Kandee Cleary, Vice President of Inclusivity and Diversity, regarding the need for action related to CWU's lack of anti-racist curriculum in General Education and in the university as a whole.

As a result of the meetings, the GEC now has a charge surrounding this needed call to action: We have been asked to “consider proposal options for an anti-racist and/or a race and ethnicity graduation requirement for undergraduate students.” The GEC Chair and interested other members will be connecting with the Academic Affairs Committee and the Curriculum Committee to determine next steps.

An added benefit of our summer meetings is that we also now have a charge surrounding the known need to eliminate biased, exclusionary, and/or ableist language in our outcomes and assessment statements. We have been asked to examine these programmatic elements, propose standards, review the elements against those standards, and recommend updates.

We are opening a conversation around a set of critical issues. We will be seeking input from the faculty community, in particular around potential outcomes for an anti-racism requirement, as well as benefits and challenges. We will share a survey link in the next couple of weeks, and offer a series of forums for discussion.

Probable change to General Education proposal deadlines for AY2022-2023

Proposals for courses for inclusion in General Education for AY2021-22 will be due Friday October 2, 2020. The committee is strongly considering an earlier deadline for the following year, such that *AY2022-23 proposals will be due on **May 15, 2021***. We believe this earlier deadline would benefit both proposers and the committee by allowing more time for review, as well as for an opportunity for the committee to work with proposers and potential proposers to support a smooth annual infusion of new, high-quality courses.

Faculty support and Engagement. The GECM (Pathway Coordinators) continue to enhance the Canvas course they developed, and offer strategies to support faculty who

are offering General Education courses, as well as working on assessment surrounding how faculty are addressing Pathway criteria.

Pathway Coordinators for AY 20-21

Josh Buchanan – Perspectives on Current Issues

Robert (Shaffer) Claridge – Civic and Community Engagement

Carey Gazis - Sustainability

Michel O'Brien – Social Justice

A.I. Ross – First Year Experience

Karisa Terry – Ways of Knowing

Judy Beard – Health & Wellbeing

The Pathway Coordinators are also working to design and implement faculty development opportunities such as virtual brown bags and other events. They will also be working to enhance information and engagement-related resources such as a “showcase” or similar mechanism for the Gen Ed website. Please feel welcome to reach out to a Coordinator if you'd like to discuss your pathway, courses in your pathway, or other ideas and thinking.

Consideration of a new name for the FYE course. Last year, the GECM put significant effort toward resolving a known issue (the repetition of First Year Experience in referring to both a component and the 184 course). The group asked the Senate to consider a change to the name PADstone, and requested input around this name or other possibilities. (PAD is an acronym for Practice and Discovery.) They would still like to have input regarding potential names to consider, and intend to work toward proposing a name change for AY2021-22.

Student petitions and course articulations, including AP/IB acceptance. The GECA has been working to determine articulation for priority transfer courses and has reviewed and decided on many student petitions. We will continue to work on petitions and articulations as needed.

Consideration of ideas surrounding structural changes.

We remain happy to hear discussion of structural/programmatic changes faculty believe are needed to enhance and improve the program, and will be taking proposals for such change again in the coming academic year. Proposals will be due at the same time as course proposals.

Assessment: strategizing and implementation, planning for ongoing and enhanced efforts. We are still pursuing artifact collection opportunities, collaborative and developing rubric design, and other methods.



LEARN. DO. LIVE.

TO: Faculty Senate
FROM: Bret Smith, Faculty Legislative Representative
DATE: September 16, 2020
RE: Faculty Legislative Representative update

Dear colleagues,

Thank you for trusting me to represent you as Faculty Legislative Representative for an additional term—I will strive to make the most of the relationships that I have developed in the previous term as we move forward.

As you are well aware, the last months have been a time of disruption and adjustment. For this update, I'll just highlight a few things faculty should be aware of.

- While there was some interest in a special session to address various pandemic and budget concerns, it seems that this is unlikely before the regular session in January. All House members and half the Senate are up for re-election, and neither those advocating for reduced spending or increased revenue seem to have the votes to take action. Additional uncertainty on Federal relief for state and local government factors into this.
- We don't have a clear idea of what the January session will look like. I would say that a virtual session, at least for close-quarter committee meetings, is a strong possibility.
- Quarterly budget forecasts were actually better than some had predicted. State agencies (including public universities and CTCs) were asked to model 15% reductions in state funding. In addition to enrollment concerns, it appears that we will probably be facing reductions.
- On the positive side, the Washington Roundtable (a group focused on the business community) has reaffirmed its commitment to increasing degree-completion among Washington residents. This is in line with the priorities and goals set by the Washington Student Achievement Council, the body that administers state financial aid and various other programs affecting higher education. We hope to strengthen our engagement with both groups, to keep higher education high on the priority list for the short and long terms.
- Our colleagues at other universities are facing different responses to the pandemic. UW and WSU are almost completely online. EWU has a new president and provost, and

faculty at Evergreen are taking furloughs. We try to communicate a lot about what's happening so we can be unified in our agenda.

- The Council of Faculty will have its annual retreat in mid-October. We'll hear from Chris Mulick, WSU's director of legislative affairs and a wise and experienced Olympia veteran. We've also invited Sen. Emily Randall, chair of the Senate's Higher Education and Workforce Development committee, for remarks and a Q&A.
- Antonio Sánchez has retired (congratulations, Antonio!) and legislative affairs at CWU are continuing under Linda Schactler and Steve DuPont.
- The capital budget requests exist on a long-term timeframe. CWU's priorities (thanks to Steve Dupont for this information) are:
 - \$55.9 million in construction funding for Health Education, which is a total renovation and expansion of Nicholson Pavilion.
 - \$3 million for a new chiller because we are going to exceed our current cooling capacity when the Health Sciences Building opens.
 - \$5 million for the design of a new Humanities and Social Sciences Building, which would replace both Farrell Hall and L&L.

It is an honor to represent you. Please email Bret.Smith@cwu.edu at any time with questions and comments, and I'll be happy to meet virtually with you any time.