OFFICIAL MINUTES
Faculty Senate Meeting, 9 April 2018

Call to order: Senate President Allison Giffen called the meeting to order at 4:02 pm, welcoming a total of 32 attendees (roster attached).

Minutes: Senators approved minutes of 12 March 2018 as written.

REPORTS AND ANNOUNCEMENTS

Senate President Allison Giffen
• Requested that Senators try to attend the Libraries Resheling Ceremony on April 10th.
• The Faculty Senate end-of-year dinner will be held June 6, 2018 at 5:45 pm in the Solarium.
• The 2018 Timm Ormsby Award will be presented to Sandra Alfers, Director of the Ray Wolpow Institute for the Study of the Holocaust, Genocide, and Crimes Against Humanity, at the Senate end-of-year dinner.
• President Giffen and Senate Vice President McNeel Jantzen are helping conduct a five-year administrator review of Steve Hollenhorst, Dean of Huxley College of the Environment.
• An FAQ addressing faculty concerns regarding ICE agents on campus is nearly complete.
• Reminded Senators with terms ending in 2018 to submit their nominating petitions if they would like to continue serving on Senate. Senators may serve up to three consecutive two-year terms (six years total). Faculty who are not continuing on Senate are encouraged to talk to faculty who would be good candidates.

President Sabah Randhawa
• The Board of Trustees expects to take action on Western’s new strategic plan at its April 12-13 meeting.
• The Board is currently in the process of restructuring its committees.
• Updated Senators on the work of the Gender Equity Commission (GEC) and the Council on Equity, Inclusion, and Social Justice. President Randhawa stated that the GEC has been focused on narratives, leadership, and systemic bias and intends to identify areas for action by the end of the 2018 calendar year. Senators inquired about the status of the Tribal Relations Liaison position, the LGBTQ+ Director position, and how the reporting structure for the Minority Employees Council will change with Kunle Ojikutu’s retirement and the restructuring of his position.

Brent Carbajal, Provost
• The 2018 Provost & Faculty Senate Spring Awards Ceremony will be held Thursday, April 26 at 4 pm in the Wilson Library Reading Room.

Rich Brown, UFWW President
• UFWW is working with the Provost’s Office to conduct an audit of all colleges including how summer research grants and professional leave are reviewed, and is working to develop a statement of best practices.

Hunter Eider, AS VP for Academic Affairs
• Erick Yanzon, AS VP of Diversity, is working to revise the AS Representation and Engagement Programs (REP).
• As of this meeting, there are no candidates for the 2018-19 AS VP of Academic Affairs position.
APPPOINTMENTS AND ELECTIONS

A motion (forwarded by Judy Pine and seconded) to appoint Mark Bussell, Chemistry, to serve on the University Planning and Resources Council (UPRC), and to appoint Craig Dunn, Management, to serve as Jason Kanov’s spring quarter replacement on Faculty Senate passed.

REVIEW OF STANDING COMMITTEE MINUTES

Senators voted in favor of a motion (forwarded by Craig Dunn and seconded) to accept the Senate Library Committee (SLC) minutes of 16 January 2018 and 13 February 2018; the Senate Extended Education Committee (SEEC) minutes of 18 January 2018; the Social Justice & Equity Committee (SJEC) minutes of 8 February 2018; the Academic Coordinating Commission (ACC) minutes of 6 March 2018; and the University Planning & Resources Council Minutes (UPRC) of 28 February 2018; 7 March 2018; and 14 March 2018.

Senators discussed the Summer Session 2017 Financial Summary document contained as Appendix A in the SEEC minutes, and the ranking and feedback process for the 2019-21 decision package proposals from UPRC minutes of March 14, 2018.

ACTION ITEMS

New Faculty Mentoring Initiative: Steve VanderStaay, Vice Provost for Undergraduate Education, and Samit Bordoloi, Health & Community Studies, joined Faculty Senate to discuss a New Faculty Mentoring Initiative (see Appendix A). Senators noted that faculty mentoring is defined as a form of service, and emphasized the importance of departments valuing this type of service. Senators inquired about the impetus for the New Faculty Mentoring initiative; the feasibility of the program director’s workload, how this program will be marketed; whether Western utilizes an exit survey for faculty who leave; and whether this program is intended for new faculty in their first, second, or third year at Western. Senators emphasized the important of appointing a faculty advisory committee to oversee this initiative, and suggested that the director position should also have some administrative support. VanderStaay stated that he views this initiative as supporting rather than supplanting current mentoring efforts, and confirmed that this is a two-year pilot project. Senate Executive Council expects to meet with VanderStaay to further discuss specifics around this initiative.

A motion (forwarded by Jenny Oleen and seconded) to endorse the New Faculty Mentoring Initiative passed unanimously.

Charge to the SEEC regarding Oversight of the Global Pathways Program: A motion was forwarded and seconded by the Senate Executive Council to charge the Senate Extended Education Committee (SEEC) with oversight of the Global Pathways program (GPP) with the following specifications:

- This oversight should ensure that the GPP is in compliance with the Academic Working Group Planning Principles and Guidelines for Implementation endorsed by the Academic Coordinating Commission (ACC) and the Faculty Senate (see ACC minutes of 23 January 2018);
- This oversight should include recruitment and admission and ensure that appropriate data is being collected;
- This oversight should focus initially on the first “pathways” year, but may broaden as students matriculate into Western;
- To that end, the Senate recommends that SEEC create a subcommittee to perform this work.

Senate President Giffen stated that the intent of the charge is to continue the work of the GPP Academic Work Group. Senators discussed whether it is more appropriate to assign oversight of the GPP to the Academic Coordinating (ACC) or to the SEEC. Senators expressed general agreement that, at least initially, it makes sense to charge SEEC with oversight of the GPP. The motion passed unanimously.
CONSTITUENT CONCERNS

- **Political Endorsement**: A Senator inquired about an appropriate response to a request for endorsement from a political candidate. Provost Brent Carbajal stated that a Western employee may not endorse a candidate as a representative from Western, but can do so as a private citizen.

- **Carpool Parking**: A Senator forwarded a constituent concern that a number of carpool parking spots are no longer designated for carpool vehicles. President Giffen stated that she would follow up with this matter.

Senators adjourned at 5:40 pm.

FACULTY SENATE – ROSTER 2017-18

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<tr>
<th>Senators</th>
<th>Ex Officio attendees</th>
<th>Other regular required attendees</th>
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<tr>
<td>1 Allison Giffen, <em>Senate President</em> At Lg – English</td>
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<td>31 Sabah Randhawa, <em>University President</em> NV P</td>
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<td>3 Jeff Young, <em>Secretary</em> A ~ Biology</td>
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<td>5 Rich Brown, <em>UFWW President</em> D ~ Theatre &amp; Dance</td>
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<td>34 <em>Vacant, Past Senate President</em> NV --</td>
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<td>7 Edoh Amiran</td>
<td>A ~ Mathematics</td>
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<td>8 Colin Amos</td>
<td>A ~ Geology</td>
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<td>9 Regina Barber DeGraaff</td>
<td>A ~ Physics &amp; Astronomy</td>
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<td>10 Brian Bowe</td>
<td>C ~ Journalism</td>
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<td>11 Patrick Buckley</td>
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<td>12 Devyani Chandran</td>
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<td>13 Kristin Denham</td>
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<td>14 Yvonne Durham</td>
<td>E ~ Economics</td>
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<td>15 David Evans</td>
<td>B ~ Comm Sci &amp; Disorders</td>
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<td>16 Holly Folk</td>
<td>C ~ Liberal Studies</td>
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<td>17 Hugo Garcia</td>
<td>C ~ Modern &amp; Classical Lang</td>
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<td>18 Pierre Gour</td>
<td>D ~ Art &amp; Art History</td>
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<td>19 Stella Hua</td>
<td>E ~ Decision Science</td>
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<td>20 Filip Jagodzinski</td>
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<td>21 Milica Jelaca Jovanovic</td>
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<td>22 Rand Jimerson</td>
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<td>23 John McLaughlin</td>
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<td>26 Jenny Oleen</td>
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<td>27 Aaron Perzigian</td>
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<td>28 Judy Pine</td>
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<td>29 Jun San Juan</td>
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<td>30 Hilary Schwandt</td>
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*Senators present 25 Ex Officio 2 Other regular required attendees 2 Guests 3 TOTAL ATTENDEES 32*
New Faculty Mentoring Initiative

Goals and Program Description

Goal
The goal of the New Faculty Mentoring Initiative is to ensure that Western provides an environment in which faculty members with diverse identities feel welcome and are able to thrive.

Program Description
Modeled on the program described in “High Retention of Minority and International Faculty Through a Formal Mentoring Program” (Phillips, Dennison and Davenport, 2016), this initiative matches each new faculty member who wishes to participate with an experienced faculty member who can provide guidance and mentoring in the areas in which the new faculty member seeks it.

While the Faculty Director is free to design, direct and improve the program, a design modeled on the Phillips, et. al, program is recommended for the first year as it was successful at an institution similar to Western. That program began with an invitation for non-tenured faculty who seek additional mentoring to describe the specific guidance they sought. While most new faculty asked for mentoring regarding specific research tasks, work/life balance, grant writing, setting writing goals, teaching large lecture classes, and so on, faculty were also free to ask for a mentor matching their identity, or their situation as a parent, etc. After receiving these requests, the director sought volunteers among tenured faculty and matched each new faculty member with at least 2 possible mentors. Short interviews permitted the mentees to meet and select their mentors, who committed to meeting at least once a month for the academic year, and to strict confidentiality. Mentors attended a short training session and kept the Director informed of their progress and activities. Mentees were also placed in a peer group with other participants and met occasionally to assist and support each other, and to receive additional information they requested. Sample topics for these get-togethers included service negotiations, developing a writing schedule, and dealing with difficult students.

Position Announcement

Academic Program Director of the New Faculty Mentoring Initiative

The Faculty Senate requests nominees to serve as the Academic Program Director of a pilot: New Faculty Mentoring Initiative. The Senate will recommend one or more candidates for this position to the Provost, who appoints the Director.

Interested candidates should send a letter describing their interest and qualifications to Lizzy Ramhorst.

About the New Faculty Mentoring Initiative

Western’s New Faculty Mentoring Initiative is modeled on the program described in “High Retention of Minority and International Faculty Through a Formal Mentoring Program” (Phillips, Dennison and Davenport, 2016). This program successfully increased rates of retention for new faculty—with particularly positive results for faculty from underrepresented groups. Key features of this model include the following:

- All new TT faculty hired in cohort years served by the program are invited to participate.
- New faculty participating in the program describe the mentoring they seek.
- To the extent possible, new faculty participating in the mentoring program select from two possible mentors recommended by the Faculty Director.
- Mentors commit to confidentiality and to meeting at least monthly with their mentees for one academic year.
Position Responsibilities

Lead all aspects of the new faculty mentoring initiative, including develop materials to recruit and prepare participants, facilitate the matching process, train mentors, and assess the effectiveness of the program. Convene and inform the advisory committee; plan and facilitate the peer-support sessions; oversee the mentor/mentee matches; ensure confidentiality and participation in mentoring activities; and summarize program activities and recommended improvements in an annual report to the provost.

Compensation

The Director is supported with a fall course release, a summer planning stipend equal to the faculty member’s rate for a 5-credit summer course, and stipends of $1,000.00 for both winter and spring terms. The Director is expected to devote 15 hours a week to the program in fall, when the matches are made, and two-three weeks of full-time work the preceding summer. The position is renewable for a second year, upon mutual agreement of the Director, the Director’s department chair, and the provost.

Support

- The Director will be assisted in this work by an advisory committee appointed by the Faculty Senate.
- The Director reports to Steve VanderStaay, who assists the Director with logistics, communications, room reservations, etc. as requested.

Required Qualifications

- Tenure and three years of experience at Western.
- Demonstrated commitment to the values of diversity, inclusion and equity.
- A record of successful teaching and research at Western.
- Effective communication and presentation skills.
- Faculty leadership or other experience sufficient to facilitate working with faculty across the university.

Preferred Qualifications

- Experience and/or expertise in mentoring.

Interested candidates should send a letter describing their interest and qualifications for serving as Academic Program Director to Lizzy Ramhorst.