



Faculty Senate Meeting

MINUTES

December 8, 2022

3:15 p.m.

Zoom Meeting ID: 485 536 1551

Attendance: Charles Bell, Julie Bezzerides, Soo Lee Bruce-Smith, Jenna Chambers, Fred Chilson (President's designee), Samantha Coulter, Jennifer Cromer, Harold Crook, Celeste Ellis, Justene Garner, Rachelle Genthos, Kristy Gonder, Sue Hasbrouck, Thomas Hill, Leif Hoffmann, Lorinda Hughes, Billy Lemus, Seth Long, Mike Owen, Michelle Pearson-Smith, Cecily Puckett (ASLCSC), Suzanne Rousseau, Jenny Scott, Eric Stoffregen, Gene Straughan, Heather Van Mullem.

Guests: Sheri Glaesman (WSU), Grace Anderson, Muna Crook, Martin Gibbs, Kelsey Grafton, Emily Jerves, Julie Lorentz, Luther Maddy, Michelle Nelson, Jeff Ober, Kevin Reynolds, Vanessa Stedman.

I. Call to Order 3:15

II. Approval of Senate Meeting minutes from November 10, 2022

PLMSS Senator proposed amendment to discussion on course overloads to include: "Previously, summer courses counted as in-load, as well as Saturday courses." Amendment approved unanimously, with three abstentions.

III. Campus Guest--Shari Glaesman, WSU Ombudsperson

Ms. Glaesman discussed her professional background and how the opportunity to become an ombudsperson came about. At WSU, the Provost's Office is the "parent office" for the ombuds function and she is fiscally supported by them, but otherwise works very autonomously. The ombuds role is neutral and impartial. No judgement is passed when working with visitors (the term used for clients), and ombudsmen remain neutral in that they do not represent WSU or their visitors. Zero-records are kept and the office functions independently, except in compliance areas where the ombudsmen are identified as "mandatory reporters" by law/regulation (for example, Title IX and instances of child and elder abuse, etc.). Confidentiality is honored always. Ombudspersons **do not** participate in any investigations for human resources, attorney general's, or EEOC offices. They have no power to make someone on campus act or change their actions. Sheri explained that a huge part of her job is helping people make connections and assisting visitors with contacting the appropriate entities. The WSU ombuds staff is a combination of faculty and non-faculty ombudspersons. They work well together in ensuring no conflicts of interest occur and will refer to each other. Official training to become an ombudsman is available and at some institutions, required.

Ms. Glaesman then discussed the qualities of an ombudsperson, including: listening openly and without judgement; having a good understanding of the college's policy and procedures; not necessarily giving advice, but often, just listening to the visitor's story and allowing them to feel heard. Ombudspersons also assist people in identifying their issues and help with guided problem-solving. Persons serving in this role must have the ability to **not** get involved in the cases, to help maintain confidentiality. Often, no follow-up to the visit is required or made. Also, outcomes are not always considered "right" or "just." While the visitor has to "live with the outcome," it is important that the ombudsperson does not become too invested if the outcome, especially if it is not "just." Ombudspersons do not advocate for visitors; they have to be neutral in all aspects. Instead, ombuds advocate for the rules themselves. The ombuds role can also be helpful in mediation between employees and supervisors and often facilitates negotiations.

Question from senator: It seems like your role is largely minimizing escalation of problems from getting to the "grievance" level. Would you say your role is effective in doing this?

Answer from Ms. Glaesman: It is nearly impossible to quantify our worth due to the confidentiality of our work. We don't measure outcomes in any way due to the confidentiality required by our work and the no-record policy. The university administration assumes that due to the work we complete, we mitigate many possible issues.

Question from senator: Do you get referrals from faculty, hearing board, or leadership? When you have to mediate, how do you honor confidentiality? Final question—independence. Did you ever have a retired person working in your office?

Answer from Ms. Glaesman: Yes, we get some referrals from human resources, to learn more and help with problem solving. To answer the mediation question—if we think we can get both parties to sit down in a safe and regulated environment willingly, we will do so. However, you cannot require mediation. It is not effective if one party is not interested or invested. In response to the third question: often faculty ombudspersons are often on their way to retirement, which works well because they are not concerned with their career trajectory.

Question from senator: I'm curious how the work is split?

Answer from Ms. Glaesman: The ombuds function at WSU totals 1.0 FTE, that is split between three people.

IV. Comments/Updates

A. Provost Chilson

Course overloads are offered to full-time academic faculty; CTE faculty are not eligible for course overloads. On the academic side, we approach full-time faculty first, before asking adjuncts to teach a course. Often, they are willing to take on overload and are compensated for this work. Agreeing to course overloads should always be optional. We pay about \$700,000-\$800,000 for course overloads each year. The instruction quality is generally better when our full-time faculty takes on the overload.

Question from senator: It is more expensive to have faculty teaching overload?

Provost Chilson: Yes, because of the additional variable benefit costs that are incurred when full-time faculty are used.

Question from senator: Tiers of adjunct payment was a discussion in our division. Could you discuss the levels?

Provost Chilson: Yes, the “tiers” are a function of the number of credits taught, with Tier 3 being the highest. If you are a full-time tenure track faculty then you are already eligible for Tier 3 compensation.

Question from senator: Some divisions could be different, we realize. We heard at our last meeting that some overload may not be being compensated? Also, it was shared by a PLMSS senator that some kinesiology overload was “required?”

Provost Chilson: We had a faculty member in that division leave at the last minute, at the beginning of the semester, so all faculty members volunteered to take this overload on. For the CTE side, funding is allocated differently and the credit model is different—they are not locked into 24 credits per year, as we are on the academic side. Dean Ober is invited to expand on this.

Dean Ober: To my knowledge, there is no “credit standard” required in CTE. There are 24 different CTE programs and often there is only one instructor qualified to teach in a given program. Lab times are also often intensive.

Question from senator (to Provost): Model shows that over 24 credit is overload. What if you have a student requiring an independent or directed study. Why is this not considered “overload”?

Provost Chilson: Because it is at the discretion of the instructor to agree to an independent or directed study, and it is possible say no.

Question from senator: There is concern in our division about having formulas for overload courses offered in online programs. Additional conversation is perhaps needed with regard to online overloads?

Provost Chilson: We are the highest-paying public institution in the state, when it comes to overload and adjunct payment. Let’s reach out to some of the areas of online instruction on campus that have experience in this kind of programming (for example, nursing and business) to see if this makes sense or not.

Comment from senator: I think that in-person classes require just as much feedback to students and the workload is substantial. Perhaps the conversation needs to be about student enrollment caps.

Comment from Provost Chilson: I think it is more useful to steer students in the direction of avoiding independent study/directed studies. Faculty should not feel obligated. Substitutions should be made, where accreditation is not at stake. If there was a “overload bonus” for teaching online classes, people would exploit this in order get the bonus. That is why the online overload bonus was taken away and overall pay scales were raised.

Provost Chilson: To wrap up, I wanted to make you all aware, we hired 32 new people in academic affairs so far this year. We have eight current open positions, plus a number of proposals to consider. We are making hires and being strategic. If we need faculty, we will hire them. We are waiting for the big explosion of student enrollment. I appreciate all the hard work, we have a fantastic school here.

B. Chair

Sharing updates from President's Cabinet: the College is in the process of developing a new policy on minors (not our students) on campus. The full policy should be forthcoming this spring, but I will ask Vice President Hanson to address it at the first Faculty Association meeting of the year. Student Affairs is also bringing RESPOND training to campus this spring, to help faculty and staff triage and assess behavioral and mental health issues with our students.

With regard to institutional research: new policies on financial conflict of interest and research misconduct policy have been put forth by the VPIRE; these primarily impact faculty receiving NIH funding. These policies were developed in part over summer, but there was faculty involvement and input on them.

The institutional resource allocation processes are starting up, including the Functional Area Committee (FAC) reviews and the Compensation Review Committee (CRC) meeting. The Budget, Planning & Assessment Committee will be involved with these processes, so if you have compensation-related questions/comments please get them either to your BPAC committee member or to Jenny or Sue, so that they can be included in committee reports. Also in the VPFA's area: renegotiation of bookstore contract is underway, and Sue is representing faculty on the RFP committee.

Please forward nominations for next years' chair elect. The last three chairs have all come from the School of Professional Studies; time for some of the other areas on campus to step up.

Question from senator: where does the minors on campus policy stem from?

Chair: I believe this was the result of an operational audit finding; we should have had a policy in place for some time, and we have not. More information will be forthcoming on this policy in spring.

V. Old Business: Policy 1.102 Operational Guidelines – (continued review)

The chair noted that all she had done since the last meeting's discussion on this document was to change the statement: "ASLCSC shall appoint two representatives to faculty senate" to "ASLCSC shall appoint **up to** two representatives to faculty senate," after consultation with ASLCSC president. The chair then asked senators to try and review the document over the break, so that we could come back to it at our February senate meeting for further discussion and possible vote in March. Ultimately, a vote of the full Faculty Association will be required to complete the policy update, and the last Association meeting for the year will be in April.

Question from senator: We have feedback from our division; how do you want to receive feedback?

Chair: please just forward your feedback as a written document and I will incorporate it.

VI. New Business (none)

VII. Standing Committee Reports

A. Faculty Affairs—Jenny Scott

Three of six sabbatical applications were awarded by administration. In additional discussion with the Provost regarding sabbaticals, he assured us that one-semester-only sabbaticals will not be “penalized” in future application rounds because they are “cheaper.” The spring faculty development grant application deadline is March 1st, for activity completed by Dec. 2023. Some additional clarifications to the form are being made.

B. Student Affairs—Lorinda Hughes

The Student Affairs Committee has met several times on the Student Course Evaluation question set, and they have it down to fourteen questions with a submission comment at the end of each section as well as at the end of each survey. The final mock-up version of this survey will be brought to Senate for a vote this spring.

Question from senator: Did the email come out to notify that SCE's are available? Some students indicated they were unable to get to the survey, via the link.

Lorinda: Yes, the notification email went out; we may ask that a statement be incorporated into future notification emails explaining why it is important students fill these out.

C. Curriculum—Billy Lemus

We are working on three proposals that will require senate review. These will be ready by our next meeting next semester.

D. Budget, Planning & Assessment—Sue Hasbrouck

BPAC committee members have been assigned functional area committee reviews to attend, as the faculty representative. Please pass on to your BPAC representative any compensation-related concerns or comments for inclusion in the CRC report.

VIII. Good of the Order

- Winter Revels December 9—please attend.
- College Advancement Open House December 16 noon-4 p.m.; IT Open House December 15 1:30-3:30 p.m.
- 2022 Charitable Gift Deadline December 23

IX. Motion to adjourn 4:55p.m. by H. Crook (second by C. Bell) unanimously approved.