

## 2020-2021 Academic Assembly (AcA) Motions

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## AcA21-01 Faculty Accommodations Motion No. 1

### Main Motion:

“On behalf of Faculty and Staff managing work and childcare in this Academic Year, I move that, Academic Assembly immediately establish a working group to consider moving forward some or all of the following (and other recommended) actions and accommodations. The working group should be in active conversation with (if not include members from): Staff Council, the SU Advance Grant Team, the Provost’s office, and Human Resources. The Working Group would be encouraged to consider the following:

- The option for faculty to delay/put on hold tenure and promotion processes be extended through the entirety of AY 20-21;
  - Faculty who have taken or will take sabbatical during in the active Covid-19 environment be allowed to acknowledge, on their sabbatical reports, any inability to complete the work they applied for without recrimination;
  - Faculty with child- or dependent-care obligations be exempt from service obligations for the entirety of AY 20-21 should they choose that option;
  - Depending upon the budget situation, APRs be either halted for AY 20-21 (except for those who are choosing to proceed on a tenure/promotion clock), or become reflective only. Further, if a faculty member chooses (or is required) to complete an APR, that they be allowed to adjust their percentages of teaching, research, and scholarship to account for the work they actually did;
  - Faculty be allowed to reduce workload (go to PT status) without losing tenure/status and without losing benefits. Such a model is already at work in the College of Nursing (Modified Full-time Status) and is being considered by the College of Arts and Sciences on a limited basis;
  - The University waive the office hour requirement listed in the Faculty Handbook (Section III.E) to account for an online environment;
  - Staff who have no childcare be allowed to take a leave of absence without losing benefits;
  - HR begin working on a list of affordable childcare providers in the area and *in areas where faculty actually live.*”
- Motion originally drafted by AcA member Kate Koppelman and introduced via Email and Canvas on 9/10/20.

**Amendment to Main Motion:** (Amendments to Main Motion language made online via AcA Teams site by AcA member Kirsten Thompson on 9/20/20.)

“I move to substitute for the pending motion by Kate Koppelman the following: That the Faculty Welfare Committee, in consultation with the Staff Council, develop and report back recommendations before the end of the quarter on the following questions:

- Whether the option for faculty to delay/put on hold tenure and promotion processes should be extended through the entirety of AY 20-21;
- Whether faculty who have taken or will take sabbatical during in the active Covid-19 environment should be allowed to acknowledge, on their sabbatical reports, any inability to complete the work they applied for without recrimination;
- Whether faculty with child- or dependent-care obligations should be exempt from service obligations for the entirety of AY 20-21 should they choose that option;

- Whether depending upon the budget situation, APRs should be either halted for AY 20-21 (except for those who are choosing to proceed on a tenure/promotion clock), or become reflective only; and whether, if a faculty member chooses (or is required) to complete an APR, they should be allowed to adjust their percentages of teaching, research, and scholarship to account for the work they actually did;
- Whether faculty should be allowed to reduce their workload (go to PT status) without losing tenure/status and without losing benefits, recognizing that such a model is already at work in the College of Nursing (Modified Full-time Status) and is being considered by the College of Arts and Sciences on a limited basis;
- Whether the University should waive the office hour requirement listed in the Faculty Handbook (Section III.E) to account for an online environment;
- Whether staff who have no childcare should be allowed to take a leave of absence without losing benefits; and
- Whether HR should begin working on a list of affordable childcare providers in the area and *in areas where faculty actually live*;

as well as any other questions related to the foregoing that the Committee, in consultation with the Staff Council, believes should also be addressed.”

**Subsequent & Related Motions:**

“Motion: Move to amend the friendly amendment to adjust deadline for report back to October 5<sup>th</sup>, 2020. Any determinations or recommendations would have to be brought before the AcA for further discussion, and this expediency necessitates adjustment of the deadline.” Seconded. Approved via a majority vote of the AcA – Approved AcA Minutes 2020-09-21. II-C-i.

“Motion: Move to accept the friendly amendment language proposed by Kirsten Thompson (as amended above), in place of the original motion language proposed by Chris Paul and Kate Koppelman.” Seconded. Approved via a majority vote of the AcA – Approved AcA Minutes 2020-09-21. II-D-i.

**Vote on Amended Main Motion: Approved.** “Move to adopt the friendly amendment language and refer the motion charge to the Faculty Welfare Committee.” Seconded. Approved via a majority vote of the AcA – Approved AcA Minutes 2020-09-21. II-E-i.

## **AcA 21-02 Faculty Welfare Committee Motion**

### **Main Motion (3 Parts):**

**Motion Part 1:** “Move to adhere to membership composition requirements in the Bylaws for the Faculty Welfare Committee.”

**Vote on Motion Part 1:** Seconded. Approved via a majority vote of the AcA. – AcA Approved Minutes 20-09-28, P2. V-A.

**Motion Part 2:** “Move to allow appointments of faculty by Deans on a temporary basis to facilitate timely committee deliberations until permanent members can be elected per the college normal process.”

**Vote on Motion Part 2:** Seconded. Not Approved via a majority vote of the AcA. – AcA Approved Minutes 20-09-28, P2. V-B.

**Motion Part 3:** “Move to invite members of Faculty Salary Committee to attend Faculty Welfare Committee meetings for the academic year.”

**Vote on Motion Part 3:** Seconded. Approved via a majority vote of the AcA. – AcA Approved Minutes 20-09-28, P2. V-C.

## **AcA 21-03 Faculty Accommodations Motion No. 2**

### **Main Motion:**

“I hereby move that Provost Shane Martin, in his capacity as Chief Academic Officer of Seattle University, with consultations from faculty, HR and the Provost Office Staff, develop a comprehensive set of suggested accommodations and supports for faculty teaching and working during the pandemic. These accommodations and supports would be developed quickly and in response to the urgent needs of faculty at this time.”

- Motion introduced and moved by AcA member Kate Koppelman at the 20-09-28 meeting of the AcA.

**Vote on Main Motion:** Seconded. Approved via a majority vote of the AcA. – AcA Approved Minutes 20-09-28, P2. VI-B.

### **AcA21-04 Faculty Salary Committee Motion**

#### **Main Motion:**

“Move, that the Faculty Salary Committee be invited to deliver a written or verbal report on its activities to date at the AcA meeting of Oct 5 or Oct 19 relating to its charge to ‘to develop a university-wide faculty pay philosophy, pay structure, and pay practice,’ as well as its benchmarking research. Further, in the absence of the former chair Matt Philips (who has left the university), that current AcA members of the committee help facilitate this process.”

**Vote on Main Motion:** Seconded. Approved via a majority vote of the AcA. – AcA Approved Minutes 20-09-28, P2. VII-B.

## AcA21-05 Faculty Accommodations Motion No. 3 (4 Parts)

### Main Motion (4 Parts):

**Motion Part 1:** “I offer for adoption the following resolution: Resolved, that the Academic Assembly favors the policy that faculty who are caregivers should be given the immediate option to work with their chairs/directors to adjust their teaching schedules for Winter and Spring quarters to account for their caregiving duties.”

**Vote on Motion Part 1:** Seconded. Approved via a majority vote of the AcA. – AcA Approved Minutes 20-09-28, P2. VII-A.

**Motion Part 2:** “I offer for adoption the following resolution: Resolved, that the Academic Assembly favors the policy that faculty who are caregivers should be given the immediate option to work with their chair/director and Dean to negotiate a one- or two-quarter reduction in teaching load with a proportional reduction in salary while maintaining their full benefits.”

**Vote on Motion Part 2:** Seconded. Approved via a majority vote of the AcA. – AcA Approved Minutes 20-09-28, P2. VII-B.

**Motion Part 3:** “I offer for adoption the following resolution: Resolved, that due to the impact on faculty of the current online environment and the reality of managing work and caregiving duties, the Academic Assembly favors the policy that the requirement that faculty hold regular office hours (Faculty Handbook Section III.E) be temporarily replaced with the option to schedule office hours by appointment and in response to individual student needs and requests.”

**Vote on Motion Part 3:** Seconded. Approved via a majority vote of the AcA. – AcA Approved Minutes 20-09-28, P3. VII-C.

**Motion Part 4:** “I move that copies of the adopted resolutions be sent by Provost Shane Martin to all deans, department chairs, program directors, and the appropriate people in Human Resources and Faculty Services.”

**Vote on Motion Part 4:** Seconded. Approved via a majority vote of the AcA. – AcA Approved Minutes 20-09-28, P3. VII-D.

- Above motions were drafted and introduced by AcA member Kate Koppelman at the 9/28/20 meeting of the AcA.

## AcA21-06 Faculty Accommodations Motion No. 4

### Main Motion:

“Move that the AcA endorse the exploration and continued work into the following areas of faculty accommodation by the ad hoc task force:

- i. Student Evaluations – Possibility to continue the practice from last AY, whereby faculty evaluations would only be used if faculty opt-in to include them.
- ii. Extension of Tenure-Clock – Possibility to continue the practice from last AY, whereby faculty would have the option to extend their tenure clock an additional year, in consultation with the Deans and/or the Chair of the University Rank and Tenure Committee.
- iii. Sabbaticals – Possibility to extend the sabbatical timeframe if requested by a faculty member.
- iv. APRs – Request faculty to write a brief reflection of the faculty member’s experience with the pandemic and thoughts for moving forward, to be shared with Department Chair, but not to be included in a Chair’s report or be further assessed by the Dean.
- v. Survey – Possibility to create a faculty survey, led by the Advance Grant Team and the Center for Faculty Development, surveying the current needs of faculty.
- vi. Service – Possibility to explore what, if any, service obligations could be paused for this AY.”

- Above motion was drafted and introduced by Provost Shane Martin at the 10/19/20 meeting of the AcA.

**Vote on Main Motion:** Seconded. Approved via a majority vote of the AcA. – AcA Approved Minutes 20-10-19, P2. VI-B, C.



## **AcA21-07 Committee on Committees Confirmations**

### **21-07 A] Main Motion – Academic Technology Committee:**

“Move to affirm the appointment of Kerry Von Esch to the Academic Technology Committee.”

**Vote on Main Motion:** Seconded. Approved via a majority vote of the AcA. – AcA Approved Minutes 20-11-02, P2. VII-B.

### **21-07 B] Main Motion – Community Standing Advisory Committee:**

““Move to affirm the appointment of David Arnesen to the Community Standing Advisory Committee.”

**Vote on Main Motion:** Seconded. Approved via a majority vote of the AcA. – AcA Approved Minutes 20-11-02, P2. VII-C.

- Above motions drafted and introduced by the AcA’s VP of Committees, Sarah Bee at the 11/2/20 meeting of the AcA.

## AcA21-08 Academic Program Portfolio Review Motion

### Main Motion:

“WHEREAS, the Seattle University Board of Trustees adopted a resolution approving the Strategic Directions for Seattle University 2020-2025: A Jesuit University of Distinction for a Time of Change (the “Strategic Directions”);

WHEREAS, goal one of the Strategic Directions is to reimagine and revise the University’s curriculum and includes a review of the University’s portfolio of academic programs;

WHEREAS, goal five of the Strategic Directions is to reposition the University for change and includes making difficult decisions to significantly change or end programs where appropriate;

WHEREAS, the Seattle University Strategic Planning Council is charged with leading the implementation of the Strategic Directions, including prioritizing the potential strategic initiatives, developing implementation working groups, creating appropriate metrics for evaluation and monitoring, and reporting to the University community on the progress of the plan;

WHEREAS, the Strategic Planning Council established the Academic Program Portfolio Review (“APPR”) working group to help fulfill commitments in the University’s Strategic Directions to reimagine and revise the University’s curriculum and to change or end programs where appropriate;

WHEREAS, APPR is charged with designing and implementing a process, through shared governance, to assess the University’s portfolio of academic programs and make recommendations, including program elimination, to transition to a portfolio that ensures mission fulfillment and financial sustainability;

WHEREAS, Section XI.B of the Seattle University Faculty Handbook provides that “[t]he University may reduce or eliminate an educational program (i.e., a minor, major, certificate, concentration, or specialization), degree program, or department for reasons pertaining to low enrollment, low productivity, inadequate academic quality, or in support of the aims of the University strategic planning”;

WHEREAS, Section XI.B of the Seattle University Faculty Handbook also provides that the Academic Assembly of Seattle University (the “AcA”), deans, and appropriate faculty governance bodies at the school or college level will be involved in the review process for “program, degree program, or department reduction or elimination”;

WHEREAS, there is need to clarify the process for AcA, deans, and faculty governance bodies at the school or college level to review the APPR recommendations;

BE IT RESOLVED, the APPR moves that the AcA pass a resolution supporting the following: The AcA agrees to the following process for the review of APPR recommendations which will occur after APPR has completed its charge:

1. APPR is authorized to initiate recommendations for the suspension or closure of academic programs at Seattle University during the term of its existence.
2. During the term of its existence the APPR process supersedes the usual role of PRC which is limited to reviewing proposals to end programs that ordinarily are initiated by the Deans, Schools or Colleges, as described in the Bylaws and Chart of Authorities.
3. All APPR preliminary recommendations regarding academic programs in a school or college will be provided to the dean and appropriate faculty governance body at the school or college.

4. The dean and faculty governance body will each review the APPR preliminary recommendations, and the dean and faculty governance body will each submit to APPR a written response to the APPR recommendations.
5. Based on its review of the response from each school/college, APPR will produce a supplemental comment that affirms and/or modifies its preliminary recommendations.
6. APPR will embed the school/college responses and its supplemental comments into a final report and recommendations and submit this to AcA and send the supplemental comment to each dean for information.
7. AcA will review and consider the APPR final report and recommendation which includes responses from deans, responses from school or college faculty governance bodies, and APPR's supplemental comments.
8. AcA will write a response to APPR's recommendations and submit it to the Provost.
9. The Provost will make recommendations to the President and Board of Trustees informed by the APPR final report and recommendations (which includes responses from deans, responses from school or college faculty governance bodies, and APPR's supplemental comments) and AcA's response to APPR's recommendations."

- Motion drafted and introduced by Terri Clark and Robert Dullea, Co-Chairs of the Academic Program Portfolio Review Committee (APPR) at the 11/16/20 meeting of the AcA. Motion was tabled pending further discussion at the next AcA meeting.

## AcA21-09 GSC & SGSU Joint Resolution – Early Start FQ

**“Whereas**, the mission of Student Government of Seattle University (SGSU) and Graduate Student Council (GSC), as stated in their constitutions, include to be “the official voice and advocate for students”; and “to create a supportive community that better meets the need and improves the experience of graduate students” respectively; and,

**Whereas**, Seattle University moved the Fall Quarter 2020 start time and conclusion forward by two weeks to “significantly reduce the number of students needing to travel back and forth in November and December, and being exposed to and potentially spreading infectious diseases like the flu and Covid-19” as stated in the May 27, 2020 Presidential Communication; and,

**Whereas**, in Fall Quarter 2021 students “being exposed to and potentially spreading [...] the flu” when traveling will continue to be a threat, regardless of the status of Covid-19; and,

**Whereas**, 64% of incoming first-year students at Seattle University are from out-of-state; and,

**Whereas**, traveling back and forth in November and again in December has always been a financial burden for students, especially those residing out-of-state; and

**Whereas**, we acknowledge that the decision to move Fall Quarter 2020 forward relieved that burden from out-of-state students; and

**Whereas**, concluding Fall Quarter 2020 before Thanksgiving and not having a multiday holiday before finals will ensure greater instructional continuity for students and a longer, more restful break; and

**Whereas**, students have contacted both SGSU and GSC to express their preference for the Fall Quarter 2020 schedule; then

**Now therefore be it resolved**, SGSU and GSC assert that the Fall Quarter 2020 schedule is beneficial to students for health, financial, and academic reasons; and

**Be it further resolved**, SGSU and GSC urge Seattle University to adopt the Fall Quarter 2020 schedule, which started the quarter two weeks earlier and concluded the quarter before Thanksgiving, for the 2021-2022 Academic Year; and

**Be it further resolved**, SGSU and GSC urge the Provost and University Cabinet to consider adopting the Fall Quarter 2020 early start schedule for additional future years.”

- Original resolution drafted and presented to the AcA by the Graduate Student Council and Student Government of Seattle University, representatives to the AcA.

### **Main Motion:**

“Move that Fall quarter 2021 begin on the currently scheduled date and, in order to accommodate student concerns about Thanksgiving travel cost and safety, we [Seattle University] conduct the last 2 weeks of the term virtually.”

**Vote on Main Motion:** Seconded. Approved via a majority vote of the AcA. – AcA Approved Minutes 21-02-22, P5. V-E.

## AcA21-10 MACFT Transition Memo

### **Main Motion:**

“Move that the AcA approves the memo recommending the transition of the Master of Arts in Couples and Family Therapy program from the School of Theology and Ministry to the College of Arts and Sciences.”

**Vote on Main Motion:** Seconded. Approved via a majority vote of the AcA. – AcA Approved Minutes 21-02-08, P3. IV-C.

## **AcA21-11 Motion to Record Campus Meetings and Fora**

### **Main Motion:**

“Given that campus-wide faculty meetings and fora are often scheduled when many faculty cannot attend because of personal responsibilities; teaching schedules or prior commitments and given that transparency and inclusiveness are stated priorities of the university, I move that all campus-wide meetings and fora that have an impact on faculty academic life be recorded and made available to faculty upon request; however, given that there are inherently unequal power dynamics in such campus-wide faculty meetings and fora, a process will need to be developed to ensure that faculty can freely participate in the discussion without attribution.”

**Vote on Main Motion:** Seconded. Approved via a majority vote of the AcA. – AcA Approved Minutes 21-02-22, P6. V-G.

## AcA21-12 Master in Teaching Revision Memo

### **Main Motion:**

“Move to Affirm Program Review Committee (PRC) memo recommending the approval of the proposed College of Education, Masters in Teaching program fee increase.”

**Vote on Main Motion:** Seconded. Approved via a majority vote of the AcA. – AcA Approved Minutes 21-03-08, P2. III-C.

## AcA21-13 Faculty Handbook Revision 2021 Report Motions

### 21-13 A] Main Motion - Motion to Refer Revisions No. 1 & 3:

"[Move] That the Proposed Revisions #1 and #3 (Fall 2017) in the 2021 FHRC report relating to APR's be referred to the AcA APR Working Group for consideration per the Provost's recommendation."

**Vote on Main Motion:** Seconded. Approved via a majority vote of the AcA. – AcA Approved Minutes 21-03-08, P3. V-C.

### 21-13 B] Main Motion - Motion to Refer Revisions No. 2 & 6:

"That the Proposed Revisions # 2 (Fall 2017), 4, 5 & 6 (2019) in the 2021 FHRC report be referred to FHRC for incorporation into the 5-year revamp of the Faculty Handbook, beginning Spring 2021."

**Motion to Amend Main Motion 21-13 B:** "Move to remove proposed revisions No. 4 and 5 from the current motion and approve only revisions No. 2 and 6."

**Vote on Amendment:** Seconded. Approved via a majority vote of the AcA – AcA Approved Minutes 21-03-08, P3. V-E.

**Vote on Amended Main Motion 21-13 B:** "That the Proposed Revisions #2 (Fall 2017) & 6 (2019) in the 2021 FHRC report be referred to FHRC for incorporation into the 5-year revamp of the Faculty Handbook, beginning Spring 2021." – AcA Approved Minutes 21-03-08, P3. V-F.

### 21-13 C] Main Motion - Motion to Approve Revision No. 4:

"Move to adopt the language of Revision #4 [as detailed in the 2021 FHRC report] as modified by the Provost and implement the revisions into the FH as soon as possible."

**Vote on Main Motion:** Seconded. Approved via a majority vote of the AcA – AcA Approved Minutes 21-03-08, P3. V-G.

### 21-13 D] Main Motion - Motion to Approve Revision No. 5:

"Move to adopt the language of Revision #5 [as detailed in the 2021 FHRC report] and implement the revisions into the FH as soon as possible."

**Vote on Main Motion:** Seconded. Approved via a majority vote of the AcA – AcA Approved Minutes 21-03-08, P4. V-H.

### 21-13 E] Main Motion - Motion to Approve the SU Advance Grant Revisions:

"I move that AcA approve the amended version of the SU ADVANCE Revised Promotion Guidelines as recommended by FHRC."

**Vote on Main Motion:** Seconded. Approved via a majority vote of the AcA – AcA Approved Minutes 21-03-8, P4. V-I.

### 21-13 F] Main Motion - Motion to Approve Further Development of the U-NTT Revisions:

"I move that AcA commends the University NTT Committee for its proposal and for its hard work on this matter over the last two years. Aca like FHRC believes that this work will help drive and inform important structural changes at Seattle University that will be more inclusive and help create greater security and recognition of the invaluable work that our part- time and full-time colleagues perform.

I move that AcA invite FHRC and U-NTT to work together collaboratively with HR, Faculty Welfare



and Legal Counsel in Spring and Fall Quarters in order to help U-NTT refine and revise their proposal, for consideration and resubmission of the proposal to AcA no later than early November.”

**Friendly Amendment to Main Motion 21-13 F:** “I move that AcA commends the University NTT Committee for its proposal and for its hard work on this matter over the last two years. Aca like FHRC believes that this work will help drive and inform important structural changes at Seattle University that will be more inclusive and help create greater security and recognition of the invaluable work that our part- time and full-time colleagues perform.

I move that AcA invite FHRC and U-NTT to work together collaboratively with HR, Faculty Welfare, Provost’s Office and Legal Counsel in Spring and Fall Quarters in order to help U-NTT refine and revise their proposal, for consideration and resubmission of the proposal to AcA no later than early November.”

**Vote on Amended Main Motion 21-13 F:** Seconded. Approved via a majority vote of the AcA - AcA Approved Minutes 21-03-08, P5. V-K.

**21-13 G] Main Motion - Motion to Require FHRC & U-NTT Report to the AcA**

“I move that we [AcA] have a report from the FHRC and U-NTT in April and have the intent of doing as much work as possible in this AY.”

**Vote on Main Motion:** Seconded. Approved via a majority vote of the AcA – AcA Approved Minutes 21-03-08, P5. V-L.