

Academic Assembly
June 8, 2020
2:05-3:35 pm, Zoom Meeting

MINUTES

AcA Attendance: Marc Cohen, Kirsten Thompson, Frank Shih, Nalini Iyer, Sarah Bee, Terri Clark, Kathleen La Voy, Mark Taylor, Michael Ng, Chris Paul, Katie Oliveras, Yancy Dominick, Shane Martin, Patricia Buschel, Angie Jenkins, Russ Powell, Clara Cordova, Kate Koppelman, Nicole Harrison, Patrick Murphy, Dylan Medina, Margit McGuire, Mimi Cheng, Felipe Anaya, Gregory Silverman,

Guest Attendance: Lindsay Whitlow, Marinilka Kimbro, Sarah Shultz, Dominic CodyKramers, Bryan Ruppert, Mary Petersen, David Green, Kathryn Bollich-Ziegler, Donna Teevan, Joanne Hughes, Teodora Shuman, Alvin Sturdivant, Jen Marrone, Hannah Tracy, Natalie Cisneros, Mehmet Vurkac, Daniel Smith, Beate Liepert, Gerald Cobb, Andrea Katahira, Agnieszka Miguel, Doug Latch, Natasha Martin, Mary Kay Brennan, Sven Arvidson, Annelise Pedersen, Marc McLeod, Ryan McLaughlin, Holly Ferraro, Heather Brown, Michelle DuBois, Paul Fontana, Katherine Raichle, Sonia Barrios Tinoco, Christine Cole, Robert Schwartz, Carolyn Stenbak, Angela Siple, Ann McNally, Rob Aguirre, Robert Dullea, Michelle Clements, McLean Sloughter, Alexander Adame, Charles Tung, McKenna Lang

Minutes taken by Lindsey Nakatani

- I. Review 06-01-20 Minutes** **2:05 – 2:06**
- a. Brief message from the AcA President regarding the current global and local climate.
- b. **Motion:** The AcA moves to approve the meeting minutes from 6/1/2020. Seconded. **VOTE:** APPROVE: 15, OPPOSED: 0, ABSTENTIONS: 1.
- i. **Motion is passed** – 6/1/20 Meeting Minutes Approved.
- II. Committee on Committees: Vote to Affirm the Slate of Committee Appointments** **2:06 – 2:08**
- a. **Motion:** The AcA moves to approve the slate of committee appointments as the Committee on Committees has selected and presented them to the AcA. Seconded. **VOTE:** APPROVE: 15, OPPOSED: 0, ABSTENTIONS: 1.
- i. **Motion is passed** – The ConC’s slate of committee appointments is approved.
- III. Provost Year-End Update *Shane Martin*** **2:08 – 2:15**
- a. **Enrollment Update:** Seattle University extended its decision deadline from May 1st, 2020 to June 1st, 2020. However, families and students have asked for more time to make their final decisions. The Provost is happy to report that SU has 886 confirmed first time students enrolled for the Fall. The puts SU 99 students short of its original goal of 985 students. However, there are 325 students who have requested the consideration extension beyond June 1st, 2020. There are several strategies underway to continue to reach out to those undecided students. There are 314 confirmed transfer students, which is on track to meet the original goal of 415 transfer students. Specific Undergraduate enrollment breakdowns include: 119 confirmed students enrolled in the College of Nursing, 3,039 students registered for the School of New and Continuing Studies (which is on track with the original goal of 3,116 students). Specific Graduate enrollment breakdowns include an increase in new student graduate enrollment by 46 students, equaling a 24% increase. However, continuing graduate student enrollment went down by 10% or 89 students. The Provost’s Office will be working closely with the Assistant Deans, Associate Deans and Program Directors to reach out to continuing graduate students who have not yet registered for the all. Overall graduate credit hours went up by 2.1%. Under the current circumstances, the university’s fall enrollment is looking more positive than it could have been.

Discussion/Questions:

- b. *Considering the institutions goals for enrollment, and under the current circumstances, what is the overall retention percentage for Fall 2020 so far?*
- c. *Are some of the non-returning students international students?* The university is investigating which students did not enroll due to international concerns or barriers. University leadership is aware of the impact of current circumstances on international students and is working towards solutions for those students. Leadership is examining each student’s situation case by case.
- d. **Response to Provost’s Memo to the AcA:** The Provost would specifically like to address the change that was made to the campus grading policy, which was announced last week. There has been a wide-range of both support and

concerned questions. The Provost believes the policy decision was in the best interest of the students during these times of great distress. However, the Provost understands the necessity to alert and consult with faculty when policy adjustments are made. The Provost acknowledges that consulting with the Deans only, was not a sufficient amount of consultation in an institution dedicated to shared governance. The Provost believes that there is an opportunity here to find a better way forward what would allow for faculty input into future decision-making processes during crisis situations. For instance, if a procedure had been in place in this instance, it would have made for a more coherent policy change. The Provost would like to suggest that the AcA and the Office of the Provost jointly develop a procedure for making important, time-sensitive decisions during a crisis. This process should include consultation with SU community members, i.e. Staff Council, Deans Council, Department Chairs, the AcA etc. The procedure should dictate that decisions will need to be communicated to the faculty at a minimum of one hour before the campus at large and ideally an entire day before. The Provost welcomes and encourages input from the AcA and hopes to work closely with the AcA to develop a procedure.

IV. New Title IX Rules & State of POC Student Update/Feedback

2:15 – 2:30

Andrea Katahira, Natasha Martin, Alvin Sturdivant

- a. **Overview of Title IX Rule:** The U.S. Department of Education, under the Trump administration, has over-hauled guidelines put forth by the Obama administration in 2017. The new Title IX Rule is over 2,000 pages and there are many significant changes. The Department of Education has given institutions just over 3 months to come into compliance with the new rule. This deadline gives the university very little time, especially under the current circumstances, to comply with the new guidelines. There are several lawsuits against the new guidelines and presumptive Democratic nominee Joe Biden has stated that, should he win the presidency, the new Title IX rule will be overruled. There are a lot of unknowns surrounding the permanence of these new changes.
- b. **Changes to the Rule:** The language of the new rule narrows the definitions of what is considered sexual harassment, limits perpetrators to current affiliates of the university and limits the location of incidents to the campus grounds. The new rule does cover faculty and staff as both complainants and respondents. If a complainant comes forward with a situation that meets the new Title IX rules, the university must follow specific guidelines on how to proceed, that are laid out in this new rule. One of the biggest changes is the requirement of a live hearing with cross examination. For all complaints that do not meet the criteria of the new guidelines, the university is required to dismiss the complaint as a Title IX complaint. Under such circumstances, the university could choose not to respond at all or could choose to utilize its own policies and procedures. The university is working towards coming into compliance with the law by August of 2020. However, Seattle University does not intend, in the short term, to modify its own policies regarding Title IX complaints unless policies are in direct conflict with the new Title IX guidelines.
- c. **Student POC Update:** Students are experiencing despair and intense grief regarding the Black Lives Matter movement, racial injustice, the news, the ongoing protests against police brutality and the ongoing COVID-19 pandemic. Students are calling on the university to respond in a variety of ways. Students are looking for immediate reactions as well as long term solutions for meeting the needs of the black student community. Students feel that policies and procedures are inconsistent across the university. Students are also aware of the disproportionate effect of both the COVID-19 pandemic and police brutality on the black student population. SU's students have expressed their feelings of angst, grief and despair. These factors are causing great distress amongst the student body as they attempt to wrap up the quarter.
- d. **Update from Natasha Martin:** Dr. Natasha Martin acknowledges that this is an extremely difficult time for everyone in varying ways. There has been a lot of conversation among the students, faculty and staff surrounding current events. The VP for Diversity and Inclusion would like to state her support of the recent change made to the academic policy change. Dr. N. Martin agrees that while the process to arrive at the decision and the implementation of the decision could have been handled better, the change was intended to support the students in a truly unprecedented time. Dr. N. Martin has heard from the students that a response, like the academic policy change, can be felt unevenly across the student body and the faculty. The university leadership wanted to avoid placing undue burden upon students. This policy change was an effort meant to narrow the margins in a time of crisis for the betterment of the student experience and to alleviate the burden upon the students as they reach the end of the quarter. Due to the inherent privilege of working in higher education, all community members must be aware of ignoring or not internalizing the experiences of the black SU Community members. Dr. N. Martin is reminded of a quote from Dr. Martin Luther King Jr., "If we are more devoted to order than to justice we may miss the moment to have impact." Direct action was taken for the good of the students, and while the process and timing needs to be improved, the action needed to be taken. Dr. N. Martin calls upon the faculty to consider its legacy and how it would like to be impactful in these times of crisis.

Discussion/Questions:

- i. *Were students or faculty consulted at all in the creation of the academic policy or was this an administrative decision only?* Depends the definition of consultation. The policy change was primarily based on student input, but the policy draft was not expressly shown to any student.

V. CAS Motion on June 3, 2020 Academic Accommodation**2:30 – 2:35**

- a. **Motion:** The AcA moves to approve the following:

“Whereas the world is in crisis from the viral pandemic that is COVID-19 and an epidemic of racist police violence; Whereas Seattle University is driven by a mission of social justice and a desire to help our community and students serve the common good; Whereas decisions that shape curriculum, budgets, and the future direction of Seattle University will need to be made in limited periods of time; Whereas in times of crisis it is vital for leaders on campus to reach out broadly to inform their decisions; Whereas shared governance increases support for decisions and builds trust within the university community; Whereas faculty have been working closely with students and advising them about dealing with crisis throughout the quarter, making faculty well suited to give feedback on university policy; Whereas the recent change to grading policy in spring 2020 required substantial faculty effort in explaining the policy, communicating how it would be employed in each class, and took time away from dealing with the challenges facing students and synthesis of course material; Whereas the decision on 3 June to change the grading process was not vetted by key faculty and student groups on campus; Whereas vetting the 3 June change to the grading process would have helped to inform the policy and gain support from key stakeholders; and Whereas the previous decision to insert a student evaluation without faculty input earlier in the spring term without faculty input already had demonstrated the need for consultation with faculty on issues within their expertise;

Now, therefore, be it *resolved* that: We affirm the role of the Academic Assembly (AcA) as a shared governance body; As a general rule, decisions that pertain to curriculum and assessment should be made only after consultation with the AcA or its leadership; Even in the case of urgent decisions the Provost should consult with the whole of AcA when possible and when not possible, with the leadership of the AcA; When the leadership of the AcA is consulted on an urgent decision, before advising the Provost, the leadership should make its best efforts to inform itself of the concerns, attitudes and thoughts of AcA members on the issue; and In the next academic year, the AcA should establish a working group to develop and recommend to the Provost a procedure for consultation with the AcA, its leadership and other community stakeholders on urgent decisions that cannot be made through regular shared governance processes.” Seconded. **VOTE:** APPROVE: 10, OPPOSED: 0, ABSTENTIONS: 2.

- i. **Motion is passed** – The AcA approves the above motion language.

VI. Fall 2020 Reopening Faculty Input/Discussion**2:35 – 3:20**

Bob Dullea, Alvin Sturdivant, Michelle Clements, Mary Petersen, Rob Schwartz, Tara Hicks

- a. **Mary Petersen - Plan to Return:** University leadership is working on adapting a “Return to Work” guide that was originally published by Duke University, for Seattle University. This guide is not meant to replace any existing faculty handbook, it is meant as a guide to SU’s health procedures, measures and mitigation efforts to provide a safe and healthy work environment for those returning to campus. Measures include, but are not limited to, daily online health check-ins, specific faculty procedures, accommodations for at-risk faculty or family members, different staffing options, daily symptom report-ins, physical distancing, campus signage, etc. The university has been working with Dr. Myint, an infectious disease specialist, who has been informing leadership on appropriate health precautions for the re-opening of campus. The leadership would appreciate and invite feedback, comments and recommendations on what should be improved, what’s missing and what could be more clearly explained in the guide. The draft guide presented today is a working draft and updates will be made as government recommendations or requirements change.
- b. **Michelle Clements - HR Update:** The SU HR site will be updated to include links to the re-opening guidelines document, expansions on core operational hours, guidance on public transportation etc. The “Return to Campus” survey had 900 respondents and the leadership will be closely examining the results and aggregating the data. HR and university leadership have been meeting with stakeholders to gain more insight into the nuance of different work sites across the university. HR has also been meeting with the Deans, faculty and plan to meet with the Staff Council as well.
- c. **Alvin Sturdivant - Student Housing:** SU will be aiming to re-open housing to as many students as is reasonable and in adherence to government health guidelines. SU is examining multiple models for the re-opening of dorm communities.

SU is examining different protocols surrounding the shared use of restrooms, stairwells, common spaces, sanitation stations, cleaning and disinfecting, elevator capacity and signage. SU is also exploring possible relationships with hotels in the surrounding area, as optional housing if a lower density model must be adopted for the dorm spaces. SU will be setting aside dedicated space for isolation and quarantine in case any students are diagnosed or come into close contact with COVID-19 positive individuals.

- d. **Robert Schwartz - Facilities:** Facilities has been examining what social distancing looks like in each classroom, or academic space and has sent the numbers to the Registrar and relevant working groups to be analyzed. Facilities will be deploying an additional 225 sanitation sites, including disinfectant wipes. SU's health center has been actively procuring PPE. This includes cloth masks, 5 for each faculty and staff member, that will have to be self-laundered. Facilities is still examining building operations, improving air filtration systems and reconfiguring the pathways through the campus to make sure there aren't any choke points for foot traffic.
- e. **Robert Dullea - Academic Continuity:** The Instructional Continuity Working Group and CDLI has released a survey on academic modality. The survey received 97 pages of comments on the Qualtrics read-out. The working group has just begun to aggregate the data from all the responses. Under Phases I & II, during which campus is closed, the survey asked faculty how they prefer to teach and received a wide range of responses on faculty preferences. Under Phase III circumstances, faculty answers to the same question are split almost evenly between teaching modality preferences. Planning for FQ is being conducted under the assumption that WA State will be in Phase III (if WA State is still in Phase I or II, campus will not be allowed to open). The key data for FQ planning includes, faculty survey results, if non-instructional spaces will be available as needed for instructional needs, instructional capacity inventory, etc. The working group is operating with the competing objectives: 1) the overall quality and value of instruction, 2) student access to/the availability of course-related engaging experiences for those students on campus, as well as remote experiences for those who need it 3) faculty health and safety concerns, faculty individual assessment of the quality and value of instruction, faculty workload concerns 4) flexibility surrounding student or faculty illness or quarantine, and/or the reversion to an earlier phase should the pandemic worsen.
- f. Additional Questions on the Survey Included: How well have you adapted to distance-learning? Would you be interested in and available to take advantage of training opportunities during the summer?
- g. The overall goal of the working group is to reconcile the objectives listed above to the greatest extent possible. Initial steps will include consulting faculty who, either for themselves or a household member, meet established CDC risk factors, can inform the university and be given online/digital instructional responsibilities. Next Steps: 1) Supporting and encouraging technology training, 2) Complete instructional capacity analysis, 3) Scheduling class breaks, 4) Design/Organize classroom and instructional spaces, 5) Gather more information on the needs of specific disciplines and concerns, i.e. assess needs for laboratory, clinical and experiential courses and instructional modality inventory, 5) Analysis of survey results and 6) Recommendation: ranges/targets for mix of instructional modalities.

Questions/Discussion:

- h. *Can the Zoom Chat be preserved and sent to the members of AcA so that follow-up to any unanswered questions can be conducted? Yes, absolutely.*
- i. *What is the tentative timeline for which SU will make a commitment to a decision about the FQ? All working group are moving forward with a narrowing vision of the possibilities. Everyone is trying to move forward in recognition that the pandemic and corresponding health guidelines can change at any time. University leadership will be releasing a letter on June 22nd that will contain more information and will be a few degrees more definitive by then. The third week of July will mark more information and another milestone on the timeline.*
- j. *What will SU's COVID-19 test capabilities be? University leadership is working with Dr. Myint on a plan for any necessary COVID-19 testing. Infectious disease specialists are not recommending that large institutions test everyone, but rather strategically test certain faculty, staff and students. A prioritization strategy is being develop for who should be tested within the campus community.*
- k. *The draft guide that was released only mentions classroom space once and makes no mention of classroom space as a workspace. The faculty find it concerning that the buckets into which teaching are being placed seem rather large. The reality of what faculty do in a classroom is much broader. It seems that unless faculty can state a health-related reason not to return to campus, they will be required to come back to the classroom. The faculty have also noted that they are tracking 3 to 4 different possible scenarios/plans for their instructional models for the fall. The faculty would appreciate the task force to considering these points of faculty concern as they plan.*

- l. *The closure of Seattle Public schools and the question of child care continues not to be considered as a factor for faculty being allowed to remain remote.* While this question may not be reflected in the survey data, but it is being discussed and it is acknowledged that if the Seattle Public Schools are closed, the entire landscape for fall planning changes.
- m. *The community hopes that if some groups are doing well and wish to continue working in their current modality, they will be allowed to do so. Would it be possible to make rolling decisions for groups as their circumstances are determined?* This question of differing populations across the campus community have been raised in conversations. HR continues to offer a wide variety of ever-evolving accommodations for all its faculty and staff under the current conditions. HR is working on a set of FAQs for both health and non-health related accommodations that will be posted to its webpage.
- n. *The faculty would please ask for an explanation as to why the Graduate enrollment percentages were all grouped together? How are graduate courses and their different delivery methods being examined?* The working group felt that they would gather more information for individual programs only if specific accommodations were needed. In retrospect, the working group agrees that they should have broken out those numbers from the survey.

VII. PRC Year-End Businesses *Terri Clark*

3:20 – 3:25

- a. **Motion:** The AcA moves to waive the one-week rule. Seconded. **VOTE:** APPROVE: 14, OPPOSED: 1, ABSTENTIONS: 1.
 - i. **Motion is passed** – AcA waives the one-week rule.
- b. **AAHT Motion:** The AcA moves to accept the 7-Year Review of the Art, Art History and Design program. Seconded. **VOTE:** APPROVE: 13, OPPOSED: 1, ABSTENTION: 1
 - i. **Motion is passed** – AcA accepts the 7-Year Review of the Art, Art History and Design program.
- c. **MSBLR Motion:** The AcA moves to approve the Master of Sports Business Leadership program revisions proposal. Seconded. **VOTE:** APPROVE: 16, OPPOSED:1, ABSTENTION: 0.
 - i. **Motion is passed** – AcA approves the Master of Sports Business Leadership program revisions.
- d. **AEDT Motion:** The AcA moves to approve the suspension of the Adult Education and Training program. Seconded. **VOTE:** APPROVE: 16, OPPOSED: 0, ABSENCTION: 1.
 - i. **Motion is passed** – AcA approves the suspension of the Adult Education and Training program.
- e. **ELCB Motion:** A friendly amendment is put forth in session to strike the stipulation of the submittal of final syllabi by the program leadership, from the PRC's final memo. The ELCB supplied the requested syllabi. The AcA moves to approve the English Language Cultural Bridge program revisions. Seconded. **VOTE:** APPROVE: 18, OPPOSED: 0, ABSENCTION: 0.
 - i. **Motion is passed** – AcA approves the English Language Cultural Bridge program revisions.
- f. **PRC End of Year Updates:** Several program submittals are still under review. The Educating Non-English Speakers revisions and review are still under consideration. The PRC has made recommendations to the program leadership. The 7-Year review of the Cultural Anthropology program is still under review. The PRC is working with the chair and the dean on the review. The PRC is working with the program leadership of the Interdisciplinary Liberal Studies, Bachelor of Arts for Humanities in Teaching and EDLS Teaching Education programs to strengthen their joint program revisions proposal.

VIII. Ombudsperson Year-End Report *McKenna Lang*

3:25 – 3:30

- a. Faculty Ombudsperson offers their sincere thank you to the Academic Assembly and the faculty at large for their support of the office. The Ombudsperson offers thanks to the academic leaders and the community for their dedication and perseverance through these trying times. The Office of the Ombudsperson is available if there are any questions or concerns. The office is working on an end of year report. The final report will include key areas such as: Interpersonal and Inclusive Communication, Conflict Management, Coaching, and Mediation, Support for Faculty Growth and Leadership, Conflict De-escalation Education and Non-violent/Compassionate Communication (NVC) workshops with the Center for Faculty Development and the Center for Community Engagement.

IX. Closure

3:30 – 3:35

- a. **AcA Officer Election Results:**
 - i. Vice President for Policies: Kirsten Thompson

- ii. Vice President for Curriculum: Terri Clark
- iii. President of the Academic Assembly: Frank Shih

X. Farewells

- a. Nicole Harrison expresses her sincere thanks to the AcA. Rose Murphy will be succeeding Nicole as the SGSU representative to the AcA for the 20-21 AY.