Academic Assembly Meeting No. 17
Monday, May 15, 2023
2:05 p.m. – 3:35 p.m.
ADAL Stuart T. Rolfe & Zoom

<u>MINUTES</u>

Members Present: Carol Adams, Philip Barclift, Mark Cohan, Douglas Eriksen, Naomi Hume, Nalini Iyer, Angie Jenkins, Benjamin Jones-Rice (SGSU, *ex-officio*), Shane P. Martin (Provost, *ex-officio*), Richard McGaha, Margit McGuire, Jodi O'Brien (Associate Provost, *ex-officio*), Russell Powell, Bryan Ruppert, Patrick Schoettmer, Frank Shih, Gregory Silverman, Phillip Thompson, Michael Trice, Erin Vernon, Glenn Yasuda, Valentina Zamora.

I. **Opening Remarks**   2:06 p.m. – 2:12 p.m.

   a. Meeting was called to order at 2:08 p.m. by Academic Assembly President, Frank Shih.
   b. **MOTION** Moved by Frank Shih: **"**Move to approve the agenda for the May 15, 2023, meeting of the AcA." Seconded. **Approved.**
   c. **MOTION** Moved by Frank Shih**:** "Move to table approval of meeting minutes from January 23, February 6, February 27, March 13, and March 27, 2023 to the meeting on June 5, 2023." **Tabled**.
   d. Dr. Shih thanked the Academic Assembly for a productive meeting on Thursday, May 11, 2023. Dr. Shih emailed a new draft of the Faculty Handbook with feedback incorporated on Friday, May 12, 2023. Voting will open on Monday, May 15, 2023. Members may vote to recommend, not recommend, or abstain sections of the handbook.
   e. The Academic Integrity Policy and Speaker Policy will be sent to AcA for further comments.
   f. The fall First Time In College (FTIC) acceptance rate and yield rate are trending upwards, but they will not be final until the fall.

II. **Provost's Update,** *Shane P. Martin*   2:12 p.m. – 2:21 p.m.
   Provost Shane P. Martin provided an update on the FTIC class for Fall 2023. He is pleased to announce that deposits have surpassed both the original FTIC goal of 1,000 and the revised goal of 1,025. The University made progress in lowering the acceptance rate by decreasing the rate from 82% to 75%; however, the discount rate is higher than anticipated. The average GPA of the incoming class is 3.67, making it higher than previous classes. Provost Martin acknowledged that summer melt could impact this data. We are on track to meet the goal of improving student retention by 2% this year. As of May 15, graduate student acceptance rate is pacing ahead of last year.

Provost Martin reviewed proposed changes to the Student Code of Conduct. Themes of the proposed changes include moving away from punitive to formative tone, developing a safer academically focused community, enhancing opportunities for non-adjudicative and more restorative processes, and refining drug policies to define differences between particular substances.

Provost Martin thanked the Academic Assembly for their participation in the *ad hoc* meeting regarding the Faculty Handbook on May 11, 2023.

III. AcA Bylaw Committee Business   **2:21 p.m. – 2:46 p.m.**
Gregory Silverman, Philip Barclift, Mark Cohan, Nalini Iyer, Margit McGuire and Phillip Thompson

Gregory Silverman presented an update on the AcA Bylaws. The last update of the Bylaws occurred in June 2020. The Bylaws Committee distributed the first draft of a motion they will bring forward at the June 5, 2023 meeting. This motion will be brought forth at the same meeting at which they are discussed. §10 of the AcA Bylaws indicate any amendments to the Bylaws require a two-third majority vote followed by the Provost's approval.

Mr. Silverman briefly overviewed the 22 proposed amendments. Highlights of the proposed amendments include enhancing the transition period between AcA Presidents, recognizing that a Vice President may step down for reasons other than a president leaving role, guidance for electing a new Vice President, revisions to the duties of the AcA president, allowing full-time contract faculty to be eligible for Vice President positions, and defining meeting modalities.

An AcA member shared deliberative meetings conducted in a hybrid format may be inferior to entirely in-person or entirely online formats. If there are any further comments or questions, please submit feedback to Mr. Silverman before the last AcA meeting on June 5.

IV. Faculty Market Equity Adjustment Update, *Jodi O'Brien*   **2:46 p.m. – 2:57 p.m.**

Dr. Jodi O'Brien, Associate Provost for Faculty Affairs, presented an update on the Faculty Market Equity Adjustment. Jerron Lowe, Vice President of Human Resources, will provide a more in-depth presentation on this topic at the next meeting on June 5, 2023. Dr. O'Brien shared the pay philosophy guiding principles which include being market informed, conducting ongoing market reviews, considering pay in context with benefits packages, and reaching 100% of faculty be within the range of the median. She shared that the list of Peer 11 schools was revised to be a more comprehensive, equitable, and inclusive set of comparators. Dr. O'Brien expects the pool for compensation increases to be similar to 2022. She reported that a large portion of faculty members were successfully brought closer to the median. This is in line with the University's 5-year commitment to continue to lift faculty members closer to the median. Notably, term-faculty promotions will be included in the market equity study and compensation increases.

V. ODI Presentation: Faculty Hiring and Implementation Plan   **2:57 p.m. – 3:28 p.m.**
Natasha Martin, Laura Heider, Brooke Coleman,

Natasha Martin, Vice President of Diversity and Inclusion, presented a slide deck on Faculty Hiring. She underscored that faculty hiring is the most consequential action of the University. This

process is designed to provide structure, tools, and guiding practices for faculty searches in alignment with the mission and LIFTSU goal 3. She presented the foundations for the process development, an overview of the hiring process phases, and the implementation plan. The phases of the hiring process include Planning and Pre-search, Search Launch, Search, and Post-Search. The Planning and Pre-Search Phase includes planning, approval, and authorization. She stated that proactiveness in planning is imperative for an inclusive process. The Search Launch Phase includes appointment of committee members, defining the search plan, approval of the search plan, and assignment of a Search Equity and Mission Integration Specialist. This step ensures that each member has the appropriate tools and training to participate in an inclusive search. The Search Phase includes recruitment, development of an inclusive candidate pool, certification of the candidate pool, interviews, and a decision. The Post-Search Phase consists of a reflective report of outcomes and lessons learned. The implementation timeline began in Winter Quarter 2023 and will conclude in Fall Quarter 2023. Provost Martin thanked Vice President Martin and the Office of Diversity and Inclusion. He reiterated that an equitable faculty hiring process is imperative to hiring and retaining a diverse faculty. The floor opened for discussion.

Assistant Vice President for Diversity and Inclusion Laura Heider confirmed that search trainings will be offered every quarter. Furthermore, the first part of the training can be done at any time. The second part of the training is conducted once the search committee has been formed.

Brooke Coleman, Special Assistant to the Vice President of Diversity and Inclusion, confirmed that there will be a toolkit for establishing a representative candidate pool. The goal is to have a pool of candidates that is representative of IPEDS data for school for school or college. IPEDS data is available on the IPEDS website.

Vice President Martin shared that this is not meant to supplant current processes, but instead to align processes with diversity, equity, and inclusion best practices.

Provost Martin shared that instances of converting term lines to tenure lines would go through the same process. Dr. Jodi O'Brien explained that the conversion term typically references a budget line and not a person's position.

Provost Martin stated that opportunity hires often allow for a diverse candidate to be hired.

VI. Year-End AcA Business & Closing Comments   **3:28 p.m. – 3:32 p.m.**
Frank Shih and Greg Silverman

Dr. Frank Shih reflected on his tenure as president of Academic Assembly and thanked Gregory Silverman for his support. He shared that CSE, COE and ASB will need new members. CAS will need 4 members. Dr. Shih recognized Deputy Provost Bob Dullea, who will retire on May 16, 2023. Dr. Dullea shared a few remarks about his time at Seattle University and thanked the Academic Assembly for their contributions to the University.

Meeting was adjourned at 3:32 p.m.

Minutes taken and submitted by,
Laura Knote, Senior Executive Coordinator, Office of the Provost