Academic Assembly
November 13, 2017
2:05 – 3:35pm, STCN 130

MINUTES

Present: Pat Buchsel, Felipe Castillo, Terri Clark, Mark Cohan, Marc Cohen, Brooke Coleman, Miles Coleman, Carlos de Mello e Souza, Allison Gibbons, Leticia Guardiola-Saenz, Emily Lieb, Frank Shih, Kathleen La Voy, Chuck Lawrence, Katie Oliveras, Erik Olsen, Tracey Pepper, Julianne Slate, Colette Taylor

Minutes taken by Rosa Hughes

I.   Review 10-30-17 Minutes
    A. Approved with no oppositions and two abstentions
II.   Natasha Martin, Vice President for Diversity and Inclusion
    A. Overview
       1. Beginning to realize partnerships around advancing work of the Task Force on Diversity and Inclusive Excellence Final Report (January 2016), co-chaired by Natasha Martin and Alvin Sturdivant
       2. Deeply rooted in strategy, designed to be a systems approach to what SU could be if we were to take seriously the goals of diversity and inclusive excellence
    B. Major issues
       1. Campus climate, employees need to have information about how to address rising issues, such as hate speech and campus tensions
       2. Inclusivity and diversity initiative needs to be resourced appropriately to provide more access to training for current and new faculty, including adjuncts
       3. Experience of many in the campus community has been a breach of trust – needs to be rebuilt
       4. Communication, access to information, inviting in, providing information in a helpful way (many are not aware of resources or support networks)
       5. Issues of how to communicate with students who may not be reading email
       6. Strengthen inclusion ecosystem – provide people with tools so they have the necessary capacity to engage in difficult dialogues across disciplines
       7. Constituents are disengaged in an unhealthy way, so there is a focus on how to build community and impact a more robust culture of participation
    C. Three initiatives this year
       1. Hosting sessions for students (Real Talk with the CDO)
          a. Casual, informal opportunity to share directly with CDO – model to students this is how we invest in community and leadership
          b. Ongoing, two per quarter
          c. Next one is Nov. 28 at 12:30 in the OMA living room
       2. Faculty hiring and the composition of faculty at the university (Searching for Excellence in Faculty Hiring)
          a. Workshop for faculty participating in hiring this year, reach out to deans across campus to promote, attended by 75 faculty
          b. Effort to build inclusive practices into search processes
       3. Bias prevention working group

a. Formed in response to the need for a comprehensive approach for reporting incidents of bias across campus, comprised of stakeholders from across university – faculty, staff, students, AcA President, etc.
b. We have spaces and pieces of policy across campus, but no coordinated approach
c. This group will create a more cohesive protocol for hearing and responding to incidents of bias
d. Also functions as a think tank around greater climate care (education, skilling-up/training)
e. Develop a draft document on how to approach these issues, host campus focus groups for feedback, with a goal to fully implement by spring quarter

D. AcA Discussion
1. Incidents of bias
   a. Many of these happening, more than general perception
   b. Not reported fully, individuals may not feel a sense of safety to report incidents, and there is no reporting mechanism at this point
   c. Strong data set from Campus Climate survey showed a statistically significant portion of population experience a lack of belonging in many different ways (micro-aggression, blatant exclusion), with approximately 30% of students having reported incidents of bias – borne historically by underrepresented minorities and women, and the intersection of those two categories
   d. Also includes incidents that may not reach the level of bias, but involve issues of comfort and belonging
2. Budget
   a. In order to do this work well, the university must commit resources
   b. The way the office is currently organized is not a sustainable model, and will not promote work on a platform basis across all constituencies
   c. There is ongoing conversation about budget
3. Best practices
   a. There is a professional body that offers best practices documentation
   b. Will share with AcA
4. "Skilling Up"
   a. Localized work that needs to be flexible for faculty
   b. Speak to questions, What does it mean to be a citizen in the 21st century? How do professors teach these citizens?
   c. Productive strategies to turn a conflict into a teachable moment, support those who may be hurt by what has happened in class, or stop when a major issue arises
   d. Office is working to put together regular, ongoing, developmentally sequenced skills building, which begin with the onboarding process
   e. Race and racial justice, as well as other issues
5. Community engagement
   a. How to balance our space needs with care for the surrounding community, and displacement that may result from growth
   b. How to revision our strategic plan – perhaps build in requirement for community groups to partner with SU development
   c. Important to think about the community that surrounds us as we think about expanding our boundaries south of Jackson
6. Evaluation of Deans/Administrators

        a. Skillset of the VP position should be brought to bear on that process, as some Deans issues affect experiences broadly (such as MRC)

        b. The VP position has not been a part of conversations, will be added to process moving forward

7. Bias reporting system
   a. Can result in over-reporting as well, even when not valid
   b. Has been a part of the working group in development of process
   c. Will not exist within a vacuum, development of complementary processes around education of community
   d. Needs to be a process that is beneficial for all involved
   e. Have to think about both intent and impact of actions
8. Issue of engagement
   a. Safe space for students, faculty, and staff
   b. Able to make mistakes and learn from them
   c. Perhaps integrate into program review process

III.   Vote on ITS Motion

    A. First motion: *The Academic Assembly (AcA) requests that the Information Technology Service (ITS) make tangible improvements in the onboarding of new hires.*

    B. Second motion: *AcA requests ITS establish a direct contact person responsible for computers located both inside the classroom and in the computer instructional labs. This person would be responsible for coordinating with faculty in the following ways:*

        (1) *In advance to the start of a semester/quarter, with a lead time of approximately four weeks, the faculty scheduled to teach in computer labs would contact ITS lab manager regarding any specialty software request. The lab manager would work with faculty to ensure that the software is installed and working properly prior to the start of the quarter.*

        (2) *Should a faculty member need software installed on classroom computers during the quarter (this could be a classroom computer or for an entire computer lab), this request could be made directly to the ITS contact with a direct response provided within 2 working days.*

        (3) *Should a computer in a teaching lab need repair or maintenance, a faculty member could contact the ITS lab manager directly*.*

        (4) *Work with faculty to ensure that all students that need access to department specific virtual desktops HAVE access to these virtual desktop environments.*

        (5) **Should these processes still need to go through the ticketing system, ITS staff would be trained to escalate the ticket to the ITS lab representative directly.*

    C. Discussion
   1. CIO did respond to second motion: table motion in consideration of CIO response (posted in Canvas discussion)
   2. Onboarding of new hires should explicitly list what needs to be improved

IV.   Introduce and Discuss DACA Motion

    A. *Ending the Deferred Action for Childhood Arrivals (DACA) program is imprudent and mean-spirited, and contradicts with the Jesuit values that form the cornerstone of Seattle University's mission to create a more just and humane world. DACA provides deportation relief to approximately 800,000 immigrants, 18,000 of who live in Washington state. The decision by the Trump Administration to end DACA will have a traumatic impact on thousands of individuals and their families in Washington, many of which will be torn apart by forced deportation. Countless lives will be shattered, including potentially those of dozens*

of Seattle University students. We call on the President, the Administration, and the Board of Trustees to take whatever steps necessary to increase their visible support for undocumented students and their families, such that there is a sustained and apparent climate of care for these students on campus. We also further request that a permanent campus office and gathering place for undocumented students be established; this should only be done in consultation with immigrant students to ensure that proper safeguards are in place. Living out the mission and values that undergird Seattle University's Jesuit tradition requires compassion to protect those who cannot protect themselves.

    B. Motion to approve, pending grammar and length edits on Canvas

    C. Approved motion will be forwarded to provost

V. Introduce and Discuss Adjunct Play Floor Motion

    A. Non-tenure track faculty are compensated less than tenure track faculty for summer courses

    B. Estimates

        1. Part time at CAS approx. $880 per work unit, other colleges $1000-1200 per work unit

        2. Full time minimum $7K per 5 work units

        3. Benefits

            a. Faculty receive benefits for 4 or more work units per year

            b. Space and Research are also budget considerations for pay

    C. Discussion

        1. Can we say something as a group about faculty pay and faculty work conditions? Moving the university away from a model with individual part time adjuncts and to full time instructors to supplement tenure track lines

        2. Go back to the ratio of tenure track to non-tenure track discussion

    D. Motion: *Raise minimum $5K per 5 work unit for teaching a 5 credit course, with an annual 2% increase.*

        1. Draft motion on Canvas for discussion

VI. Discussion of Faculty Complaint Process

    A. Kathleen La Voy and Frank Shih are visiting St. Louis University to learn about their faculty-driven faculty complaint process

    B. Currently we have Ombus, grievance process, and individual dealings – faculty have found the structure and process confusing and not satisfactory

VII. Discussion of Provost Search

    A. Motion: *If the Provost search results in another failure, the faculty urges the administration to consider having the current Interim Provost Bob Dullea taking on the provost responsibility on a longer term basis.*

    B. Discussion

        1. AcA needs to weigh in on current candidates first

        2. Move discussion to online