



OFFICIAL MINUTES
Faculty Senate Meeting, 22 April 2019

Call to order: Senate President McNeel Jantzen called the meeting to order at 4:03 pm, welcoming a total of 33 attendees (roster attached).

REPORTS AND ANNOUNCEMENTS

Senate President McNeel Jantzen:

- As of this morning, Jan Carmichael is no longer working at Western. Lizzy Ramhorst will have to do all of the work of the Senate Office through the end of the year, so everyone's patience and understanding is requested.
- The Executive Council met last Monday with three members the Associated Students Board of Directors, including *AS VP for Academic Affairs* Levi Eckman, *AS VP for Diversity* Camilla Mejia, and *AS VP for Governmental Affairs* Natasha Hessami, to work on drafting the proposed resolution that is on today's agenda.

Provost Brent Carbajal:

- Some misunderstanding has arisen regarding the status of Western's relationship with the Port of Bellingham with regard to the development of the Bellingham Waterfront. The Administration wishes to dispel the notion that Western's conversations with the Port about the Waterfront have ended. A small group representing both the Port and Western is currently meeting and working to come to common view of what is possible.

Rich Brown, UFWW President:

- UFWW Executive Board elections are coming up soon, and all union members will receive an email soliciting nominations. Please consider self-nominating or nominating a colleague, but if nominating someone else, please ensure before doing so that they are willing to serve.
- The Union's annual spring meeting is scheduled on May 17th at 2 p.m. All members will be notified of the time and location via email.

Roger Anderson, Faculty Legislative Liaison:

- The clock ran out on [HB 1755](#), which would have cleared the way for Western to begin offering professional doctorates, thus the bill will not go forward this year.
- [HB 1079](#), which proposed to add a faculty member to the UW and WSU Boards of Regents, failed to make it to a floor vote. This may delay the feasibility of any similar request by faculty at regional universities.
- [SB 5166](#), providing religious accommodations for postsecondary students, has been passed by the House and Senate and is expected to be signed into law by the Governor. The current iteration of the bill is informed by significant faculty input.
- The House and the Senate have passed different versions of bills on the State Need Grant, so both chambers will need to work to reconcile differences and revote before a bill can go forward to the Governor's Office.

Levi Eckman, Associated Students VP for Academic Affairs:

- Thank you on behalf of Associated Students Board members who met last Monday with the Senate Executive Council. AS Board members found it to be productive meeting and look forward to discussion of the resolution that was drafted.

- AS Elections are coming up and will include a vote on the new AS Constitution, which is expected to officially establish the Student Senate on a permanent basis. The AS VP for Academic Affairs position will be renamed Senate Pro Tempore, and Adah Barenburg, who is the current Vice Chair of the Student Senate, is running unopposed to fill the position.

ELECTIONS AND APPOINTMENTS

2019-21 Faculty Senate Nominations: Bob Mitchell, *Elections and Appointments Officer*, presented a list of the current slate of nominees to the Faculty Senate for terms running from 2019-21, along with information about outstanding vacancies and departments that currently lack direct representation on next year's Faculty Senate (see Appendix A). A significant number of vacancies remain, and it is important for Senators to communicate with their constituents about the outstanding vacancies.

REVIEW OF STANDING COMMITTEE MINUTES

A **motion** (forwarded by Craig Dunn and seconded) **to accept** Senate Extended Education Committee (SEEC) meeting minutes of 14 February 2019 and Academic Coordinating Commission (ACC) meeting minutes of 2 April 2019 **passed** by unanimous consent.

ACTION ITEMS

Resolution regarding Classroom Climate and Racism: *Senate President* McNeel Jantzen read the following resolution on classroom climate and racism, drafted by members of the Senate Executive Council working in collaboration with members of the Associated Students Board, in response to and aligning with commitments made at the Faculty Senate meeting of 8 April 2019:

Whereas, the Faculty Senate of Western Washington University and the Associated Students Executive Board and Student Senate, believe that the use of racial slurs is inexcusable; and

Whereas, academic freedom does not protect nor provide cover for racism or any other forms of discriminatory behavior in the classroom; and

Whereas, academic freedom does allow for challenging and difficult discussions in the classroom, appropriate context and consideration for students with marginalized identities is essential; and

Whereas, this is the responsibility of each individual faculty member;

Be it therefore Resolved, by the Faculty Senate of Western Washington University at its regular meeting of April 22, 2019, and with the support of the Associated Students Executive Board and Student Senate, that the Faculty Senate revise Section 2 of the Faculty Code of Ethics to include the following statement, "Faculty condemn and do not participate in discrimination based on the following legally protected characteristics: Race, Color, Creed, Religion, National Origin, Sex (including pregnancy and parenting status), Gender Identity and Expression, Sexual Orientation, Disability, Age, Veteran Status, Marital Status, and Genetic Information," and revise the current sentence, "The faculty avoid and condemn sexual harassment, intimidation, and the exploitation of students," to read, "The faculty avoid and condemn racism, sexual harassment, intimidation, and the exploitation of students."

Be it therefore Resolved, by the Faculty Senate of Western Washington University at its regular meeting of April 22, 2019, and with the support of the Associated Students Executive Board and Student Senate, that the Faculty Senate commits to seeking the means and resources needed to adopt and implement an effective bias and sensitivity education and training program for current and newly hired faculty.

A **motion to adopt** the resolution was forwarded by Judy Pine and seconded.

Senators discussed the limitation of proposed changes to the Faculty Code of Ethics mentioned in the resolution to students and sought consideration of language about the treatment of other faculty, staff, and administrators. Parliamentarian Lizzy Ramhorst noted that the resolution itself would not directly initiate the

process of revising the Faculty Code of Ethics, but rather, would establish a commitment to doing so. Members of the Executive Board noted that Section Two of the Faculty Code of Ethics pertains to the role of faculty as teachers and stated that while more extensive revision of the Code of Ethics may be possible and desirable, the resolution seeks specifically to respond in a timely manner to student concerns that have been raised at previous Senate meetings. Senators expressed concern that seeking more extensive revision of the Faculty Code of Ethics would lead to delays in that process but acknowledged the possibility of additional revisions to other sections in the near future.

A Senator expressed the position that statements contained in the preamble of the resolution belonged in its operative clauses and advocated for the inclusion therein of statements that the use of racial slurs is unacceptable and that academic freedom does not provide cover for racism. Some Senators expressed concern that the more narrowly focused issues that have precipitated recent discussion may effectively be obscured by the broadness of the proposed resolution language. Students have articulated a desire to see the specific issue of racism addressed but have also expressed concern about the possibility of discrimination based on other protected characteristics. Sue Guenter-Schlesinger, *Vice Provost for Equal Opportunity and Employment Diversity*, commended the Senate for considering language that covers all protected statuses.

Debi Hanuscin **moved to amend** the resolution by adding the statement, “Academic freedom is a right that does not protect or provide cover for racism or any other form of discriminatory behavior,” to the first operative clause and adding an additional statement to the first operative clause regarding faculty condemnation of discrimination against students based on protected characteristics.” The motion to amend was seconded, and Senators **voted to adopt the amended resolution** with one abstaining vote. The resolution was adopted as follows:

Whereas, the Faculty Senate of Western Washington University and the Associated Students Executive Board and Student Senate, believe that the use of racial slurs is inexcusable; and

Whereas, academic freedom does not protect or provide cover for racism or any other forms of discriminatory behavior in the classroom; and

Whereas, academic freedom does allow for challenging and difficult discussions in the classroom, appropriate context and consideration for students with marginalized identities is essential; and

Whereas, this is the responsibility of each individual faculty member;

Be it therefore resolved, by the Faculty Senate of Western Washington University, at its regular meeting of April 22, 2019, and with the support of the Associated Students Executive Board and Student Senate, that the Faculty Senate proposes to revise Section Two of the Faculty Code of Ethics to include the following statements: “Faculty condemn and do not participate in discrimination based on the following legally protected characteristics: Race, Color, Creed, Religion, National Origin, Sex (including pregnancy and parenting status), Gender Identity and Expression, Sexual Orientation, Disability, Age, Veteran Status, Marital Status, and Genetic Information,” and “Academic freedom is a right that does not protect or provide cover for racism or any other form of discriminatory behavior.” The Faculty Senate will additionally propose to revise the current sentence, “The faculty avoid and condemn sexual harassment, intimidation, and the exploitation of students,” to read, “The faculty are to avoid and condemn racism, sexual harassment, intimidation, the exploitation of students, and discrimination against students based on their protected characteristics;” and

Be it therefore resolved, by the Faculty Senate of Western Washington University, at its regular meeting of April 22, 2019, and with the support of the Associated Students Executive Board and Student Senate, that the Faculty Senate commits to seeking the means and resources needed to adopt and implement an effective bias and sensitivity education and training program for current and newly hired faculty.

Proposed Revision of Section Two of the Faculty Code of Ethics: A motion to propose revisions to Section Two of the [Faculty Code of Ethics](#) and to send the proposed revisions to all faculty for a comment period of two weeks (forwarded by Mark Staton and seconded) **passed** by unanimous vote. The revisions proposed are as follows:

Code of Faculty Ethics for the Faculty of Western Washington University

...

Section 2

As teachers, the Western faculty encourage the free pursuit of learning by students, and demonstrate by example the best scholarly standards of their respective disciplines. The faculty respect students as individuals and adhere to their designated role as intellectual guides and counselors, make every effort to foster honest academic conduct and to assure that evaluations of students reflect their actual performance. The faculty are to avoid and condemn racism, sexual harassment, intimidation, ~~and~~ the exploitation of students, and discrimination against students based on their protected characteristics. Faculty condemn and do not participate in discrimination based on the following legally protected characteristics: Race, Color, Creed, Religion, National Origin, Sex (including pregnancy and parenting status), Gender Identity and Expression, Sexual Orientation, Disability, Age, Veteran Status, Marital Status, and Genetic Information. The confidential nature of the relationship between professor and student is respected, and any exploitation of students for private advantage is avoided by the faculty member who acknowledges significant assistance from them. Faculty strive to help students develop high standards of academic competency and respect for academic freedom. Academic freedom is a right that does not protect or provide cover for racism or any other form of discriminatory behavior.

Follow-up action on Environmental, Social and Governance (ESG) Investing and Faculty

Endorsement of Associated Students Resolution: Following discussion and action taken at the Faculty Senate meeting of 11 March 2019, the following **motion** (forwarded by Craig Dunn and seconded) **passed** by a unanimous vote:

The WWU Faculty Senate applauds the initiative of Western student leadership as well as endorses the spirit of the three AS resolutions related to strongly encouraging the WWU Foundation to attend to the ESG consequences of the Foundation's investment portfolio.

The following related **resolution** (forwarded by Craig Dunn and seconded), responding to the second of three therefore clauses in the Associated Students resolution, subsequently **passed** by a unanimous vote:

Be it resolved that the Faculty Senate of Western Washington University strongly encourages the Foundation to provide increased opportunities for shared governance for all faculty."

Senators observed the importance of encouraging the Foundation to demonstrate a stronger commitment to shared governance for both students and faculty. Levi Eckman, in his role as a representative of the Associated Students Board, expressed appreciation to the Faculty Senate for its support of the AS resolution and support for the faculty resolution.

ITEMS FROM THE FLOOR

A Senator expressed concern about staff workloads in the office of the Vice Provost for Research and about the impact that insufficient staff support in this office has upon faculty. Senators suggested faculty advocacy for increased staff support in this office and recommended that concerned constituents email Vice Provost Pillay.

Senators also voiced support for faculty advocacy regarding the creation and enhancement of faculty training opportunities in the areas of bias and sensitivity education. Senator Regina Barber DeGraaff noted that training is currently offered through the College of Science and Engineering to CSE and STEM faculty and that faculty with connection to these areas may sign up for available sessions via Page Up.

Senators adjourned at 5:36 pm.

FACULTY SENATE – ROSTER 2018-19

Senators				Ex Officio attendees		
1	McNeel Jantzen, <i>Senate President</i>	At Lg – Psychology	P	31	Sabah Randhawa, <i>University President NV</i>	--
2	Regina Barber DeGraaff	A ~ Physics & Astronomy	P	32	Brent Carbajal, <i>Provost NV</i>	P
3	Emily Borda	A ~ Chemistry	P	Other regular required attendees		
4	Filip Jagodzinski	A ~ Computer Science	P	33	Roger Anderson, <i>FLR 2017-19 (voting)</i>	P
5	Xichen Jiang	A ~ Engineering & Design	--	34	Levi Eckman, <i>ASVP for Academics NV</i>	P
6	Bob Mitchell, <i>A&E Officer</i>	A ~ Geology	P	35	Mark Greenberg, <i>Provost's Council Rep NV</i>	P
7	Jeff Young, <i>VP & President-elect</i>	A ~ Biology	P	36	Lizzy Ramhorst, <i>Parliamentarian NV</i>	P
8	Jianying Zhang	A ~ Mathematics	P	37	Vacant, <i>Senate Admin Asst NV</i>	--
9	Alex Czopp	B ~ Psychology	P	Guests		
10	David Evans	B ~ Comm Sci & Disorders	P	38	Sue Guenter-Schlesinger, <i>Vice Provost EO</i>	P
11	Jasmine Goodnow	B ~ Health & Human Dev.	P	39	Juliet Knowles, <i>AS Board Assistant</i>	P
12	Judy Pine	B ~ Anthropology	P	40	Camilla Mejia, <i>AS VP for Diversity</i>	P
13	Holly Folk	C ~ Liberal Studies	--	41	Courtney Yoshiyama, <i>Student Senator</i>	P
14	Hugo Garcia	C ~ Modern & Classical Lang.	P			
15	Charles Anderson <i>for Rand Jimperson</i>	C ~ History	P			
16	Christina Keppie	C ~ Modern & Classical Lang.	--			
17	Rae Lynn Schwartz-DuPre, <i>Secretary</i>	C ~ Communication Studies	--			
18	<i>TBD for Brian Bove</i>	C (CHSS Humanities)	--			
19	Pierre Gour	D ~ Art & Art History	P			
20	Rich Brown, <i>UFWW President</i>	D ~ Theatre & Dance	P			
21	Craig Dunn	E ~ Management	P			
22	Stella Hua	E ~ Decision Science	P			
23	Mark Staton	E ~ Finance & Marketing	P			
24	Babafemi Akinrinade	F ~ Fairhaven	P			
25	Patrick Buckley	G ~ Environmental Studies	P			
26	John McLaughlin	G ~ Environmental Sciences	--			
27	Devyani Chandran, <i>Exec At Lg</i>	H ~ Health & Comm Studies	P			Senators present 24
28	Debi Hanuscin	H ~ Elementary Education	P			Ex Officio 1
29	Jeffery Hart	H ~ Special Education	P			Other regular required attendees 4
30	Jenny Oleen	I ~ Libraries	P			Guests 4
						TOTAL ATTENDEES 33

Appendix A

2019-21 Faculty Senate Nominating Petitions received as of April 19th

Area A – Natural Sciences (College of Sciences and Engineering)

3 vacancies:

Expecting to receive a late nominating petition from the Mathematics department

2 additional nominations needed

Departments without direct representation: Biology, Physics and Astronomy

Area B – Social Sciences (College of Humanities and Social Sciences)

2 vacancies:

Anna Diedesch, *Communication Sciences and Disorders*

1 additional nomination needed

Departments without direct representation: Linguistics, Political Science, Sociology

Area C – Humanities (College of Humanities and Social Sciences)

3 vacancies:

Charles Anderson, *History*

Expecting to receive a late nominating petition from the Liberal Studies department

1 additional nomination needed

Departments without direct representation: English, Journalism, Philosophy

Area D – Fine and Performing Arts (College of Fine and Performing Arts)

2 vacancies:

Gustavo Camacho, *Music*

1 additional nomination needed

Departments without direct representation: Art, Design, Theatre and Dance

Area E – Business and Economics (College of Business and Economics)

1 vacancy:

Stella Hua, *Decision Sciences*

Departments without direct representation: Accounting, Economics

Area F – Fairhaven College

1 vacancy:

Hilary Schwandt, *Fairhaven*

Area G – Huxley College

2 vacancies (1 of 2 positions will be for a one-year term only)

2 nominations needed

Area H – Woodring College of Education

2 vacancies:

Megan Brown, *Elementary Education*

1 additional nomination needed

Departments without direct representation: Secondary Education, Health and
Community Studies