Academic Assembly Meeting No. 13
Monday, March 13, 2023
2:05 p.m. – 3:35 p.m.
ADAL Stuart T. Rolfe & Zoom Meeting

MINUTES

Members Present: Carol Adams, Mark Cohan, Marc Cohen, Douglas Eriksen, Nalini Iyer, Angie Jenkins (Staff Council, *ex-officio*), Benjamin Jones Rice (SGSU, *ex-officio*), Shane P. Martin (Provost, *ex-officio*), Richard McGaha, Margit McGuire, Patrick Murphy, Jodi O'Brien (Associate Provost, *ex-officio*), Russell Powell, Bryan Ruppert, Patrick Schoettmer, Frank Shih, Gregory Silverman, Phillip Thompson, Michael Trice and Valentina Zamora.

I.   **Opening Remarks**, *Frank J. Shih*   **2:10 p.m. – 2:12 p.m.**

   a. Meeting was called to order at 2:06 p.m. by Academic Assembly President, Frank Shih.
   b. **MOTION** Moved by Frank Shih: **"**Move to approve the agenda for the March 13, 2023, meeting of the AcA." Seconded. **Approved.**

II. **Provost Update**, *Shane P. Martin*   **2:12 p.m. – 2:21 p.m.**

Commencement will take place on Monday, June 12 at the Climate Pledge Arena. The undergraduate ceremony is 11:00 a.m. – 2:00 p.m. and the graduate ceremony is 5:00 p.m. – 7:00 p.m. Since the event is during the work week, more staff will be able to work at the event.

In light of recent concerns regarding the utilization of generative artificial intelligence in academia, Vice Provost for Academic Technology and Innovation, Rick Fehrenbacher, is leading an effort to better understand the matter. Seattle University is committed to academic integrity and academic excellence. Therefore, it is important to address these concerns while giving faculty agency in their curriculum and pedagogy. Faculty are encouraged to send any comments, questions, or concerns to the Center for Digital Learning & Innovation.

Student Development tracks student use of Seattle University's Counseling and Psychological Services (CAPS) and TimelyMD. The data indicates students are using these resources and the average wait-time for TimelyMD is five to seven minutes. Discussion ensued. AcA members suggested that the University track student health and that CAPS provide an online reservation system. AcA recommended training programs for faculty and staff to better support students' mental and physical health.

Due to prolonged technical issues, some details are limited.

III. **University Ombudsperson Introduction**, *Sue Theiss*   **2:21 p.m. – 2:30 p.m.**

Sue Theiss is the new University Ombudsperson. The role of the University Ombudsperson is to listen to and help navigate conflicts in the workplace—impartially, independently and confidentially. Meditation coaching and communication training are a couple ways an ombudsperson can support faculty and staff create a better.

IV. **Introduction to Slate**, *James Miller*   **2:30 p.m. – 2:48 p.m.**

The prospective campus-wide implementation of Slate is an effort to *Enhance the Student Experience* –Goal 3 of *Reigniting Our Strategic Directions*. Slate is an integrated communications tool that faculty and staff can use to effectively engage and communicate with students. Seattle University can leverage Slate to improve on collecting and analyzing data regarding student outreach. This new tool can track the modality and interactions students choose to engage in during their student experience, from new student orientation to graduation. Slate can be used to manage check-ins at events while also tracking student interests and engagement at events. The implementation of Slate for Student Success is anticipated to take eighteen months. This will be a major transformation for engaging with students, and it will take time and effort to transition.

V. **Faculty Salary Equity Adjustment Update**, *Jodi O'Brien*   **2:48 p.m. – 3:01 p.m.**

This is the second year in a multi-year effort by the University to invest in making equity adjustments to faculty salaries. HR will be educative and transparent as it engages in the Market Equity Adjustment Study.

VI. **Committees on Committees Appointment**, *Patrick Schoettmer*   **3:01 p.m. – 3:07 p.m.**

MOTION Moved by Patrick Schoettmer: "I move to waive the seven-day notice for main motions (Bylaws §7.6.1)." Discussed. **Approved**. *Unanimously.*

MOTION Moved by Patrick Schoettmer: "I move to appoint Glenn Yasuda of the AcA to the Committee on Committees." Discussed. **Approved**. *10 yays, 0 nays, 1 abstention*.

Faculty should contact the chair of the Committee on Committees if they are interested in joining the committee – representatives from the Library, Alber's and Nursing preferred. Committee on Committees plans on sending out their Call for Volunteers in the near future. The committee is currently doing outreach to committees across campus to update rosters and clarify their needs for the next academic year.

VII. **Revised New Annual Performance Review Framework Motion**   **3:07 p.m. – 3:35 p.m.**
Frank J. Shih & Marc A. Cohen

The Annual Performance Review (APR) Framework Motion was tabled during the February 27, 2023, AcA meeting. A revised draft of the motion was circulated to AcA members. The updated draft included a shift from faculty workload to performance expectations. Revisions also included comments stating this is a pilot program and accreditation requirements will be honored.

MOTION Moved by Frank J. Shih: "I move to take the APR Framework Motion off the table for discussion and vote." Seconded. **Approved**. *Unanimously*.

MOTION Moved by Frank Shih: "I move to replace the motion previously brought to AcA with the motion presented at AcA today." Seconded. **Approved**. *Unanimously*.

AcA members requested clarification on the process for adjusting the baseline performance expectation percentages to align faculty effort with responsibilities. Provost Martin responded that the motion is meant to be directional and the Provost's Office will continue to consult with

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the AcA about the implementation. Two AcA members proposed language revisions to the APR Framework Motion.

MOTION Moved by Phillip Thompson: "I move to amend the language of the motion to reflect that each school/college will have the capability of choosing one of the options for baseline weightings." Seconded. **Approved**. *Unanimously*.

MOTION Moved by Valentina Zamora: "I move to amend the language of the motion to reflect AcA expressed general support to the APR described in the APR Framework Motion." Seconded. **Approved**. *Unanimously*.

A formal vote on the main motion will be held online. AcA members will be able to vote anonymously.

Meeting adjourned at 3:35 p.m.

Minutes taken and submitted by the AcA Administrative Assistant,
Caroline Pedro, Senior Administrative Assistant, Office of the Provost

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