

**REGULAR MEETING**  
**Wednesday, October 7, 2020, 3:10 p.m.**  
**Zoom**  
**Minutes**

Meeting was called to order at 3:10 p.m.

**ROLL CALL: All senators, or their alternates, were present except:** Peter Dittmer, Gilberto Garcia, Ke Grace, and Cynthia Mitchell

**GUESTS:** Kevin Archer, Kande Cleary, Mike Harrod, Jill Hernandez, Bernadette Jungblut, Ediz Kaykayoglu, Gail Mackin, Mark Meister, Becky Pearson, Bret Smith, Maria Sanders, Carolyn Thurston, Arturo Torres, Coco Wu, Pam McMullin-Messier, Han Donker, and Janet Shiver

**CHANGES TO AND APPROVAL OF AGENDA –** Agenda was approved.

**MOTION NO. 20-04(Approved): APPROVAL OF MINUTES** of September 16, 2020

**COMMUNICATIONS -** None

**RACE AND ETHNICITY PRESENTATION – Kande Cleary –** Dr. Cleary reported that she has been working with faculty leadership to look at race and ethnicity at Central. She has developed faculty fellow's positions that will be working with other faculty on the issues of bias and discrimination. Michel O'Brien and Lucinda Carnell agreed to be the faculty fellows. Dr. Cleary's office has been working with search committees. They have modified committee materials to eliminate bias in language, bias in how we identify and to evaluate job requirements. There has been outreach to minority communities for both faculty and staff searches. Dr. Cleary suggested using preferred pronouns in signatures in email as this is a way to show the LGBTQ community that Central is a safe place. Abby Chinn and Michel O'Brien are serving as a network for research to the LGBTQ community. Diversity advocates will be sitting on search committees. Veronica Gomez has been hired as a Diversity Outreach specialist. They will help provide resources to departments and to encourage strong diverse candidates to come to campus. The next climate survey will go out in spring 2021 and hope to do them on a four year cycle. They are working with Graduate Studies to increase graduate student participation in these surveys. Dr. Cleary will report the findings to Faculty Senate, ADCO and town halls.

**SHARE STUDY SURVEY – Pam McMullin-Messier –** Dr. McMullin-Messier indicated that an email was sent out from Dr. Cleary's office on Monday. This is a nation-wide study. There are two different surveys, one for students and one for faculty, staff, and administrators. They want to know about the climate and knowledge on campus surrounding these issues. Dr. McMullin-Messier asked faculty encourage students to take this survey. The survey will be open until October 16<sup>th</sup>.

**SENATE CHAIR REPORT**

Chair Delgado welcomed everyone to the second Faculty Senate meeting of this academic year and for the great things you have accomplished during the challenging first five weeks of the fall quarter. Everyone has made great sacrifices to balance work and life at home. This has been particularly difficult for faculty who are homeschooling their kids while at the same time recording lectures, conducting research, writing your manuscripts, advising students remotely, grading, attending meetings via Zoom or Teams, and taking care of your service requirements. Those of you who are doing this at home can feel isolated. Please remember to be kind with yourself and know that you are not alone. We are in this together.

#### *Diversity, Inclusivity, and Antiracism Task Force*

The Executive Committee has been busy, along with other Senate Standing Committees, working hard to complete their charges. An important motion coming from the Executive Committee today is the creation of a task force to address antiracism, diversity, and inclusivity at CWU. This motion will allow the Faculty Senate Executive Committee to send out a call for nominations and appoint members to the Task Force. I will provide additional background information and context when the motion comes to the floor later today.

#### *BOT Meeting*

Members of the Executive Committee are scheduled to meet with the Board of Trustees on October 15<sup>th</sup> at 2:00 p.m. The Board of Trustee regular meeting is scheduled two weeks later on October 29<sup>th</sup> and 30<sup>th</sup>. An agenda will be posted on the Board of Trustees' webpage. Both meetings will be held remotely.

#### *Presidential Search*

Chair Delgado reported that the Trustee Search Advisory Committee has been working diligently on evaluating the pool of candidates. The search firm – *William Funk & Associates* – has done a good job reaching out to attract qualified and talented candidates to apply for this position. The pool has 80 applicants and one-third of them are minorities. Each member of the Trustee Search Advisory Committee submitted her/his list of the best ten candidates to the firm earlier today. The Advisory Committee will meet on October 12<sup>th</sup> to begin the distillation process and recommend finalists to the Board of Trustees on October 30<sup>th</sup>.

#### *Annual Early Alert*

The Director of Academic Concerns & Dispute Resolution, Carolyn Thurston, shared the Quarterly Academic Alert last week. The report shows that faculty have increasingly utilized the system every year since it was launched. Carolyn wants to thank you for utilizing and responding to this critical tool for outreach to and intervention with our students when they may be struggling. Now, more than ever, it is essential that we connect with our students to help them succeed. Please continue using this system.

#### *Opening Plans during COVID in the Winter Quarter*

Even though it feels like fall quarter just started, the reality is that we are already on week five. As a result, the Director of Project Management, James Jankowski, is already working on refreshing CWU's opening plans for the winter quarter. He would like to hear from faculty members on what has worked well and what could be improved upon as it pertains to CWU's COVID plans and protocols. While he wants to hear from all of you, James wants to remind you that they might not be able to implement or address all the changes suggested by faculty members. There are often other factors in play that need to be considered that might preclude them from including them in their opening plans. He understands that this can be frustrating when you are asked to give feedback on something and then the group

asking doesn't appear to do anything with it. He wants to assure you that his office is doing everything in their power to consider your suggestions. He values the input because you are the ones in the classrooms working with students.

James wants to know if there are things they can do better that would provide them more support to increase campus safety during the opening plans in the winter. In particular, he is interested to know more in the following three areas:

1. Technology in the classrooms. Did faculty feel they had adequate technology in the classroom to conduct their courses? Are there any issues with the use of technology in the classroom?
2. Classroom safety protocols (masking, cleaning supplies, distancing, etc.)
3. Communication: do you feel you have been kept adequately updated on plans, protocols, and general COVID-related items? If not, how would you suggest they can better provide that information?

We will send a survey later this week where you can answer these questions and provide feedback.

Chair Delgado thanked everyone for their hard work, commitment to make CWU one of the best regional comprehensive universities in Washington.

**FACULTY ISSUES** – Tim Lawless indicated that EDTL faculty have been noticing teacher candidates not putting their best effort in class. The emergency pass/fail seems to encourage this behavior. They would like to see the emergency pass/fair be rescinded for winter and spring.

Peter Klosterman, Math department, brought forward a concern regarding the draft core themes that were sent out. The survey asked faculty if they supported these goals. The department recognizing these are all good goals and would expect faculty to agree; however, they would require significant time and resources. If faculty agree, this could increase faculty workload without compensation and would like Faculty Senate to look into this.

Heidi Perez expressed a concern regarding the daily check-ins for faculty. The goal is to have the person reflect on their own symptoms and help them not to come to campus if they are sick. This feels like an unnecessary oversight or surveillance. People by now are familiar with these symptoms and many faculty are not even looking at the questions and just clicking on them or not doing them at all.

**STUDENT REPORT** – Maddy Koval reported that the Student Academic Senate just had their first meeting last night. It was a long meeting. One senator has stepped down and now are down to 22 senators. One concern that has been brought up is the amount of work for students that classes are now online. Students would like to see a cap on the homework load. Teachers are not lecturing, but just giving reading assignments, quizzes and tests. Students are paying a lot of money for tuition and they didn't choose this type of school. This is a big adjustment for students and hope that the emergency pass/fail stays in effect for the entire academic year.

**OLD BUSINESS** - None

## REPORTS/ACTION ITEMS

### SENATE COMMITTEES:

#### Executive Committee

**Motion No. 20-05(42 yes, 2 no, 4 abstentions):** The Executive Committee moves to create a task force to address antiracism, diversity, and inclusivity; and to allow the Faculty Senate Executive Committee to appoint members to the Task Force.

#### Curriculum Committee

**Motion No. 20-06(46 yes, 1 no, 1 abstentions):** Recommends approval of a new Data science, Statistical Data Science BS as outlined in Exhibit A.

**Motion No. 20-07(46 yes, 1 no):** Recommends approval of the Accounting Major, BS adding five (5) credits and continuing to be over credit as outlined in Exhibit B

#### General Education Committee

**Motion No. 20-08(Withdrawn by committee):** Recommends waiving the First Year Experience 184 course requirement for all transfer students who are entering under the 2021-2022 General Education catalog, who have transferred 45 credits or more.

**Evaluation and Assessment Committee – See written report later in the minutes.**

**PRESIDENT** – President Gaudino reported that the decline in enrollment that we are seeing was predicted due to the change in demographics and COVID. Central didn't see as large of decline that was possible. There was a big effort by many people to make this happen. COVID infection rates are staying within manageable efforts. As of this morning there are 20 total cases that tracing is being done and three are in residence halls. The others are within the community. President Gaudino indicated that we need to keep emphasizing washing hands, face coverings and distancing. The President search seems to be going well. The search committee will be reporting to the BOT with their recommended candidates. There are 80 candidates in the pool. Other institutions are getting less than half of the candidates for their president searches.

**PROVOST** – Provost DenBeste indicated she is proud to be leading this team. She asked faculty try to be clear with expectations for students. Central spent the summer worrying about enrollment. Even though enrollment it is down, it isn't as bad as could have been. Graduate student enrollment is up. Returning sophomore class is the largest in the past 10 years. She reminded Senators about the Provost fellow applications. If you need more information, please ask. One book, One Campus this year is "So You Want to Talk about Race". The Provost office is working on website and would like to know what faculty are doing with this. There will have a couple of events at the end of the quarter.

**CHAIR-ELECT** – Distinguished Faculty nomination letters are due December 1<sup>st</sup>. The next week open Executive Committee meeting is on Wednesday, October 14 from 3:00 – 4:00.

**NEW BUSINESS** - None

Meeting was adjourned at 4:30 p.m.

## **RACE AND ETHNICITY PRESENTATION**

September 28, 2020

TO: Faculty Senate

FROM: Kandee Cleary, PhD  
VP of Inclusivity and Diversity

RE: Inclusivity and Diversity Report to the Faculty Senate Report to the Faculty Senate  
Report to the Faculty Senate

Student Success case for inclusion.

Central Washington University has become more diverse. 40% of our students come from Underserved Communities of Color. CWU values diversity and inclusion and strives to serve the needs of all our students. BIPOC (Black, Indigenous, People of Color) fall behind white students in retention and graduation rates. It is imperative that CWU prepare all our students to live, work and play in a diverse world in ways that are innovative and creative. In the current social milieu issues surrounding equity have become apparent and students are demanding equity in their education.

In the Spring I wrote a letter to the campus community stating commitments to make substantive changes at CWU to address equity issues that have been identified throughout the campus community. This report will inform you what steps I have taken to address the commitments. In Fall of 2019 the Faculty Senate Executive Committee provided me with recommendations to address equity issues. This report identifies the ways in which I have addressed those recommendations to date.

The first commitment that I made in my letter to the campus community was to work with Academic Leadership, Faculty Senate, and departments to integrate the topics of equity, bias, discrimination, structural racism and restorative justice throughout the curriculum. To begin to address this goal I established a Faculty Fellows program <https://www.cwu.edu/inclusivity/initiatives> to work other faculty on these issues. Michel O'Brien and Lucinda Carnell have agreed to help identify faculty and student issues and work with faculty to address those issues. Faculty have been very responsive to the need for equity in the curriculum and are working to address those issues.

The second commitment that I made was to work with the faculty to directly address issues of race and equity as an ethos that runs throughout CWU. Michel, Lucinda and I will collaborate with the Faculty Development office to create development opportunities that focus on the development of an inclusive classroom, inclusive curriculum, inclusive pedagogy and addressing issues of bias.

The third commitment I have made is to work on equity across campus in all of our activities. My team and I have collaborated across the university to implement the Workforce Diversity Plan. Last year we developed a concrete research based plan to

recruit and train Diversity Advocates to serve on search committees to ensure equity in the search process, we modified the search committee materials to eliminate unintentional bias, we are working to establish relationships for outreach to minority communities, and we are working on establishing intentional, innovative hiring plans. Michel, Lucinda, and the Employee Equity Committee are working on establishing mentorship programs, welcoming programs, and communities of knowledge that research shows are the most effective in increasing retention among faculty and staff. We are creating a Faculty of Color leadership program that will promote diversity at all levels of the institution, which addresses the need to provide leadership opportunities for faculty and staff of color.

Faculty Senate provided the following recommendation Fall, 2019.

Encourage the use of preferred gender pronouns in email signatures to the CWU campus community.

- Increasingly, institutions of higher education are adopting the practice of students, faculty, and staff identification of preferred pronouns in their email signature. Although cisgender members of the CWU community may not understand the practice, or believe it relevant for their own identity and experience, the practice serves as a way to recognize trans and gender non-conforming individuals. The aim is to create safe spaces for these members of our community to share their preferred pronouns, which can otherwise be a difficult task when the climate is unknown to them. More information on the practice, as well as examples for including preferred pronouns be found [here](#).
- Action
  - Working with Public Affairs there is the option to provide pronouns in your signature line. I am working with Public Affairs to promote the use of pronouns and provide information about why it is important to provide a safe space for all Central Washington University.

Ensure diversity initiatives in hiring and promotion are being properly followed/observed.

- Currently, there is variable training for chair/members of search committee for diversity training and/or recognition of individual biases that may influence the search/screening process.
- Allocate appropriate funding for diversity initiatives within the hiring process, i.e. advertise in relevant outlets, enable search committees to bring in candidates that may require extensive travel.
- Increase transparency in search committee procedures, i.e. collecting and reviewing screening tools.
- Action
  - I am providing training opportunities for Diversity Advocates to sit on all search committees to ensure equitable processes in searches.
  - I have modified all search tools to ensure the tools are equitable.
  - I have a diversity outreach specialist who is developing and maintaining relationships with diverse groups of faculty and staff to ensure we are reaching those groups with our advertising, outreach, and encouragement.
  - I have provided resources to departments and Colleges to encourage strong diverse applicants to come to campus and accept offers of employment. This has had some success and will continue even in these difficult economic times.

Increase participation in campus climate-type survey initiatives among graduate students.

- Future Committee and/or Task Force charged with implementing campus climate studies should include a graduate student to help assist with the inclusion of relevant survey measures, conduct outreach to graduate students for participation, and disseminate findings.
- A specific dissemination plan for graduate students should be included as part of the planning for future climate studies.
- Specifically name graduate students on materials advertising events where it would be appropriate for all students to attend and/or create events specifically for graduate students.
- Action
  - I will reach out to the Graduate School Dean to identify graduate students to help in the development and outreach of questions pertaining to climate issues for graduate students. The next survey that will go out will include graduate students to identify issues that may be unique to graduate students.

Implement a campus climate study on a 4-year cycle.

- Given the resources required to implement climate studies, a 4-year cycle lends itself to appropriate distribution of personnel time, funding for implementation, analyzing and disseminating data, implementation of recommended actions based on data, among other activities associated with climate surveys.
- Action:
  - The campus climate survey was done Spring, 2018. The climate survey will go out again in the Spring of 2021.
  - The survey will be followed by a report to Senate, ADCO and other stakeholders and Town Halls discussing the findings and actions to address those findings.

Enhanced training for faculty and staff that includes prevention strategies, contextualizes misconduct and discrimination within collegiality/civility, and provides tangible strategies to combat harassment and discriminatory language used among colleagues and students.

- Orientation events at the initial time of employment, are important to set the tone of the university's stance on misconduct/discrimination. During these events, faculty, staff, and students should be oriented to institutional policy, expectations for conduct, available resources for support (prevention and post-incident support), roles and responsibilities of Title IX and other institution personnel working in these areas, and reporting locations.
- Action:
  - We have developed on-line/in person development and training for faculty and staff addressing microaggressions and implicit bias.
  - We will collaborate with the Faculty Development Office to engage faculty in development that focuses on strategies to address implicit bias, micro- aggressions, and equitable pedagogy.

## **Antiracism, Diversity, and Inclusivity Ad hoc Committee Committee Information**

Meetings will be held twice per month. The Ad Hoc Committee will prepare a report to senate to be presented at the last full senate meeting of each quarter or as requested by the Faculty Senate Executive Committee.

This new committee is ad hoc. It is formed in response to an email sent by the Vice President of Diversity and Inclusivity, Dr. Kandee Cleary on June 2, 2020 that outlined a series of goals to instill an ethos of antiracism into CWU. This ad hoc committee will identify the main issues associated with diversity, inclusivity, inequality, discrimination, and racism at CWU. The ad hoc committee will identify specific ways to address these issues at all levels, including curriculum and academic policy. The ad hoc committee will be composed of one faculty from each college and the Library. Each committee member will receive one WLU per quarter.



## Exhibit A

### Data Science, Statistical Data Science BS

#### Data Science shared core – Credits: 66

CS 110 Programming Fundamentals I (4)  
CS 111 Programming Fundamentals II (4)  
CS 112 Introduction to Data Science in Python (4)  
CS 301 Data Structures (4)  
CS 302 Advanced Data Structures and File Processing (4)  
CS 325 Technical Writing in Computer Science (4)  
CS 420 Database Management Systems (4)  
MATH 172 Calculus I (5)  
MATH 173 Calculus II (5)  
MATH 260 Sets and Logic (5)  
MATH 265 Linear Algebra I (4)  
MATH 314 Probability and Statistics (5)  
MATH 330 Discrete Mathematics (5)  
MATH 410A Advanced Statistical Methods I (4)  
PHIL 304 Business Ethics (5)

#### Statistical Data Science Specialization Credits: 36

MATH 272 Multivariable Calculus I (5)  
MATH 273 Multivariable Calculus II (5)  
Math 309 Mathematical Computing (5)\*  
MATH 410B Advanced Statistical Methods II (4)  
MATH 411A Probability Theory (4)  
MATH 411B Mathematical Statistics I (3)  
Math 478 Acquiring and Cleaning Data in Data Science (3)\*  
Math 479 Data Analysis in Data Science (3)\*  
Math 499D Data Science Senior Seminar (4)\*

Total Credits: 102

## Exhibit B

### Accounting Major, BS - 2020

#### English Courses Credits: 10

ENG 101 Academic Writing I: Critical Reading and Responding (5)

ENG 102 Academic Writing II: Reasoning and Research on Social Justice (5)

#### Foundation Courses Credits: 40

ACCT 251 Financial Accounting (5)

ACCT 252 Managerial Accounting (5)

BUS 102 Business Computer Skills (5)

BUS 221 Introductory Business Statistics (5)

BUS 241 Legal Environment of Business (5)

ECON 130 Foundations for Business Analytics (5)

**OR**

MATH 130 Finite Mathematics (5)

ECON 201 Principles of Economics Micro (5)

**Select one from the following: (5 credits)**

MATH 153 Pre-Calculus Mathematics I (5)

MATH 154 Pre-Calculus Mathematics II (5)

MATH 170 Intuitive Calculus (5)

MATH 172 Calculus I (5)

MATH 173 Calculus II (5)

#### Accounting Core Courses Credits: ~~35~~ **38**

ACCT 455 Accounting Information Systems (5)

COM 301 Public Speaking for Business and Organizations (2)

ECON 202 Principles of Economics Macro (5)

ENG 311 Business Writing (3)

FIN 370 Introductory Financial Management (5)

MGT 382 Principles of Management (5)

MKT 362 Essential Marketing Concepts (5)

SCM 310 Supply Chain Management (5)

BUS 301 Contemporary Approaches to Personal and Professional Development (3)

#### Required Courses Credits: ~~30~~ ~~33~~ **31**

ACCT 305 Cost Accounting (5)

ACCT 340 Income Tax Accounting I (5)

ACCT 350 Intermediate Accounting I (5)

ACCT 352 Intermediate Accounting III (5)

ACCT 351 Intermediate Accounting II (5)

ACCT 460 Auditing (5)  
ACCT 301 Accounting Skills for Non-Accounting Majors (5)  
ACCT 310 Career Planning for the Accounting Professional (1)

**Department-Approved Electives Credits: ~~5~~ 10**

Select ~~5~~ 10 credits from the following:

ACCT 405 Advanced Cost Accounting (5)  
ACCT 430 Governmental and Non-profit Accounting (5)  
ACCT 441 Advanced Tax 1: Individual (5)  
ACCT 461 Fraud Examination (5)  
ACCT 475 International Accounting (5)

**College of Business Capstone Credits: 7**

BUS 489 AACSB Assessment (2)  
MGT 489 Strategic Management (5)

**Total Credits: ~~417~~ 136**

## **Committee Reports**

### Bylaws and Faculty Code Committee Report

The BFCC met on September 28, 2020 at 11 a.m. The committee reviewed charge BFCC20-21.01 which is: Consider revising the language regarding benefits and privileges for Emeritus Faculty as outlined in Faculty Code, Section I.B.2. The committee is in the process of reviewing and revising the language based on RCW42.52.070, RCW 42.52.080 and WAC 292.110.010. The committee needs additional information, and at the next meeting on October 12, will refine potential language. The committee, at the next meeting, will also review charge BFCC20-21.02 which is: Consider whether there are any changes to the Faculty Senate Bylaws or the Faculty Senate Faculty Code needed to deal with issues that have been exposed by the university response to the COVID-19 pandemic.

## Evaluation and Assessment

### Faculty Senate Report – October 7, 2020

#### Faculty Senate Evaluation and Assessment Committee

The committee has lacked a COTS representative and a student representative thus far. Janet Shields is helping us with making sure we have the required representation.

The committee has focused on the following charges in our past two meetings:

1. *Consider the creation of assessment strategies during the COVID-19 pandemic. **Timeline:** Fall quarter.*

The committee considers peer review particularly difficult given the variance in new modalities (e.g., asynchronous online, synchronous online, hybrids, etc.) It is examining a number of different peer evaluation forms/methods to see if any can easily and quickly be adopted for use by CWU.

2. *Consider assessing the impact of the SEOIs during the COVID mandated online/hybrid courses. **Timeline:** Winter Quarter.*

The committee has discussed assessment issues related to COVID-19. Faculty teach a number of courses over an academic year. Many are teaching or have taught completely new courses or courses in a completely new modality in Summer and Fall quarters. During this time, SEOIs are to be used formatively, not summatively. The committee stressed that evaluations should focus on faculty attempts to act on previous evaluation recommendations instead of immediate faculty success, especially with modality changes.

3. *Continue working with Information Services to improve/modify SEOI delivery systems, students' notifications and form types. **Timeline:** Winter Quarter.*

The committee has begun discussing a summer SEOI delivery problem that has to do with when SEOIs are administered for immersive courses. Lydia Anderson (Information Services representative) is checking on the feasibility of a possible solution.

4. *Conduct assessment of academic administrators. This is a biennial charge. **Timeline:** Spring quarter.*

The committee plans to update a past survey for faculty assessment of academic administrators at every meeting in Fall quarter. This will allow us to be able to send these surveys to academic administrators for review in early Winter quarter to meet the early Spring quarter deadline for sending out surveys to faculty. The President's survey has been reviewed and draft changes have been written.

Respectfully submitted,

Terry Wilson (Chair)