



Faculty and Student Policies Committee Meeting Minutes

TO: Faculty and Student Policies Committee
FROM: Rebecca Ormond, Rotating Secretary
DATE: February 14, 2021
SUBJECT: FASP AGENDA – February 11, 2021 at 2:30 PM
VIRTUAL MEETING: [Zoom Link](#)
Meeting ID: 985 9539 4337
Password: 752886

ATTENDEES Rebecca Ormond, Jennifer Underwood (proxy for Danielle Hidalgo), Tim Sistrunk, Paul Herman, Alexander Smith (proxy for Michelle Borges), Duncan Young (proxy for Bre Holbert), Patrick Newell, Brian Oppy, Jeff Trailer, Betsy Boyd (proxy for Marianne Paiva), Jennifer Brundidge, Rachel McBride-Praetorius, Adam Irish (proxy for Nick Burk), Jenna Wright, Ennies Musvosvi, Kathy Kaiser, Laura Sparks (proxy for Kendall Leon), Kathy Kaiser, Emily Peart, Nicole Sherman and Seth Klobodu

Meeting called to order at 2:34 PM

1. minutes of [01/28/21](#) approved
2. Agenda approved
 - JU (Jennifer): Additional documents emailed that we may be looking at (for reference)
3. Proposed Digital Technologies in Teaching and Learning Policy EM 20-020 [Clean, Track Changes, Summary](#) – Introduction item
 - **motion to reconsider substitute documents & seconded. CF (Chiara) speaks to substitute documents (request for feedback on 2 changes:**

- based on FASP feedback language add to section 2.2.3

- CF (paraphrased)“students have the right not to share the live video, but some concerns were raised for courses where that live video is an integral essential part of the student outcomes. So we added some language”

- based on FASP feedback language add to section 2.3. (proctoring software)

- CF (paraphrased)“There was some discussion about how can we verify the identity of the students if they opt out of the proctoring software, and so I added some language that comes from the WASP substantive change manual.”

(summarized excerpts -pro/con discussion noted as “discussion/support/etc.”)

JU: intro - motion to approve substitute documents for consideration at introduction

Discussion (multiple participants)

AS: (Alex Smith)“like new language... who is making decisions in 2.2.3 ensuring learning outcomes?

CF: didn't make that decision hoping FASP will help

TS: (Tim Sistrunk): determination of Student learning outcome is faculty purview – discussion (multiple options) Dean? Chair? Administrative Process?

Discussion (multiple participants pro's and con's)

BB (Betsy Boyd): we already have established governance process (SLO) .. forcing a chair to oversee, who may or may not have expertise in the course puts everyone in bad spot”

LP (Laura Sparks): I wonder if we need language about exceptions?” Discussion (multiple)

CF: (clarify) two separate things... conceptual .. should there be some supervision.. [and] other is employer...need to determine who makes that exception

KK(Kathy Kaiser): [adds] federal protection act...[or] someone feels discriminated against because they have a disability

Discussion (multiple participants)

PH (Paul Herman): faculty own the curriculum and are responsible for what's put in their syllabus

BB: I also think that if it's possible, we might recommend that if a faculty member is going to teach online, and they will potentially have a proctoring software, or they will have some use of video that might be required that it also ended up in the class schedule somehow (if put on policy) ” So it might be useful ... if this policy is approved, we put a call to each department curriculum committee... please be aware this new requirement exists.

Discussion- some additions added but retracted

CF: puts some potential language in chat] (Chat: *In instances where no meaningful learning can be achieved, faculty can require students to use live video in a course if essential to meet learning outcomes, and this requirement must be specified in the syllabus*)

DY (Duncan Young): suggest wording - if it's required to demonstrate abilities

Discussion (multiple participants pro's and con's)

EM (Ennies Musvosvi,): it could be we bind ourselves to the least restrictive verbiage

BREAK in discussion for time certain (item #4 Proposed Policy for the University Diversity Council (UDC)

(SEE NEXT PAGE FOR START OF Proposed policy for the University Diversity Council)

Introduction item (contingent on approval from EC – tentative time certain – Tray Robinson (Interim Chief Diversity Officer) and Michelle Morris (Faculty Diversity Officer)

(summarized excerpts -pro/con discussion noted as “discussion/support/etc.”)

JU: item is being discussed as introduction item

TR (Tray Robinson): [summarized excerpts] UDC started in 2014 to advance EDI (Equity, Diversity and Inclusion) work with a collaborative approach for our campus ...at a systemic level with participation by all division as well as other key campus stakeholders.

TR was disconnected on Zoom MM (Michelle) took over

MM (Michelle Morris): we wanted to present to FASP the draft of the charge/EM and ask for your feedback... the website is up ...(with) priorities ... key performance indicators. The way we work is through priorities and then key performance indicators... meetings are open...

Discussion

AS: what specific issues would the diversity council take on?

MM: [summarized/excerpts] originally six priorities.. some fell off others came on... Hutchinson’s strategic priorities... social justice and now ethnic studies... becoming a Hispanic serving institution and what would that look like ... one specific I work on is workforce diversity... that’s a priority that has associated key performance indicators... others are campus key priorities.. campus climate...funding... communication and overhaul of EDI website

(TR returns to zoom meeting)

JW (Jenna Wright): 100% in support (but) could you speak to why the Associate Director of the CCLC wouldn’t be a part of that (UDC) membership?

TR: that position would be a part of this committee by one of the appointments through student affairs... it’s just not named out ... that’s just because of structure (as to) not make it too big of a committee

TR: What I wanted to say was, something has happened.. the energy that had happened with the movement across our country, as a result of the murder of George Floyd and others, folks were energized to create change... unfortunately a lot of that has died off.... And institutionalizing efforts like this, will make sure that those types of things happen - work continues and we have mechanisms in place to keep this this work moving forward.

ES: (Ella Snyder acknowledged by AS): Associated students just changed commission of diversity affairs... its now (?)director of engagement and advocacy? ... I can get you the exact name to change that

AS: in the E.M ... what is meant by diversity of thought?

TR: the ways in which we think about process, diversity at the most maximum level based on our different interests... It’s some common language ... in higher education.

JW: DEI vs EDI? why you chose the EDI language for this document

MM: we looked at the literature (there is movement) to prioritize the equity piece.”

TR: it will continue to evolve

TS: recommends senators -go back and think about how we can keep supporting this committee.”

(multiple comments of support)

PH: great things... is there going to be safeguards built into this to preserve those ... differences in opinions or viewpoints?" TR "we have those conversations... maybe later we can revise... we haven't had to engage in that particular process.

(multiple comments of support)

BB [acknowledged]"And I just wanted everyone to know how instrumental members of UDC were in the formation of the resolution that we passed this year... I'm super glad that we're being accountable by putting this E.M. forward and making this a permanent part of our infrastructure."

(multiple comments of support)

• The Proposed policy for the University Diversity Council (UDC) Introduction item was approved to move to action item at next FASP meeting

(summarized excerpts -pro/con discussion noted as "discussion/support/etc.")

Return to #3 Proposed Digital Technologies in Teaching and Learning Policy EM 20-020 Introduction item

JU: (all below is excerpted summary) reiterates if moved to action in a couple weeks that language in areas (discussed above) will be really important

JT (Jeff Trailer) "...under 4.3, accessibility and universal design. There's a line about personal liability, as the Instructor of Record for a class and faculty member is responsible ... In the second sentence, faculty should have an awareness of personal liability when course materials are not accessible... So .. This has been brought to me by my faculty (notes speaking on behalf of faculty in his dept – issues they raised)... either this isn't really necessary, because of course, the faculty is responsible for their classes (or) What are we trying to communicate? That there's some special legal liability that the university is going to go after people individually. Is there something unique about accessibility that has a different implication for the faculty?"

CF: according to section 508 there is some personal liability if faculty decided to use tools and software outside of what's supported by the university."

KF (Kathy Fernandes) ... all kinds of technologies that we can use that are inaccessible. So that becomes an issue where the liability is not covered by the campus if we haven't had a chance to vet that software. But even more explicitly, if a faculty member is creating, let's say, tables in a syllabus, and not using headers, and basically has created a doc, a syllabus that has no accessibility in it, ... faculty can be held liable... that is why we have the Office of accessible technology and services, why we have TLP, why we have workshops, why we have a product called Ally and Blackboard"

JT [notes speaking on behalf of faculty in his dept – issues they raised]... couple issues, it's not true that we don't have coverage... 2) if you want to go after faculty personally for things- what's really required as they spend a lot more effort- is clarifying the law and how it's worded and how the University is going to abandon or even prosecute individual people

KF It's people outside the University who are pressing the courts regarding accessibility of materials for students"

JT I think that needs to be backed up. Faculty are very anxious about this.. something like that would be helpful."

KK All of education has been subject to some strenuous levels...I'm concerned a faculty member could be assigned a course with little headway and time... may not know the

“technological” processes, especially when under pressure... you need to make sure your course is fully vetted.

KF Reiterates OATS and TLP is there -so there are mechanisms there for faculty - immediately - for support in improving the accessibility of materials

CF we can add a little bit of language ..faculty should have awareness of personal liability, and therefor seek the services to make sure that they get appropriate support (she references section 508 of the Federal Rehabilitation Act) “we might just for our own sake, know where it speaks to”

5. Subcommittees – Information item

a. FPPP

i. TS: next meeting - the Provost wanted us to reconsider the superior rankings in in the RTP process, we're going to have some chair responsibility, we probably also want to take up some of the anti-racism, ideas that we had in our resolution and also new faculty, ideas about how to explain the FPPP to somebody who is not immersed into the culture for years and years.

b. Targeted Harassment of Faculty (Faculty Cyberbullying)

i. AS: we are still in the process of getting things going.. we do have a draft

6. Announcements

JU: welcome new member to Nicole Sherman and Seth Klobodu

TS: Tomorrow at noon CFA meeting “Covid-19” town hall (come, bring issues)

JU: would love to get announcements in advance to be put on agenda

7. Other

BB: Any of you had Department meetings scheduled during Senate responsibilities? KK: I do think that is serious...

TS: I agree... its part of what we get paid for... its weird to create conflict between service

JT I support the concern

8. Adjourn at 4:01 Pm

Links to:

[Academic Senate](#)

[Faculty & Student Policies Committee \(FASP\)](#)

[Current Executive Memoranda](#)

[The FPPP](#)

[The CBA](#)

[The Constitution of the Faculty](#)

[Student Conduct Rights and Responsibilities, Campus Policies](#)