

Academic Senate Faculty Affairs Committee, 2019-2020

December 11, 2019

Present:

renée hoogland (Chair), Jocelyn Ang, Wanda Gibson-Scipio, Marisa Henderson, Ellen Tisdale, Linda Beale (Senate President), Annmarie Caño (Administration Liaison), Karin Tarpenning (UPTF Liaison), Amanda Levitt (GEOC Liaison)

Absent with Notice:

Poonam Arya, Susan Davis, Ewa Golebiowska, Xiaoyan Han

Absent:

Daniel Golodner, Thomas Karr, Sarah Lenhoff, Justin Long, Scott Tainsky, Patricia McCormick (AAUP-AFT Liaisons), Shehr Asghar (Student Senate Liaison)

Guests:

Stuart Baum (Student Senate President), Ameera Hashwi

1. The meeting was Called to Order 2:04 pm
2. Approval of Minutes from October 23.
3. Student Senate LGBTQ+ Resolution, guest: Stuart Baum

Student Senate President Stuart Baum presented the Student Senate's LGBTQ+ Resolution. Five years ago, the Student Senate passed a resolution with respect to Diversity that saw the creation of OSME and the hire of Dr. Marquita Chamblee as Chief Diversity Officer. Today, WSU is still behind on our peer institutions in terms of diversity initiatives and programs. The Student Senate wants to add to the resolution a call for administrative investment in academic inclusion by adding a full-time position to oversee LGBTQ+ student life, as well as a full-time faculty member to coordinate and teach LGBTQ+ courses. The resolution aims at the institution of an academic program in LGBTQ+ studies. The resolution was distributed to the FAC prior to the meeting.

Amanda L. posits that she frequently offers to teach LGBTQ+ courses, but that these offers are not accepted, even though there is interest. Stuart and renée comment that there is notable interest in any course that has to do with "identity issues," such as the LGBTQ+ literature & film courses that are offered in the English department: they fill up immediately every semester. renée points out that Dean Hartwell promised to increase support for GSW when she first arrived. This promise has not yet been kept, so it appears a good idea to bring this resolution and plans for a program to CLAS for support. Stuart hopes that the resolution can be the launching board to increase LGBTQ+-inclusivity at the University and improve the experience of belonging for LGBTQ+ students coming to WSU. At this point his impression is that students do not feel not welcomed by the campus community—so much seems to be clear from the Climate Survey.

The Chair called a vote to support the resolution and an accompanying support memo from the committee. However, there turned not to be a quorum. Those in attendance were supportive of the resolution and the vote will instead be called again at the next meeting. The Student Senate will meet with Dean Hartwell on January 16 to discuss the Resolution.

3. renée addresses the committee about the academic misconduct memo that was forwarded through CLAS. renée is still concerned with faculty members not being allowed to discuss issues of academic misconduct with the students before filing a complaint, as it specifically says they are unable to in the filing procedures. A conversation sometimes is a good first step to avoid escalating the problem. Senate President Linda Beale suggested that the committee starts thinking about proper wording to send to the policy committee for the entire senate to discuss.

4. Presentation Associate Provost Annmarie Caño

Annmarie Caño, the Associate Provost for Faculty Development and Faculty Success, discussed her office's activities of the past year. Although the Provost's office has established that faculty success is student success, much of the effort has been on student success and not on faculty success. The programming by her office has been focused on encouraging faculty and academic staff success.

A new and improved two-day faculty orientation was developed that included sessions focused on what the 68 new faculty members should know coming into their new positions. Sessions included OTL, benefits, Union, Title IX, academic misconduct, etcetera. Senate President Linda Beale believes that shared governance should be an included session. Dr. Caño informed the committee that there will be a February planning meeting to get more people around campus involved and more ideas included.

Dr. Caño's office has also pushed for more professional development programs, including deeper engagement with the National Center for Faculty Development and Diversity (NCFDD) and seminars for faculty and academic staff. Programming including mentoring, academic harassment, and other efforts to empower faculty and staff to advocate for themselves and their peers. 375 people attended the seminars during the first year's programming, from 2018-2019, and 200 attended during the 2019 fall semester.

New efforts in leadership development have been created, such as department chair development, to help cultivate inclusive culture. In an effort to develop leadership opportunities for everyone, the Academic Leadership Academy was established for WSU faculty and academic staff. The Academy is halfway through the first year with the first cohort of 26 people. The office also saw to the creation of monthly seminars, such as negotiation and critical conversations, as well as establishing the EmpowerED to Lead Podcast which has finished Season 2, with season 3 coming soon.

Dr. Caño's office has also encouraged increasing academic recognition and initiating new award processes that limit gender and racial biases and promote student success in faculty recognition.

Any ideas for helping faculty and academic staff success can be sent to Dr. Caño.

5. **Title IX and Consensual Relations, guests: Brandy Banks (Title IX Director), Linda Galante (Associate Counsel), Nicky Wright (Assistant Vice President, Office of Equal Opportunity)**

Guests Brandy Banks, Linda Galante, and Nicky Wright join the committee to discuss the draft policy concerning expectations of consensual relationships that they would like FAC to support. Linda Galante informs the group that most universities have policies concerning relationships between faculty and students, but WSU does not. The draft policy also includes a definition of

Unequal Power Relationships and Sexual or Gender Based Harassment that helps in addressing other forms workplace violence, such as bullying. renée appreciates that likes that the policy acknowledges consensus might change over time and there is language included.

Nicky Wright believes this draft is a huge step forward. While many universities have adopted stronger language concerning these issues, this policy will help when these issues come up at WSU, because currently there is little the concerning offices can do.

Senate President Linda Beale lets the group know previous attempts at creating a code of conduct that would address many of these issues have been shot down due to legal reasons and wording. People are receptive to a code of conduct, but it will need to protect both the accused and the victim.

Other forms of workplace violence, which are not illegal but highly inappropriate, will also need to be individually looked at in order to have specific language created that will address these issues.

A point of concern with the committee are the consequences and enforcement of the policy because they are not specifically listed in the draft. Linda Galante states that de-tenuring is an option for consequence and Boris will be involved in enforcing the policy and help putting pressure on chairs/deans. The guests are open to ideas from the FAC to make the policy stronger in terms of enforcement. Other universities are pushing for hires being checked from their home universities concerning past harassment issues, as this is an issue for NSF grants where harassment needs to be reported.

Many members of the committee believe that addition to policies, there should an effort to spread awareness of the severity of these various issues around campus to promote a cultural shift. An educational outreach/symposium could be a joint effort between unions around campus and administration to achieve this goal. Annmarie Cano informs the group of Dr. Loreleigh Keashly's efforts to educate and give tools for addressing bullying and creating agency with doing videos, seminars, and bystander training which could be helpful in the education campaign. The conference/seminar/symposium could provide a safe space to talk about these serious issues. A follow up conversation will come in the new year.

The meeting was adjourned 4:01 pm

Respectfully submitted by Marisa Henderson